

# TPI Arcade, Inc. code of conduct and ethics

TPI Arcade, Inc. is committed to:

- a standard of excellence in every aspect of our business and in every corner of the world;
- ethical and responsible conduct in all of our operations;
- respect for the rights of all individuals; and
- respect for the environment.

We expect these same commitments to be shared by all of TPI's manufacturers and suppliers:

## **Child Labor**

Manufacturers will not use child labor.

The term "child" refers to a person younger than 15 (or 14 where local law allows) or, if higher, the local legal minimum age for employment or the age for completing compulsory education.

Manufacturers employing young persons who do not fall within the definition of "children" will also comply with any laws and regulations applicable to such persons.

## **Involuntary Labor**

Manufacturers will not use any forced or involuntary labor, whether prison, bonded, indentured or otherwise.

## **Coercion and Harassment**

Manufacturers will treat each employee with dignity and respect, and will not use corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse.

## **Nondiscrimination**

Manufacturers will not discriminate in hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability.

## **Health and Safety**

Manufacturers will provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations, ensuring at a minimum reasonable access to potable water and sanitary facilities; fire safety; and adequate lighting and ventilation.

## **Protection of the Environment**

Manufacturers will comply with all applicable environmental laws and regulations.

## **Other Laws**

Manufacturers will comply with all applicable laws and regulations,