

JADEX INC. VENDOR CODE OF CONDUCT

Jadex Inc. and its subsidiaries and affiliates, including without limitation Alltrista Plastics LLC, Artazn LLC, Lifemade Products LLC, and Shakespeare Company, LLC and each of their respective subsidiaries (collectively, "Jadex") are committed to conducting business activities with the highest standards of business ethics and in accordance with all applicable laws and regulations. This Vendor Code of Conduct (this "Code") applies to all parties, and their subsidiaries, affiliates and subcontractors, providing goods or services to Jadex (each a "Vendor", and collectively, "Vendors"), whether organized, operating, or existing under United States law or the law of any other country, state, political union, municipality, administrative district, or other governmental authority. This Code establishes the standard of conduct Jadex expects from all Vendors in a number of areas, including human rights, labor requirements, health and safety, environmental compliance and management practices. Jadex will assess supplier compliance against this Code. Violations of this Code may result in corrective action, including termination of the business relationship with Jadex.

Jadex reserves the right to inspect and/or authorize a third party to inspect and audit, at any time, whether or not notice is provided in advance, all Vendors and any location where a good is designed, manufactured, assembled, handled, located, or retailed ("Factories"). All Vendors shall also permit Jadex's customers to inspect and audit its respective Factories to the extent reasonably required or requested by such customer as a condition of it doing business with Jadex. All such documentation must be accurate, free from any attempt to falsify or mislead and made available promptly upon request to any person of Jadex conducting an audit.

All Vendors are to notify Jadex of any material information that impacts Jadex's reputation or material issues that might disrupt supplier or a Vendor's ability to produce products or services per contractual obligations.

Zero Tolerance Issues

There are certain violations that Jadex deems as "Zero Tolerance." These types of violations will not be tolerated and will likely result in termination of our business relationship. All Vendors are expected to have effective management systems and awareness training in place to manage social compliance within their respective Factories and to ensure there are no zero tolerance violations present. Vendors must also ensure there are no banned materials from sanctioned countries or regions present in products sourced to Jadex. All Vendors must make their Factories aware of zero tolerance issues to ensure compliance with this Code's requirements.

Zero Tolerance Violation include:

- Child Labor
- Forced or Prison Labor
- Bribery attempts of any form
- Discrimination
- Harassment
- Corporal Punishment
- Unauthorized Subcontracting
- Falsified documents

- Denial of Access
- Circumvention of audit process
- Wastewater discharge into the environment without treatment
- Contraband Container Contents

In addition to zero tolerance issues, if we find repeat violations or systemic issues in your factory, we may choose to terminate our business relationship. Our customers may also prescribe additional violations, in which case you may be subject to termination. It is the supplier's responsibility to ensure they are proactively managing risk and understand the program requirements of Jadex.

Compliance With Laws & Regulations

Each Vendor shall comply with all applicable laws in any country in which it conducts business and demonstrate actions in all cases that meet or exceed those required by applicable law. The term "applicable law(s)" means with respect to any Vendor, any domestic, foreign, federal, state, local or municipal statute, law, ordinance, policy, guidance, rule, administrative interpretation, regulation, order, writ, injunction, directive, judgment, decree or other requirement of any governmental entity applicable to such Vendor.

Anti-bribery & Anti-corruption

All Vendors shall comply with all anti-bribery and anti-corruption laws worldwide, and conduct business with integrity. All Vendors shall never accept or provide anything of value, either directly or indirectly, in order to obtain an improper advantage or to obtain or retain business (e.g., money, gifts, meals and transportation). Vendors must have adequate procedures in place to prevent bribery in all commercial dealings undertaken.

Conflicts Of Interest

All Vendors shall avoid conflicts of interest situations. Jadex defines a conflict of interest as being involved in a relationship or activity that affects, or has the appearance of affecting, your objectivity in making business decisions in the best interest of the company. All Vendors shall disclose to Jadex any conflicts of interest situations that any Vendor is aware of.

Trade & Customs Compliance

All Vendors shall comply with all applicable laws and regulations related to the exportation and importation of products. In order to protect the integrity of cargo being shipped. All Vendors shall strive to comply with supply chain security processes and procedures consistent with U.S. Customs Trade Partnership Against Terrorism (CTPAT) and other relevant programs such as Authorized Economic Operator (AEO).

Content and Origin Reporting

All Vendors shall comply with all applicable laws and regulations related to products or materials supplied to Jadex, and implement procedures to assure that no products or materials supplied to Jadex conflict with product-related requirements, including without limitation, Conflict Minerals, EU's Registration Evaluation, Authorization and Restriction of Chemicals (REACH), EU's Restriction of Hazardous Substances (RoHS), US EPA's Toxic Substance Control Act (TSCA), California's Prop 65, and EU's Persistent Organic Pollutants (POPs). Upon Jadex request, a

Vendor shall fully cooperate in providing disclosures or declarations regarding the material content and origin of any delivered products. These disclosures may include Certificates of Conformance or Compliance, Conflict Minerals CMRT, Extended Minerals Reporting Template EMRT, Full Material Disclosures FMD, and other applicable declarations, along with sworn certifications of compliance with this provision by one of Vendor's officers, directors, or managing agents.

Employment Practices

Jadex expects all Vendors to respect its employees and, at a minimum, to be compliant with the requirements below.

Wage & Benefits

Wages paid to employees shall be at least the minimum wage under applicable law. Paid annual leave and holidays shall be paid as required by applicable law. Benefits provided by all Vendors shall include, at a minimum, those mandated by applicable law. For each pay period, all Vendors shall provide its employees an understandable wage statement. Wage deductions must not be excessive and must be itemized clearly. Wages are to be paid on schedule at least once per month or such shorter time period as required by applicable law.

