

## Happy Feet International Code of Conduct

---

Happy Feet International is committed to doing business in a responsible, ethical, and sustainable manner. We work hard every day to uphold the highest standards through our products, partnerships, and operations.

### Happy Feet Principles

To ensure suppliers are dedicated to our principles and practices, we have implemented strict policies, including but not limited to:

- Respecting human rights
- Enhancing diversity and inclusion
- Developing an engaged and valued workforce
- Providing safe working conditions
- Advancing environmental responsibility

### Continuous Improvement

Quality, ethics, and customers are at the forefront of Happy Feet's business. As such, it's important for us to assess on a periodic basis the inputs and quality of our upstream suppliers to ensure our company never sources anything that would be considered questionable, unethical, or otherwise improper in the conducting of our business.

### Happy Feet Supplier Certification

We request our suppliers sign certificates stating that they adhere to Happy Feet International's policies. Moreover, we periodically check with all of our suppliers and factories to ensure continuous adherence to our policies. Certification is nonnegotiable and required in order to do business with Happy Feet, and among the most important methods we employ to provide the highest quality flooring for customers, stakeholders, and the industry as a whole.