

Service Partners Corporation Supplier Business Practices Policy

Service Partners prides itself on its reputation for honesty, integrity, and excellence in everything that we do. We therefore expect and require that all goods produced on our behalf be made in facilities that meet specific criteria for human rights, working conditions and protection of the environment.

Our selection and continued use of our suppliers is based on the following standards with respect to all goods that we purchase:

- 1. Comply with all applicable laws and regulations.**
- 2. Protect against the use of workers younger than the minimum age required by law.**
- 3. Protect against the use of forced labor.**
- 4. Provide appropriate wages and benefits as required by law.**
- 5. Protect against excessive working hours that exceed local laws or business customs.**
- 6. Protect against physical and mental punishment of workers.**
- 7. Protect against unlawful discrimination against workers and encourage employment based on ability.**
- 8. Respect workers' rights to associate freely.**
- 9. Maintain safe and clean workplaces, including any residential facilities, in compliance with the law.**
- 10. Protect our confidential and proprietary information.**

We will not knowingly work with suppliers that do not respect these standards and those of our customers. We will periodically assess our supplier's compliance with these standards and those of our customers. Any reported non-compliance will be investigated and appropriate action will be taken. These standards apply whether the supplier is a Masco company, an affiliate, or a third party.