Working Hours

All Vendors shall comply with applicable laws and industry standards with respect to working hours and must allow to its employees at least one day off during each seven-day period. Should overtime work be necessary or mandatory, employees are to be advised with reasonable notice. All Vendors shall pay their respective employees overtime pay at a rate which is higher than regular wages and in accordance with applicable law. All Vendors shall permit its employees to take all breaks required by applicable law and, in any event, reasonable breaks, lunch periods and bathroom breaks.

Child Labor

All Vendors shall comply with all applicable laws and only employ individuals who are at, or above, the legal minimum working age or 15 years of age, whichever is greater, or, the age designated by applicable law for completion of compulsory education. For jobs that require greater maturity, are hazardous in nature, require night work or pose a safety risk, these employees are to be a minimum of 18 years of age. All Vendors shall maintain official documentation of each employee's date of birth. If this documentation is not available, they must apply a legitimate and reliable method to assess or confirm each employee's age. The minimum working age requirement is applicable to all sub-contracted work performed, in whole or in part, at home or in cottage industries.

Forced Or Indentured Labor & Human Trafficking

All Vendors shall not use any prison, indentured, bonded or forced labor. No employee of any Vendor shall be forced to remain employed other than on a voluntary basis. Foreign employees of any Vendor must be employed in full compliance with the labor and employment laws of the host country. The contract terms under which such employees are employed must be in writing, in a language that the employees can read and understand, and accepted by the employees prior to the departure from of any such employee's respective home country. Fees or costs associated

with the recruitment of workers of any Vendor, including but not limited to, fees related to work visas, travel costs and document processing costs shall not be charged to workers directly or indirectly. No Vendor shall withhold the passport and/or visa of its foreign employees.

All Vendors shall maintain and commit to maintaining a work environment that is free from human trafficking. Employment practices must not include the recruitment, transportation, transfer, harboring or receipt of persons through the use of force or other forms of coercion, abduction, fraud, deception, abuse of power or by giving or receiving payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation. All Vendors shall not source any products, components, or materials from suppliers subject to U.S. sanctions or regions with documented evidence of forced labor and human rights violations.

Discrimination, Harassment & Disciplinary Practices

All Vendors shall not discriminate against their employees or prospective employees in hiring practices or other terms or conditions of work on the basis of race, color, national origin, gender, gender identity, religion, age, disability, political affiliation, sexual orientation, social or marital status, maternity, or membership in worker's organizations, such as unions, or any other similar factors.

No Vendor shall engage in the use or threat of corporal punishment, the use or threat of any type of abuse or harassment, including mental, physical (including sexual) or verbal, against its employees or the use or threat of any other form of intimidation. All Vendors shall treat all of its respective employees with respect and dignity. All Vendors shall document any major disciplinary measures taken against its respective employees.

Environmental

All Vendors must comply with all applicable environmental protection laws. All Vendors shall have an implemented environmental management system (EMS) and environmental emergency plan (EEP). It is each Vendor's responsibility to ensure there is never any illegal discharge or dumping of waste or wastewater into local water bodies, including rivers or streams.

Sub-contracting

All Vendors agree to perform all final manufacturing and assembly operations to produce products, and that they will not sub-contract the completion or substantially all of the manufacturing or assembly of the products unless a Vendor obtains prior written approval from Jadex.

All Vendors are responsible for notifying Jadex of any plans for change of manufacturing locations. The sub-contracting of any work, if permitted by Jadex, shall not relieve a Vendor from its obligations hereunder, including, but not limited to, the obligation to require the companies providing goods and services to such Vendor to comply with this Code.

Freedom Of Association

All Vendors should respect the rights of their respective employees to choose whether to associate with any lawful organization including labor organizations.

Health & Safety

All Vendors shall provide their respective employees with a safe and healthy working environment, and where provided, a safe and healthy living environment. All Vendors shall comply with applicable worker safety laws and regulations which includes:

- Building Integrity
- Occupational Safety
- Occupational Injury & Illness
- Fire Safety
- Emergency
- Preparedness
- Health & Safety
- Machine Safeguarding
- Chemical Safety
- Sanitation, Food & Dormitory
- Freedom of Movement

Data Security

All Vendors are expected to comply with all applicable data security, privacy laws, regulations and retention requirements. All Vendors are expected to ensure they implement and maintain the appropriate administrative, physical and technical controls to protect confidential information and prevent unauthorized collection, use or disclosure of data.

Monitoring of This Code

Jadex will review this Code on a regular basis and will revise it to incorporate additional parameters when necessary. This Code is a general statement of Jadex's expectations with respect to all Vendors. The Code should be read in conjunction with any agreements between Jadex (or any of its operating divisions) and any particular Vendor.

It is the responsibility of each Vendor to ensure that it understands and complies with this Code and to inform Jadex (or a member of its management) if and when any situation develops that causes such Vendor to operate in violation of this Code. All Vendors are expected to self-monitor their compliance with this Code, therefore, Jadex strongly encourages All Vendors shall define and implement a policy for social accountability and to adopt or establish a management system to ensure that the requirements of this Code can be met in a consistent manner.

In addition to any other rights Jadex may have under any agreement it may have entered into with a Vendor, if Jadex determines that any Vendor fails to comply with or breaches any terms of this Code duct or has otherwise behaved in a manner that is inconsistent with the intent of this Code, Jadex reserves the right, in its sole and absolute discretion, to:

- 1) Terminate the business relationship with such Vendor, including the cancellation of any outstanding purchase orders, or
- 2) Require corrective actions within an acceptable time period and/or work with such Vendor for an acceptable remedial program in order for the business relationship to continue or resume.