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Expectations of Suppliers

Arnts the Landscape Supplier Inc. is committed to ensuring that we identify and eliminate to the fullest extent practicable modern day slavery in our supply chain.

It is expected that our suppliers comply with applicable labor laws and regulations to treat workers with dignity and respect. These expectations include:

- Never use, or condone the use of, forced, bonded, or indentured labor or involuntary prison labor;
- Never engage in, support, or condone any form of slavery or human trafficking;
- Use only voluntary workers, employing only those who freely choose to work with you and who are free to leave or end their employment at any time;
- Place no unreasonable restrictions on a worker's freedom of movement, and do not use workers who have been required to pay for the job;
- Never use child labour;
- Use workers under the age of 18 only for work that is not harmful to them and does not interfere with their compulsory education;
- Workers must be at least 15 (or 14 in certain developing countries, as described in ILO Convention No. 138). If local law sets a higher age for work, the higher age applies.

Our Modern Slavery Statement is available on our website under **Company Policies** and should be reviewed as part of this document.