

KAF Manufacturing Company Code of Vendor Ethics

Legal Compliance

- KAF Manufacturing Company vendors shall conduct their employment practices in full compliance with all applicable laws and regulations stipulated by the legal system of their country. They must also adhere to all applicable trade laws as well as all export, re-export, and import requirements while conducting business. Business must be conducted in full compliance with antitrust and fair competition laws that govern the jurisdictions in which Vendors conduct business.
- Vendors shall NOT source materials in violation of the Dodd-Frank Wall Street Reform and Consumer Protection Act regarding Conflict Materials. This includes metals/materials originating in the Democratic Republic of the Congo (DRC) or adjoining countries as defined in the Conflict Minerals Act.

Basic Human Rights

- The infliction of any physical abuse or corporal punishment is strictly prohibited. Vendors must provide a sound working environment, never discriminate against, or resort to unfair employment practices based on gender, color, race or religious leanings.
- The working conditions must be safe, the wages must comply with the law, and the working hours must be fair. KAF requires use of only volunteer labor; the use of forced labor in the form of indentured, bonded, or prison labor is unacceptable.

Prohibition of Child Labor

- Vendors must comply with child labor laws and never employ children below the minimum age stipulations. Vendors must adhere to the regulations stated by the International Labor Organization (ILO) and take steps to control hazards to provide a safe working environment.

Environmental Protection

- Vendors shall comply with all national, local, or other applicable environmental laws and regulations of the country where the merchandise is produced. All required permits and registrations must be kept current and must be available on the premises for review.
- Vendors must continuously work to reduce environmental pollution and use resources to establish a sound environmental management system. All hazardous materials and chemicals including wastewater and solid waste generated from operations must be disposed of using environmentally responsible practices. Recycling is strongly encouraged.
- Vendor will refrain from using any ozone depleting materials in their operations and packaging materials.

KAF Code of Vendor Ethics, continued

Corruption and Bribery

- Vendors must practice fair businesses and must not engage in or tolerate any kind of bribery or corrupt act. They must not accept any kind of payment on behalf of the organization nor try to influence a government official in order to obtain additional business.

Subcontractors

- It is the responsibility of each vendor to ensure that its suppliers and representatives understand and comply with this Code and to inform KAF if and when any situation develops that causes the vendor to operate in violation of the Code.
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KAF Manufacturing Company Mission

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KAF will promote a teamwork environment for the benefit of its employees, customers and owners. We will use the most modern tools and inspection devices coupled with a well trained staff build products of distinction.

KAF Manufacturing Company, Quality Policy

KAF is committed to meeting or exceeding our customers' requirements and to maintain and continually improve the effectiveness of our quality management system