



Code Of Conduct For Manufacturers



At Conflow Power Group ("CPG"), we are committed to upholding the highest standards of ethical conduct and responsibility in our business operations. We expect the same commitment from all manufacturers involved in the production of iLamp. To ensure the well-being and fair treatment of workers, as well as environmental sustainability, we require all manufacturers of iLamp and iLamp Components or Modules to adhere to the following standards:

Child Labor

Manufacturers will not use child labor. The term "child" refers to a person younger than 15 years old (or 14 where local law allows) or the age specified by the local legal minimum age for employment or completion of compulsory education, whichever is higher. Manufacturers employing young persons who do not fall within the definition of "children" will also comply with applicable laws and regulations.

Involuntary Labor

Manufacturers will not use any form of forced or involuntary labor, including prison labor, bonded labor, indentured labor, or any other form of coerced labor.

Coercion and Harassment

Manufacturers will treat each employee with dignity and respect and will not engage in or tolerate corporal punishment, threats of violence, or any form of physical, sexual, psychological, or verbal harassment or abuse.

Nondiscrimination

Manufacturers will not discriminate in hiring and employment practices, including salary, benefits, advancement, discipline, termination, or retirement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion, or disability.

Association

Manufacturers will respect the rights of employees to associate, organize, and bargain collectively in a lawful and peaceful manner, without penalty or interference.

Health and Safety

Manufacturers will provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations. This includes ensuring reasonable access to potable water and sanitary facilities, fire safety measures, and adequate lighting and ventilation. Manufacturers will also apply the same health and safety standards in any housing provided to employees.

Compensation

Manufacturers will recognize that fair wages are essential to meeting employees' basic needs. They will comply with all applicable wage and hour laws and regulations, including those related to minimum wages, overtime, maximum hours, piece rates, and other compensation elements. If local laws do not provide for overtime pay, manufacturers will pay at least regular wages for overtime work. Except in extraordinary business circumstances, manufacturers will not require employees to work more than the lesser of (a) 48 hours per week and 12 hours of overtime or (b) the limits on regular and overtime hours allowed by local law or, where local law does not limit the hours of work, the regular work week in that country plus 12 hours of overtime. Employees will be entitled to at least one day off in every seven-day period, except in extraordinary business circumstances. Manufacturers are expected to meet higher local industry standards if they exist.

Protection of the Environment

Manufacturers will comply with all applicable environmental laws and regulations to minimize their impact on the environment.

Compliance with Laws

Manufacturers will comply with all applicable laws and regulations, including those related to the manufacture, pricing, sale, and distribution of merchandise.

Subcontracting

Manufacturers will not subcontract the manufacture of iLamp or its components without first obtaining the written consent of CPG. Subcontracting may only occur after the subcontractor has entered into a written commitment with CPG to comply with this Code of Conduct.

Monitoring and Compliance

Manufacturers will authorize CPG and its designated agents, including third parties, to engage in monitoring activities to confirm compliance with this Code of Conduct. This includes unannounced on-site inspections of manufacturing facilities, inspections of employer-provided housing, reviews of employment-related books and records, and private interviews with employees. Manufacturers will maintain on-site all documentation necessary to demonstrate compliance with this Code of Conduct.



Publication

Manufacturers will take appropriate steps to ensure that the provisions of this Code of Conduct are effectively communicated to all employees. This includes prominently posting a copy of this Code of Conduct in the local language in a place readily accessible to employees at all times.

By adhering to this Code of Conduct, manufacturers demonstrate their commitment to ethical and responsible business practices, the well-being of workers, and environmental sustainability. Failure to comply with this Code may result in the termination of business relationships with Conflow Power Group.