

ATTN: TOMM 030-952-5324



Per your request.

**NEIL ENTERPRISES, INC.
CODE OF CONDUCT**

Neil Enterprises, Inc. is committed to conducting business affairs in a socially responsible and ethical manner consistent with the education institutions we serve by promoting high standards in the work place, and by protecting and preserving the global environment.

Work Place Standards Neil Enterprises operates a work place and contracts with companies whose work places adhere to the following standards: 1) Comply with all applicable legal requirements of the countries in which the product is manufactured; 2) Pay employees no lower than the minimum wage; 3) Do not allow employees to work over 48 hours per week without overtime compensation; 4) Do not employ any person younger than 16 years of age; 5) Do not permit any forced labor; 6) Provide a safe and healthy working environment; 7) Do not subject any person to discrimination based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin; 8) Do not subject any employee to any type of harassment or abuse; and 9) Permit freedom of association and collective bargaining.

Environmental Standards Neil Enterprises, Inc. is concerned about the environment and scarcity of landfills. Neil Enterprises makes the following provisions: 1) All scrap plastics are recycled; 2) All scrap corrugated containers are compacted and recycled; and 3) All of our products use minimal packaging. Neil Enterprises pledges to continue to search for additional methods in manufacturing and packaging to protect and preserve the environment.

In conclusion, these high standards result in employee confidence and job satisfaction which reflects in our exemplary customer service and overall customer satisfaction.