



## Section 10 Code of Business Practices

Amscan Holdings, Inc.; Amscan Inc.; Party City Corporation; PA Acquisition Corp. d/b/a Party America and their affiliates are concerned about human rights, and expect our vendors to share our concerns. By agreeing to the terms and conditions of this VSM, you are also committed to follow these standards:

### Labor Practices

- Working hours per week, wages, and overtime practices comply with the standards set by law or, in the absence of a law, address humane, safe and productive working conditions
- That no one under the legal minimum age is employed in any stage of manufacturing; that a minimum age of 14 applies in all circumstances, but not withstanding the forgoing, that C138 Minimum Age Convention (1973) and C182 Worst Form of Child Labour Convention (1999) of the International Labour Organization apply
- That no forced or prison labor is employed<sup>1</sup>, that workers are free to leave once their shift ends, and that guards are posted only for normal security reasons
- That all workers are entitled to sick or maternity benefits as provided by law
- That all workers are entitled to freely exercise their rights of employee representation, as provided by law

### The Workplace

- That factories provide a safe working environment for their employees and comply with or exceed all applicable local laws concerning sanitation and risk protection
- That the factory is properly lighted and ventilated and that aisles and exits are accessible at all times
- That there is adequate medical assistance available in emergencies, and that designated employees are trained in its use
- That protective equipment is available and employees are trained in its use
- That safeguards on machinery meet or exceed local laws
- That there are adequate toilet facilities which meet local hygiene requirements, and that are properly maintained
- That there are facilities or appropriate provisions for meals and other breaks
- If a factory provides housing for its employees, it will ensure that dormitory rooms and sanitary facilities meet basic needs, are adequately ventilated and meet fire safety and other local laws

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<sup>1</sup> Many countries recognize that prison labor is essential to the rehabilitation process. This provision prohibits the exportation of prison-made goods to countries that prohibit or restrict the importation of such goods.



- That no mental or physical disciplinary practices are employed

### **Compliance**

- The purpose of this code is to establish a standard or performance, to educate, and to encourage commitment to responsible manufacturing, not to punish
- This code should be posted or available for all employees in the local language.