



## **PRODUCT SAFETY and SOCIAL RESPONSIBILITY POLICY**

**Gaming Partners International USA, Inc.** (“Supplier”) commits its ongoing accountability for meeting the highest standards of (i) legal and regulatory requirements for product safety and (ii) policy, behavior and performance on matters of social responsibility. Based on internationally accepted standards of conduct and the laws and regulations applicable to the country in which the goods are produced, as well as applicable US product safety law, this policy defines Supplier’s efforts on its own behalf and the requirements it imposes on its manufacturing partners, at the risk of suspension of business, to ensure that the products sold to Supplier’s customers are safe and manufactured in a socially responsible manner. The Universal Declaration of Human Rights (<http://www.un.org/en/documents/udhr>) and The Convention on Rights of the Child (<http://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx>) are incorporated by reference herein. This policy is also posted at Supplier’s website (see signature below).

### **1. Product Safety**

Products sold by Supplier are manufactured in complete compliance with all standards for safety and toxicity in effect as of the date of manufacture as mandated by applicable law and regulation, including but not limited to the Consumer Product Safety Act, Consumer Product Safety Improvement Act and Proposition 65 – The [California] Safe Drinking Water and Toxic Enforcement Act of 1986 (goods intended for delivery to California), as well as laws and regulations administered by the Center for Disease Control and Food and Drug Administration.

### **2. Insurance**

At all times Supplier maintains as a minimum the appropriate and recommended business and operations insurance coverage for its products and operations (current coverage is available upon written request).

### **3. Forced Labor**

There shall be no forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

### **4. Child Labor**

No person shall be employed at an age younger than 15 or, in the alternative, younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

### **5. Worker Respect and Dignity**

Workers shall be treated with respect and dignity and shall not be subject to physical, verbal, sexual or psychological harassment, abuse or disciplinary tactics or threats of violence.

### **6. Nondiscrimination**

Workers should be employed and compensated based upon their ability to perform the job and not on the basis of gender, race, age, color, national origin, disability, citizenship, veteran status, marital status, sexual orientation or religious or cultural beliefs.

### **7. Freedom of Association**

Employers shall recognize and respect the right of workers to freedom of association and collective bargaining.

## **8. Workplace Health and Safety**

Employers shall provide a safe and sanitary working environment to avoid preventable work-related accidents and injuries, which shall include compliance with the following:

- a. The workplace shall comply with or exceed all applicable local laws concerning sanitation and risk protection;
- b. The workplace shall be properly lighted and ventilated;
- c. There is adequate medical assistance available in emergencies, and designated workers are trained in first aid procedures;
- d. There are adequate and well-identified emergency exits accessible at all times, and all workers are trained in emergency evacuation;
- e. Protective safety equipment is available, and workers are trained in its use;
- f. Safeguards on machinery meet or exceed local laws;
- g. There are adequate toilet facilities that meet local hygiene requirements and are properly maintained;
- h. There are facilities or appropriate provisions for meals and other breaks;
- i. Employer-provided housing and sanitary facilities meet basic needs, are adequately ventilated and meet fire safety and other local laws.

## **9. Wages, Hours and Benefits**

- a. Recognizing that wages are essential to a worker's meeting basic needs, employers shall pay workers for all work completed and shall pay at least the minimum wage required by law or the prevailing industry wage, whichever is higher, and provide legally mandated benefits.
- b. It is understood that overtime is often required in the manufacturing process. In addition to compensation for regular hours of work, workers shall be compensated for overtime hours at such a premium rate as legally required or, in countries where there is no legal standard, at industry standards. In no event shall this be at a rate less than the regular hourly rate.
- c. Factories shall carry out operations in ways that limit overtime to a level that ensures productive and humane working conditions. Except in extraordinary business circumstances, workers shall (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country do not limit the hours of work, the regular work week in such country plus 12 hours overtime and (ii) be entitled to at least one day off in every seven-day period. Workers shall not be asked or required to take work home or off premises.

## **10. Compliance with Laws**

All provisions of this Policy are subject to applicable local law. Each employer shall operate in full compliance with the laws of its country of manufacture. If any standard set forth in this Policy is, in the employer's judgment, deemed to violate an applicable local law, it is required to advise Vendor promptly in writing.

## **11. Subcontractors**

Subcontracting without the prior written permission of Supplier is prohibited. Penalties for subcontracting without Vendor's prior written consent include loss of future business. All approved subcontractors and agents are held to the same standards, policies, rules and regulations applicable to principal contractors.

## **SUPPLIER**

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