

E. A. Dion Inc.

Social Accountability Statement

E.A. Dion, Inc. has delivered quality service and products to its client base since its founding in 1968 by adhering to three core principals.

First Principle - We provide our distributors with top of the industry service levels and products.

Second Principle - E.A. Dion, Inc. places the utmost importance on servicing not only our distributors but also our employees. Success is delivering distributor satisfaction while improving the quality of the work atmosphere for our employees.

Third Principle - We abide by the legal standards established in the United States of America. While the adherence to and understanding of legal and illegal activities is important - so is the understanding of right and wrong. We will not further our growth by committing acts that are wrong.

E.A. Dion, Inc. will conduct its business in a manner that reflects these three basic principles and the resulting fundamental values.

1. COMPLIANCE WITH APPLICABLE LAWS

E.A. Dion, Inc. complies with the legal requirements and standards of the industry under the laws of the United States of America. Further, all products produced at E.A. Dion, Inc. comply with consumer product safety requirements of the United States and Canada and their territories. No merchandise sold by E.A. Dion, Inc. infringes the patents, trademarks or copyrights of others.

EMPLOYMENT

E.A. Dion, Inc. is a success because its employees are considered critical to our success and a strong level of teamwork has developed within the company. E.A. Dion Inc. meets the following terms and conditions of employment:

Compensation

We fairly compensate our employees, providing wages and benefits which are in compliance with local standards and national laws.

Hours of Labor

E.A. Dion, Inc. maintains reasonable employee work hours in compliance with local standards and applicable national laws. Employees shall not work more hours in one week than allowable under applicable law, and shall be compensated as appropriate for overtime work. Employees are permitted reasonable days off (which we define as meaning at least one day off for every seven-day period - in other words, the employee would work six days and have at least one day off during a seven day period) and leave privileges.

Forced Labor/Prison Labor

E.A. Dion, Inc. maintains employment on a voluntary basis. Forced or prison labor is not tolerated.

Child Labor

E.A. Dion, Inc. does not tolerate the use of child labor in the manufacture of products it sells. We do not utilize any manner of child labor and will not accept products from Vendor Partners that utilize in any manner child labor in their contracting, subcontracting or other relationships for the manufacture of their products. A "Child" for purposes of determining use of illegal child labor, is anyone who is:

- a.) Less than 15 years of age; or
- b.) Younger than the compulsory age to be in school in the country in which the Vendor Partner is doing business, if that age is higher than 15.

Discrimination/Human Rights

E.A. Dion, Inc. believes that all terms and conditions of employment should be based on an individual's ability to do the job, not on the basis of personal characteristics or beliefs. E.A. Dion, Inc. has a social and political commitment to basic principles of human rights and to not discriminate against employees in hiring practices or any other terms or conditions of work, on the basis of race, color, national origin, gender, religion, disability, sexual orientation or political opinion.

2. WORKPLACE ENVIRONMENT

E.A. Dion, Inc. maintains a safe, clean, healthy and productive environment for its employees and will not do business with any Vendor Partner which provides an unhealthy or hazardous work environment, or which utilizes mental or physical disciplinary practices.

3. CONCERN FOR THE ENVIRONMENT

We believe it is our role to assist in protecting our environment. We encourage our distributors and employees to always Reduce, Reuse, and Recycle. We strive to reduce excess packaging and to use recycled and non-toxic materials whenever possible.