

Redesign's Commitment to Ethical Labor Practices and Human Rights

At Redesign, we are deeply committed to maintaining a work environment—and a supply chain—that is free from human trafficking, forced labor, and unlawful child labor. Our dedication to ethical and socially responsible business practices is rooted in our core values and is reflected across our Employee Handbook, company policies, and everyday operations.

We believe that respect for human rights and environmental responsibility must guide every decision we make, including those involving our suppliers and distributors. That's why we work only with partners who share our commitment to integrity, fairness, and human dignity.

Redesign sources products either directly from manufacturers or through wholesale distributors. In doing so, we prioritize working with companies that uphold ethical standards consistent with our own—including a clear stance against slavery, forced labor, and child exploitation. We rely on our partners to operate in full compliance with all applicable labor, environmental, health, and safety laws. While we do not require formal certifications confirming compliance with anti-trafficking laws, we reserve the right to end any business relationship where violations occur.

Our standards align with international human rights frameworks, including:

- The Universal Declaration of Human Rights
- The International Covenants on Civil, Political, Economic, Social, and Cultural Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work

Redesign holds itself, its employees, and its contractors accountable to these standards. Violations may result in disciplinary action, including termination of employment or contracts.

Addressing the risks of modern slavery and child labor is a shared responsibility across our company. This statement has been reviewed and approved by leadership from Legal, HR, and Finance.