

Social Responsibility Policy and Code of Conduct

PlayPower achieves financial and commercial success by conducting its businesses based upon ethical values that promote respect and care for its employees, its customers, the children and people who enjoy its recreational products, and the communities it serves. PlayPower accepts and embraces its social responsibility to protect the environment by conserving the world's natural resources through lean manufacturing processes that utilize sustainable materials. PlayPower governs itself as a good corporate citizen of the world and conducts its business ethically and free from corrupt practices, while always promoting and protecting human rights throughout the world. PlayPower aims to grow and achieve maximum financial performance for its stakeholders by providing meaningful avocations and life sustaining income to its many employees, by providing communities innovative, quality products that improve their citizen's life experiences, and by having a positive impact on the people of the world, and the world's environment.

Code of Conduct

PlayPower's Social Responsibility Policy and Code of Conduct is intended to guide the conduct of all of the directors, officers, employees and representatives of PlayPower and its subsidiary companies. Each of these individuals is responsible for making sure that PlayPower's business decisions and actions comply at all times with the intent of this Social Responsibility Policy and Code of Conduct.

Ethical Corporate Governance. PlayPower will:

1. Always act in the best interest of its employees, its customers, world citizens and the environment, while always striving to maximize financial performance for its stakeholders.
2. Provide its customers with innovative, quality, reliable, safe and environmentally friendly products that enhance the human experience.
3. Conduct its business pursuant to the highest industry standards and best practices, and always in an ethical and socially responsible manner.
4. Be open, conscientious, honest and receptive to the needs and concerns of its employees, its customers, the communities it serves, and its stakeholders, and will communicate with them promptly, completely and accurately.
5. Comply with its legal and financial obligations.
6. Honestly and accurately account for its business transactions and activities pursuant to accepted standards and practices such as Generally Accepted Accounting Principles, and will cooperate fully with its internal and independent auditors.
7. Comply with the laws, rules and regulations of the countries and communities in which it operates.

8. Compete in its industries vigorously, independently, ethically and fairly, and will not act in derogation of antitrust or competition laws in any of the jurisdictions in which it does business.
9. Fully comply with the U.S. Foreign Corrupt Practices Act (“FCPA”) and the anti-corruption laws of other countries where the company does business. The company and its employees and representative will never offer, pay, solicit or accept bribes in any form, either directly or indirectly.
10. Honor and uphold its fiduciary duties, and its officers, managers, and employees will never put their personal interests ahead of the interests of the company or its financial stakeholders.

Social Responsibility, Health and Safety. PlayPower will:

11. Support and be an asset to the communities in which it operates by providing employment, investing in infrastructure and supporting local initiatives.
12. Offer its employees functional education and job training opportunities to help advance their personal and professional development.
13. Strive for continuous operational improvement to minimize its environmental impact.
14. Offer its employees compensation packages that include medical and dental benefits, retirement programs, and services such as employee assistance counseling, employee discounts and length-of-service awards. PlayPower will compensate its employees with wages and benefits that meet or exceed the legally required minimum.
15. Provide its employees a fair, just and professional workplace, and will not tolerate any form of discrimination or harassment directed at any individual or group, regardless of race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, national origin or any protected class.
16. Encourage employees to report any incidents of discrimination, harassment, and unfair or unsafe work conditions, and to raise questions, concerns or issues they may have about such matters to their supervisors
17. Take all such concerns, questions and complaints seriously and handle them promptly, confidentially and professionally, without any form of retaliation to the reporting employee.
18. Provide a healthy and safe workplace and practice operational processes that enable its employees to work free of incident, injury and illness.
19. Train its managers and employees and make them accountable for preventing work related injuries and illnesses, and provide appropriate wellness programs that contribute to the productivity, health and well-being of employees.
20. In keeping with its commitment to ethical business practices, social responsibility and good corporate citizenship, acknowledge and respect the fundamental principles contained in the Universal Declaration of Human Rights and in the United Nations Global Compact's (UNGC) Ten Principles in the areas of human rights, labor, environment, and anti-corruption.
21. Support and respect the protection of internationally proclaimed human rights and make certain that it is not complicit in human rights abuses.

22. Respect the rights of employees to collectively bargain where employees have unionized in accordance with local laws and established practice
23. Reject and condemn all forms of forced or compulsory labor.
24. Rejects and condemn all forms of child labor and actions intended to exploit children.

Environmental. PlayPower will:

25. Comply with all applicable environmental, health and safety regulations and laws, and all applicable industry standards and guidelines with respect to its operations, products and services.
26. Operate an environmental, health and safety management system aligned to the requirements of ISO14001, and that ensures continuous improvement through risk assessment, risk minimization, and performance reporting.
27. Operate in a manner that is committed to continual improvement in environmental sustainability through recycling, waste minimization, conservation of resources, prevention of pollution, product development, management of hazardous materials, and promotion of environmental responsibility amongst its employees.

