



Inspired Design. Creative Solutions.

# Code of Conduct

**Our Commitment  
To Ethical  
&  
Responsible  
Conduct**



[www.bagmakersinc.com](http://www.bagmakersinc.com)

PPAI 111408 • UPIC BAGMAKRS • asi/37940

(C) 2010. Bag Makers, Inc.

## What We Believe

**BAG MAKERS** is an organization that strives to be an integral global corporate citizen. We believe it is our responsibility to conduct business conscientiously — particularly in terms of ethics, human rights, workplace practices and environmental issues — and to seek out trading partners who also share this philosophy. It is the premise upon which our business is built and one which our reputation depends upon.

To that end, we have adopted standards for the safety, quality and integrity of our products and processes; are committed to respecting the rights of individuals; and are dedicated to protecting the environment. We are fully committed to conducting business in an ethical and responsible manner.

## Product Safety

At **BAG MAKERS**, we recognize the importance of product safety concerns in our country today. As a company, we are committed to protecting the health and safety of our citizens. To fulfill this commitment, we continuously test and align our products to national safety standards, both on the state and federal levels.

**BAG MAKERS** complies with all applicable laws and regulations regarding the safety of the products we sell. We certify that to the best of our knowledge our products and coatings are in compliance with state and federal legislation, including California Proposition 65, CPSIA, & the TIPPA.

**BAG MAKERS** continuously evaluates and updates this compliance as our products and applicable laws change.

With specific reference to our entire line of bag products and packaging accessories, and given the results of our extensive compliance efforts, we can attest to the following:

- The material composition of our products meets the legal guidelines of California Proposition 65, including safe levels of lead, cadmium, chromium, mercury, and 5 phthalates. While Proposition 65 calls for maximum permissible levels of .06% or 600 parts per million (PPM) for these chemicals, independent lab results measure our products at less than .01% or 100 PPM.
- The material composition of our products meets the legal guidelines of The Consumer Product Safety Act of 2008 (CPSIA), including safe levels of lead. For this legislation, we recognize that some of our products have the potential for use by children and have engineered our products to exceed current regulations. Toward this end, while CPSIA calls for maximum permissible levels of .03% or 300 parts per million (PPM) for lead, independent lab results measure our products at less than .01% or 100 PPM.
- The material composition of our products also meets the legal guidelines of The Consumer Product Safety Act of 2008 (CPSIA) for safe levels 6 different phthalates. Toward this end, while CPSIA calls for maximum permissible levels of .1% or 1,000 parts per million (PPM) for these phthalates, independent lab results measure our products below these thresholds.
- The material composition of our products meets the legal guidelines of the Toxics In Packaging Prevention Act (TIPPA), including safe levels of lead, cadmium, chromium, and mercury. While TIPPA calls for maximum combined levels of .01% or 100 parts per million (PPM) for these 4 chemicals, independent lab results measure our products below these thresholds.



“...we qualify, measure, and evaluate all of our global suppliers...”

## Product Liability Insurance Coverage

**BAG MAKERS** is fully insured by a commercial general liability policy. We stand behind each of our products in which we are financially responsible for any damage, personal injury, or environmental hazard that they may cause. Certificates of Insurance are available upon request.

## Social Compliance

Our overall guiding principle is simple – act responsibly and ethically by focusing on a core group of values that define the scope of our social accountability. As we qualify, measure, and evaluate all of our global suppliers, we apply these values to all new and current relationships:

- **Child and Forced Labor.** We do not condone or use any form of forced labor, including indentured, prison, bonded or slave labor. Nor do we use any form of child labor. We comply with all minimum age provisions of local laws. Furthermore, physical or verbal harassment or abuse to discipline employees is not tolerated.
- **Wage, Benefits and Working Hours.** We comply with all applicable wage, working hours, benefits, and overtime laws. If local industry standards are higher than applicable laws and regulations, we meet those higher standards.
- **Discrimination.** Our employment practices do not discriminate on the basis of age, nationality, race, religion, social or ethnic orientation, gender or disability.
- **Workplace Conditions.** We provide a safe, healthy and secure workplace for all employees. Proper sanitation, lighting, ventilation and fire safety protection are provided.
- **Compliance With All Applicable Laws and Regulations.** In the absence of law in a particular location relating to product safety, labor, employment, environment or working conditions, the spirit and intent of these policies are met.

## What We Are Doing

In our efforts to grow and manage a global organization, **BAG MAKERS** takes a proactive approach to social compliance. While we expend considerable resources on securing quality products, we also make great efforts to do so in a socially responsible manner. In developing the valuable relationships necessary to service our marketplace, we have adopted a four-step process for achieving this goal.

- **BAG MAKERS** expects every organization with whom we work to understand and adopt our core guiding principle. We require all companies that support our business as subcontractors, manufacturers, or sources of goods to comply with all of our social compliance policies as well as with all applicable local and national laws.
- The company has developed ongoing internal qualifications and review processes to ensure compliance with our core values, including measuring tools and staff training. We routinely monitor and assess this compliance.
- All non-U.S. factories are thoroughly researched, interviewed and, whenever possible, personally inspected by senior company staff.
- We actively investigate, address, and respond to any compliance concerns brought to our attention.

## Our Position On The Environment

**BAG MAKERS** recognizes that the composition of our products offer a unique opportunity to focus on the environment. We want to be a good steward to our environment as well as being a supplier our customers can count on for earth-friendly products.

## Our Eco-Strategy

It is our goal and corporate responsibility to promote both the reusability and recycling ability of all of our products. Our direction in recent years has been to design more bags with extended-life characteristics that keep the promotional messages they carry working longer and out of landfills. In addition, we believe that offering bags that reclaim used materials for future use is the best strategy for our planet.

## Our Eco-Product Mix

**BAG MAKERS** is proud to offer an array of environmentally-friendly paper, plastic, and non-woven bags. Nearly all of our products are 100% recyclable (where facilities exist), protecting our environment by reducing the amount of waste materials entering our landfills. In addition, many others are specifically environmentally-friendly in that they are made using recycled materials.

For example, we offer paper bags that are made from 100% recycled material and plastic bags that are made from up to 40% recycled material and use as much as 60% less petroleum-based resin. Our recyclable and reusable non-woven bags contain 20% post-industrial recycled content and offer excellent extended-life characteristics. Yet our efforts do not end there. We continue to explore new eco-friendly product options to help protect our environment.

## Doing Our Part

As part of our commitment to the environment, we also believe in doing what we can to reduce the amount of waste our company generates that could have an adverse affect on our ecosystem. By actively managing our own environmental footprint— energy, water, and waste systems — we:

- Abide by all applicable environmental laws and regulations.
- Recycle all of the scrap bags generated at our facility.
- Recycle our imprinting waste byproducts into alternative fuel energy sources.
- Reuse most raw material cartons and packaging materials.
- Participate in a company-wide recycling program to reclaim the everyday materials we use in our business (paper, bottles, aluminum).

“...to promote both the reusability and recycling ability of all of our products...”

