



VENDOR RESPONSIBILITY AGREEMENT

This agreement outlines the ethical, social, and environmental responsibilities that all vendors must comply with to maintain a business relationship with Latin Specialties. Vendors must review, initial each section, and provide a final signature at the end of the document.

1. Freely Chosen Employment & Anti-Forced Labor Policy

As a vendor for Latin Specialties, I certify that our company does not engage in or support forced labor, bonded labor, involuntary prison labor, or human trafficking. We ensure that all employment is freely chosen, and no worker is required to surrender personal documents as a condition of employment. We prohibit the retention of employee passports, wages, or any form of coercion.

Vendor Initials: _____

2. Non-Discrimination & Equal Opportunity Policy

Our company is committed to providing equal employment opportunities regardless of race, color, religion, gender, national origin, disability, or any other protected category. We maintain a zero-tolerance policy against workplace discrimination and harassment. We enforce non-discrimination policies and conduct annual diversity training for employees.

Vendor Initials: _____

3. Fair Wages & Working Hours Policy

For U.S.-based vendors, we certify that all employees receive at least the federal minimum wage of \$7.25 per hour or the applicable state/local minimum wage, whichever is higher.

Overtime is **voluntary and compensated at 1.5x the regular rate**, in compliance with labor laws. Wage payments are made **on time and transparently**, with no unauthorized deductions.

For **international vendors**, we certify that all employees receive **at least the legally mandated minimum wage in their respective country** and that wages meet or exceed **the cost of living in the region**. Overtime is **voluntary and compensated fairly**, and all wage payments comply with local labor laws.

Vendor Initials: _____

4. Health & Safety Policy

We commit to providing a safe and healthy work environment for all employees, complying with all applicable health and safety laws. We conduct regular risk assessments, maintain proper Personal Protective Equipment (PPE) policies, and have an emergency preparedness plan in place. We allow Latin Specialties to conduct random safety audits.

Vendor Initials: _____

5. Child & Young Worker Protection Policy

We do not employ individuals under 18 years of age (or my country's applicable legal minimum working age) for hazardous work. We verify the age of all employees through legal documentation before employment. Our company ensures compliance with local and international labor laws regarding young workers.

Vendor Initials: _____

6. Environmental Responsibility & Sustainability Commitment

We are committed to reducing waste, emissions, and resource consumption in our operations.

We support Latin Specialties' sustainability goals by:

- Reducing carbon emissions by 25% by 2030
- Achieving 90% landfill diversion by 2027
- Transitioning to 100% recyclable or compostable packaging by 2035

We agree to annual environmental reporting and random audits.

Vendor Initials: _____

7. Supplier Code of Ethics & Compliance Agreement

We certify that our company upholds ethical business practices, does not engage in bribery or corruption, and complies with all applicable labor and environmental laws.

Vendor Initials: _____

ACKNOWLEDGMENT & SIGNATURE

I, the undersigned, confirm that I have read, understood, and agree to comply with all the policies outlined in this agreement. I acknowledge that failure to comply may result in the suspension or termination of our business relationship with Latin Specialties LLC.

Vendor Company Name: _____

Authorized Representative Name & Title: _____

Signature: _____

Date: _____