

CORPORATE SOCIAL RESPONSIBILITY

Starline is committed to conducting business in an ethical and socially responsible manner. We comply with all applicable laws and standards in the countries of manufacture as well as in the countries of distribution. We strive to uphold the rights of individuals and respect the environment through all business operations. Starline's Code of Conduct is the foundation of our corporate social responsibility program; it serves as a guide to achieving social and environmental compliance both within our Company and in our supply chain.

While we recognize that laws and standards may differ from one region of the world to another, we believe that our Code of Conduct outlines a set of fundamental principles for good corporate citizenship that our suppliers should share and implement. We only work with reputable suppliers who manufacture our products in good working conditions, with respect for the rights of the people who make them and the environment. To this end, before entering new agreements with suppliers, Starline undertakes a supplier validation process to identify potential risks and act accordingly.

We perform third party inspections of our factories to identify potential risks in the areas of: worker treatment, wages paid and hours worked, environmental responsibility and product safety/quality. These areas of risk are specifically addressed in our social accountability program through training, assessment and remediation.

Starline understands that it takes all of us working together to truly have an impact. As such, we partner with organizations in the communities where we live and work to improve lives by engaging in activities such as: community service, philanthropy, and supporting organizations for the disadvantaged. Starline donates goods to the local schools Teacher's Desk and to local sports activity centers. Additionally, Starline and its employees adopt several families during the holiday season through the Buffalo Hearing and Speech organization. Everyone at Starline looks outside their own needs to provide these high need families (medically and financially) with basic necessities along with some joy.

Starline partners with a local non-profit organization called Diversified Labor Solutions. Diversified Labor Solutions helps refugees who have relocated to our community get acclimated to their new country and find gainful employment, typically through temporary engagements. While we have brought in a number of refugees in temporary capacities, we are very proud to have added a number of refugees to our full-time Starline family.

We focus our energy on initiatives that support our diverse workforce; enhance and protect our environment; strengthen our communities; and advance consumer health and wellness. We seek to lead by example and continuously improve in those areas of our business that are under our influence. We work with clients and suppliers to develop innovative product and service options that operationalize their corporate social responsibility objectives.