

SCENTSY

Scentsy, Inc. | 2901 E. Pine Avenue Meridian, Idaho 83642 | Phone (208) 472-0800

Scentsy's Workplace Code of Conduct

Scentsy shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual psychological or verbal harassment or abuse. Scentsy will not use or tolerate any form of corporal punishment.

There shall not be any use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor.

No person shall be employed at an age younger than 15 or under the age for completion of compulsory education, whichever is higher.

Scentsy shall recognize and respect the right of employees to freedom of association and collective bargaining.

Scentsy shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of Scentsy's facilities. Scentsy shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

Scentsy shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Scentsy shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Scentsy shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Scentsy shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, Scentsy shall take appropriate actions that seek to progressively realize a level of compensation that does.

When differences or conflicts in standards arise, the highest standard shall apply.



R. Orville Thompson