Supplier Code of Conduct

PlayPower achieves financial and commercial success by conducting its business based upon ethical values that promote respect and care for its employees, its customers, the children and people who enjoy its recreational products, and the communities it serves. PlayPower accepts and embraces its social responsibility to protect the environment, to govern itself as a good corporate citizen of the world, and to conduct its business ethically and free from corrupt practices, while always promoting and protecting human rights throughout the world. PlayPower expects its Suppliers and their facilities to comply with all applicable labor, employment, health and safety, environmental, and anti-corruption laws and regulations of the countries where they conduct business. At a minimum, Suppliers and their facilities are expected to meet the requirements set forth in this Supplier Code of Conduct. Adherence to these principles is mandatory for all Suppliers. By signing below and returning a copy to PlayPower, you acknowledge receipt of a copy of this Supplier Code of Conduct, and that you understand and will adhere to PlayPower's requirements.

HUMAN RIGHTS

As a commitment to ethical business practices, social responsibility and good corporate citizenship, Supplier must acknowledge and respect the fundamental principles contained in the Universal Declaration of Human Rights and in the United Nations Global Compact's (UNGC) Ten Principles in the areas of human rights, labor, environment, and anti-corruption. In addition, Supplier shall uphold the following labor practices:

FAIR AND EQUITABLE WORKPLACE: Workers deserve a fair and ethical workplace environment and must be treated with the utmost dignity and respect. Accordingly, Supplier must treat its Workers with dignity and respect at all times, provide a mechanism for reporting human rights violations and where it is allowed by law, have a system that allows Workers to anonymously report concerns.

EMPLOYMENT STATUS: Supplier's hiring practices must include verification of Workers' legal right to work in the country and ensure that all mandatory documents, including work permits, are timely obtained and available for inspection.

EMPLOYMENT PRACTICES: Supplier shall ensure that all work is voluntary. There shall be no trafficking of persons or use of any form of slave, forced or indentured labor. Involuntary labor includes the transportation, harboring, recruitment, transfer, receipt or employment of persons by means of threat, force, coercion, abduction, fraud or payments to any person having control over another person for the purpose of exploitation. Supplier shall not withhold Workers' original government-issued identification and travel documents.

ANTI-DISCRIMINATION AND FAIR TREATMENT: Supplier shall not discriminate against any Worker on the basis of race, age, disability, ethnicity, gender, pregnancy, marital status, parental status, social status, national origin, political or union affiliation, religion, sexual orientation in hiring and other employment practices or any other characteristic protected by local law, as applicable. Supplier shall commit to providing a workplace free of physical, psychological, sexual or verbal abuse or other unlawful harassment. Threats or other forms of intimidation are prohibited.

UNDERAGE LABOR: Supplier may not employ persons who are below the applicable legal minimum age to work. Underage (child) is a person under the minimum employment age according to the laws of the facility's country.

WAGES AND BENEFITS: Suppliers shall comply with applicable wage and hour labor laws and regulations governing Worker compensation and working hours. Workers with the same qualifications, skills, experience and performance shall receive equal pay for equal work in accordance with applicable labor laws.

WORKPLACE ENVIRONMENT

Supplier shall provide a healthy and safe work environment for its Workers. Supplier shall take proactive measures that support accident prevention and minimize health risk exposure. Supplier shall provide Workers with appropriate workplace health and safety training.

ENVIRONMENTAL MANAGEMENT

Supplier is expected to conduct its operations in a way that minimizes the impact on the environment, its customers, and workers. Supplier shall minimize use of hazardous substances through implementation of substitution or reduction methods and as to the extent applicable to its operations, shall make efforts to reduce energy, water, and natural resource consumption by implementing methods to conserve them and develop, implement and maintain environmentally responsible business practices.

BUSINESS INTEGRITY

COMPLIANCE WITH LAW: Suppliers' business activities shall comply with applicable laws and regulations in the countries and jurisdictions in which they operate. This Code applies to activities in the locations where suppliers' goods are produced, where any related services are performed, and where the goods enter the supply chain.

ANTI-BRIBERY: Suppliers shall not engage in any form of bribery, kickbacks, corruption, extortion or embezzlement. Suppliers shall not take any action that would violate, or cause PlayPower to violate, any applicable anti-bribery law or regulation, including the U.S. Foreign Corrupt Practices Act.

BOOKS AND RECORDS: Suppliers shall maintain accurate and transparent books, records and accounts to demonstrate compliance with applicable laws and regulations and this Code.

CONFIDENTIALITY: Suppliers shall safeguard PlayPower information by keeping it secure, limiting access, and avoiding discussing or revealing such information in public places. These requirements extend even after the conclusion of a Supplier's business relationship with PlayPower.

GRIEVANCE MECHANISM: Suppliers shall create internal programs for handling reports of workplace grievances, including anonymous reports.

WHISTLEBLOWER PROTECTION: Suppliers are responsible for prompt reporting of actual or suspected violations of applicable laws and regulations, and of this Code. This includes violations by any employee or agent acting on behalf of either the Supplier or PlayPower. Such programs shall protect worker whistleblower confidentiality and prohibit retaliation.

ACKNOWLEDGMENT OF TERMS

Accepted and agreed to on behalf of _____,
a supplier to PlayPower. I acknowledge that I am authorized to bind such company to the terms herein.

Signature: _____

Print Name: _____

Date: _____

Title: _____

Phone Number: _____

COMPANY ADDRESS: _____

COUNTRY: _____

Return this executed signature page to the PlayPower representative whose name appears below:



878 Highway 60
Monett, MO 65708 USA



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