1830 S Ocean Dr, #2902
Hallandale Beach, FL 33009
888-994-7766

iPromo Supplier Code of Conduct

This Code applies to all suppliers, factories, decorators and subcontractors that make or decorate products sold by iPromo (Friedmans Premier System, Inc.). It follows the principles of the Fair Labor Association (FLA) Workplace Code of Conduct. Suppliers must meet it and require the same of their own subcontractors.

Legal compliance. Comply with all laws and regulations of the countries where they operate. Where this Code and local law differ, follow the stricter standard.

Forced labor and human trafficking. No forced, bonded, prison or trafficked labor. No withholding of worker identity documents or required recruitment fees. Products must not be made wholly or in part in the Xinjiang Uyghur Autonomous Region or with inputs from entities on the Uyghur Forced Labor Prevention Act (UFLPA) Entity List. iPromo screens suppliers against the UFLPA Entity List.

Child labor. No worker under age 15, or the local minimum working age or compulsory schooling age if higher.

Harassment and abuse. Workers are treated with dignity. No physical abuse, threats, coercion or harassment.

Nondiscrimination. No discrimination in hiring, pay, promotion, discipline or termination based on race, color, sex, religion, national origin, disability, age or other protected status.

Health and safety. Provide a safe, healthy workplace, including fire safety, emergency exits, clean drinking water, sanitation and protective equipment.

Freedom of association and collective bargaining. Respect workers' rights to join or not join associations and to bargain collectively, as allowed by law.

Wages and benefits. Pay at least the legal minimum wage or the prevailing industry wage, whichever is higher, plus legally required benefits. Pay on time. No illegal deductions.

Hours of work. Comply with legal limits on hours. Overtime is voluntary. Workers receive at least one day off in seven.

Environment. Comply with environmental laws and manage waste, emissions and chemicals responsibly.

Ethics and anti-corruption. No bribes, kickbacks or improper payments. Keep accurate records. Do not falsify audit or compliance documents.

Product safety and compliance. Products must meet applicable safety laws, including CPSIA and California Proposition 65 where applicable. Country of origin must be stated accurately.

Monitoring and enforcement.

- Suppliers sign a written acknowledgment of this Code and disclose the factories that make iPromo products.
- iPromo may request third party audit reports and may visit facilities.
- Suppliers must correct violations under a written corrective action plan.
- iPromo may end the relationship for serious or repeated violations.

Reporting concerns. Workers and others may report concerns to compliance@ipromo.com.