PPAI Code of Conduct & Ethics

Introduction

We are committed to conducting business responsibly, ethically and in compliance with applicable laws. This Code outlines the standards we strive to uphold across our operations and supply chains to protect consumers, workers, business partners, and the environment.

We expect our employees, contractors, suppliers and business partners to uphold standards consistent with this Code and to work toward continuous improvement.

We commit to implementing policies, procedures and internal accountability mechanisms to support adherence to this Code and to communicate these expectations to relevant stakeholders.

This Code is informed by internationally recognized responsible business frameworks, including the UN Global Compact Ten Principles, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and widely accepted expectations for responsible supply chains. This code is intended to serve as a practical framework to support responsible business practices and continuous improvement across the branded merch industry.

Product Responsibility

Product Safety & Compliance: We are committed to ensuring that all products are safe, compliant, and suitable for their intended use. Product safety and regulatory compliance are fundamental to protecting consumers, customers and brands and to maintaining trust in our company and the industry.

Product Development: We are committed to responsible product development that prioritizes safety, quality, compliance and customer trust from concept through commercialization.

Product Quality: We are committed to delivering products that meet applicable quality standards and customer requirements.

Intellectual Property: We respect and protect intellectual property rights and ensure that all products, designs, branding and content are sourced and distributed lawfully and ethically.

Social Responsibility

Human Rights: We support and respect internationally recognized human rights and seek to avoid causing, contributing to, or being directly linked to adverse human rights impacts through our operations, products, services, or business relationships.

Employment Relationship: We adopt and adhere to rules and conditions of employment that respect workers and safeguard their rights under applicable national and international laws and regulations.

Forced Labor & Human Trafficking: We prohibit all forms of forced labor, including indentured, bonded, prison labor, slavery and human trafficking. Employment must be voluntary.

Child Labor: We honor child-focused employment law requirements and ensure that all youth workers are of a legally permissible age and capable to work in their assigned work environment and ensure that work performed by young workers does not interfere with compulsory education, training, health, safety or development.

Humane Treatment: We provide a work environment that is dignified and free from harassment, abuse, violence, or inhumane treatment of any kind, and we are committed to taking appropriate remedial action to address any violations of these principles.

Non-Discrimination: We prohibit discrimination in any aspect of employment based on legally protected characteristics and promote inclusive and equitable workplaces.

Freedom of Association & Collective Bargaining: We respect the rights of workers to associate freely, form or join organizations and bargain collectively, in accordance with applicable laws.

Health & Safety: We provide safe, secure and hygienic working conditions and take appropriate steps to prevent accidents and injury.

Hours of Work: We comply with applicable laws governing working hours, overtime, rest periods and time off. Regular workweeks and time off are guided by consistent, lawful, and equitable scheduling and policy, understanding that exceptional circumstances may require flexibility and adjustment to ensure operations and business prerogatives are appropriately advanced.

Wages & Benefits: We comply with all applicable wage and compensation laws. We support lawful and fair compensation practices and encourage progress toward wages that help meet workers' basic needs and provide discretionary income where feasible.

Grievance Mechanisms: We support appropriate mechanisms for employees and workers to raise concerns or grievances without fear of retaliation and encourage timely and fair resolution.

Ethics & Governance

Business Ethics & Legal Compliance: We conduct our business with honesty, integrity, accountability and appropriate transparency and comply with all applicable laws and regulations, including antitrust, anti-corruption, advertising, intellectual property, privacy and consumer protection laws, such as the Foreign Corrupt Practices Act and similar international regulations. Where legal requirements and this Code differ, we seek to apply the higher standard where feasible.

Fair Competition & Responsible Marketing: We compete fairly and lawfully based on the merits of our products and services and are committed to accurate, truthful and substantiated marketing and communications that are not misleading and fairly represent our products, services and capabilities.

Data Privacy, Confidentiality & Digital Responsibility: We strive to protect personal, confidential and proprietary information and respect applicable privacy and data protection requirements. We support the responsible and lawful use of digital technologies, including ecommerce systems, artificial intelligence, and automated content tool and avoid deceptive, infringing, or unauthorized use of trademarks, copyrighted materials, metadata, backend search terminology, training data or other third-party intellectual property in digital platforms, advertising, or AI-generated content.

Conflict of Interest: We promote transparency and proper management of conflicts of interest, including the ethical handling of actual or apparent conflicts of interest between personal and business relationships. We expect and encourage the full, fair, accurate, and timely disclosure of transactions or relationships that may involve a conflict of interest and promote compliance with our commitment to ethical and legal operations.

Financial Integrity & Accurate Records: We maintain accurate business records and prohibit fraud, falsification, misrepresentation, or other dishonest business practices.

Environmental Responsibility

Compliance: We comply with applicable environmental laws and regulations.

Environmental Impact: We support efforts to measure and reduce environmental impacts, including greenhouse gas emissions, where feasible. We support a precautionary approach to environmental challenges, including consideration of environmental risks before products, materials, packaging, or processes are selected.

Responsible Sourcing: We consider environmental impacts when making sourcing and product decisions.

Waste Reduction & Circularity: We promote waste reduction, reuse, recycling and responsible end-of-life management of products and packaging, when feasible.

Continuous Improvement: We work to improve environmental performance over time by monitoring impacts and adapting practices. We support the adoption and sharing of tools, technologies, materials and practices that improve environmental performance, product traceability, and responsible sourcing.

Implementation & Expectations

We expect our business partners and suppliers to align with the principles of this Code and to work toward continuous improvement, while communicating these expectations to relevant suppliers and business partners. We encourage companies that adopt this Code or a substantial version of it to establish appropriate processes for addressing practices found to be inconsistent with the adopted standards. We expect companies that adopt a Code of Conduct to take reasonable steps to identify, prevent, and address risks of involvement in human rights abuses, including through supply chain and business partner relationships. This Code will be reviewed periodically to ensure it continues to reflect evolving legal requirements, industry practices and stakeholder expectations.

Acknowledgment

By adopting this Code, we affirm our commitment to responsible business practices and to contributing to a more ethical, transparent and sustainable promotional products industry.

Signature: _____

Printed Name: _____

Company: _____

Date: _____