

Moonlight Feather, Inc. Vendor Responsibility Standards

Moonlight Feather, Inc., on behalf of itself and its subsidiaries and affiliates (hereinafter collectively referred to as "Moonlight Feather"), requires all trading companies and final assembly manufacturers supplying goods to Moonlight Feather (for purposes of these standards, hereinafter collectively referred to as "Vendors") to comply with all applicable laws and regulations that relate to the conduct of their business. In addition, Moonlight Feather expects its Vendors to comply with the following standards (hereinafter referred to as "Standards") when doing business with Moonlight Feather. If a trading company supplying goods to Moonlight Feather is not also the final assembly manufacturer of the goods, the trading company shall require the final assembly manufacturer source of the goods to comply with all provisions herein and to enable Moonlight Feather to monitor the final assembly manufacturer for compliance with these Standards as described in Section 1 below.

1. Management Systems; Monitoring and Documentation

Vendor shall have adequate management systems to accurately reflect compliance with these Standards.

Moonlight Feather or an authorized designee reserves the right to monitor Vendors for compliance with these Standards, including, but not limited to, inspections of Vendors' property (e.g., factories and employer-provided housing) where work is performed for Moonlight Feather, if Moonlight Feather decides to do so.

2. Child Labor

Vendors shall not employ any worker in breach of the minimum age for work determined by applicable laws and regulations. In the event that there is no applicable law or regulation relating to minimum age for work, no vendor shall employ any worker less than fifteen (15) years of age. Where employment of minors is permitted by law, Vendors shall comply with all applicable laws and regulations governing such employment.

3. Prohibited Labor, Slavery, Human Trafficking, and other Prohibited Conduct

Vendors shall not use any form of convict, bonded, forced, indentured or other illegal labor any form of slavery or human trafficking, or any other prohibited conduct. Nothing herein, however, prohibits Vendors from requiring employees to work overtime, if permitted, in accordance with applicable laws and regulations. In addition, vendors shall not use employees who lack the requisite work permits or authority to lawfully provide services. To the extent that a vendor uses workers that are employed through an agency, Vendors shall require agency to comply with all applicable labor laws.

4. Health & Safety

Vendors shall comply with all applicable laws and regulations that pertain to health and safety in the workplace and in any employer-provided living quarters.

5. Bargaining and Collective Activity

Vendors shall comply with all applicable laws and regulations relating to their employees' decisions to associate or bargain or not.

6. Discrimination, Harassment and Retaliation

Vendors shall comply with all applicable laws and regulations regarding discrimination, harassment or retaliation. Vendors shall not prohibit employment on the basis of pregnancy and shall not endanger the reproductive health of women.

7. Compensation & Benefits; Hours of Work

Vendors shall provide all compensation and benefits required by applicable laws and regulations. Vendors shall comply with all applicable laws and regulations that pertain to hours of work, including payment for overtime.

8. Environment

Vendors shall comply with all applicable environmental laws and regulations.

By signing below, you agree to comply with these responsibility standards and that they will be incorporated into and become part of any agreement between Vendors and Moonlight Feather.

Acknowledged and agreed:



Justin Quan

President, Moonlight Feather, Inc.

Signature: _____

Printed Name: _____

Position: _____

Company: _____

Date: _____