

## BUSINESS ETHICS

Today's business environment demands that we deliver better products at competitive prices. It also demands that we act ethically and responsibly. It is essential that we conduct ourselves with integrity and comply with the laws and regulations that govern our global business activities:

### We have a responsibility to:

[Ourselves](#)

[Our employees](#)

[Our Consumers](#)

[Our Business Partners](#)

[Our Communities](#)

Stedman asks the same responsibilities from its suppliers. Stedman believes in doing business with those suppliers, manufacturers, contractors, joint venture partners, agents, distributors, and consultants who embrace and demonstrate high standards of ethical business behavior.

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## OURSELVES

We want to be proud of the work we do and the lives we lead. Integrity is at the heart of who we are. Each Stedman employee is responsible for demonstrating integrity. Business integrity is hard to define, but everybody knows it when they see it. Among other things, it means honesty and obeying the law. It means treating those with whom we work with fairness and respect. And it means being accountable and taking responsibility for actions and consequences.

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## OUR EMPLOYEES

Our success as a company and as individuals depends on the unique contributions of all the people we work with. We owe each other honesty, respect, and fair treatment.

Human Rights and the Law: Stedman complies with employment laws in every country in which it operates, and supports fundamental human rights for all people.

We will not employ children or forced labor, including prison or bonded labor.

We will not tolerate physical punishment or abuse.

We will respect the right of employees to exercise their lawful right of free association.

Similarly, we will recognize the lawful rights of our employees to choose or not choose collective bargaining representation.

Stedman enthusiastically supports laws prohibiting discrimination based on a person's race, color, gender, national origin, age, religion, disability, veteran status, marital status, sexual orientation or other protected characteristics.

### Fair Treatment

Stedman is firmly committed to the fair treatment and compensation of employees. All applicants and employees are judged by their qualifications, demonstrated skills and achievements.

### Diversity

We believe that differences should be valued. Every employee deserves the opportunity to work and grow in an environment that is free of discrimination and harassment, and that supports work/life flexibility.

## **Harassment**

Stedman employees have the right to work in an environment that is free from intimidation, harassment and abuse.

## **Safety and Health**

Stedman is committed to providing a safe and healthy work environment.

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## **OUR CONSUMERS**

Consumers around the world purchase our products because they trust them. They trust their quality, they trust their value, and they trust that we will stand behind what we sell. Stedman wants to preserve that trust.

### **Product Safety**

Stedman has a fundamental responsibility to ensure that consumers can trust the safety of our products. We have an obligation to monitor the quality of our supply chain to ensure that the products we sell meet all government safety and quality standards, as well as our own.

### **Quality and Value**

Stedman builds preeminent brands by offering high quality and good value. No product can leave a warehouse or factory as first quality unless it is.

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## **OUR BUSINESS PARTNERS**

We depend on strong relationships with our customers, suppliers and other business partners who help us provide the high quality, high value products consumers demand. Stedman believes in doing business with those suppliers, manufacturers, contractors, joint venture partners, agents, distributors, and consultants who embrace and demonstrate high standards of ethical business behavior.

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## **OUR COMMUNITIES**

We actively seek opportunities to contribute to the communities in which we do business, and to improve the environment that sustains us all.

### **The Law**

The first and foremost obligation of responsible citizenship is to obey the laws of the countries and communities in which Stedman does business.

### **Community Commitment**

Stedman is proud of its contribution to the economic and social development of the locations where it has operations.

## **Environment**

Stedman is committed to protecting the quality of the environment around the world through sound environmental management. Stedman strives to continuously improve our environmental performance through resource conservation, waste minimization, water and energy efficiency and effective use of raw materials.

## **Individual Political Activities**

Stedman respects the right of each of its employees to participate in the political process and to engage in political activities of his or her choosing