

### **Amway Supplier Labor Requirements**

The Alticor family of companies (“Amway”) are committed to basic, human rights standards that all of our suppliers must uphold to ensure our customers that the goods we sell are not the product of unacceptable working conditions. All Amway suppliers are contractually obligated to guarantee that all products supplied to Amway are made in a clean, safe and healthy working environment that is in compliance with local health and safety laws and regulations. All suppliers must employ only voluntary workers of a legal working age and must pay them at a rate at least equal to the prevailing local minimum wage and treat them with respect without being subject to discrimination, harassment, or unlawful coercion of any type. The facilities and records of suppliers are subject to inspection at any time to ensure compliance with these obligations.