**EXHIBIT A CODE OF CONDUCT**

Company (“We,” “Us”) are committed to ethical business practices. We engage in business solely with third parties (“Business Partners”) that comply with the following minimum expectations. This Agreement may be terminated early for failure to comply with the letter or spirit of this Code of Conduct.

**Forced Labor**: Business Partners may not use forced, prison, indentured, or bonded labor or permit their suppliers or subcontractors to do so.

**Child Labor**: Business Partners may not hire persons younger than 16 or the age of completing compulsory education in the country where located.

**Harassment or Abuse**: No employee shall be subject to physical, sexual or psychological harassment or abuse or any sort of corporal punishment.

**Nondiscrimination**: Business Partners shall not subject any person to discrimination on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

**Health and Safety**: Business Partners shall provide a safe and healthy working environment. Employers must fully comply with all applicable workplace conditions, safety and environmental laws.

**Freedom of Association**: Employees shall have the right to freely associate.

**Wages and Benefits**: Employees shall be paid at least the minimum wage required by local law. Employees shall be compensated for overtime hours as is legally required, or where such laws do not exist, at a rate at least equal to their regular hourly compensation rate, and shall be provided legally mandated benefits.

**Work Hours and Overtime**: Employees shall not work more than the limits allowed by the law of the country where located, and in any event no more than 48 hours per week of regular work hours and 12 hours of overtime. Employees must have at least one day off per week. Workers must be informed at the time of their hiring if mandatory overtime is a condition of their employment.

**Legal and Ethical Business Practices**: Business Partners must fully comply with all applicable local, state, federal, national and international laws, rules and regulations. Business Partners must be ethical in their business practices.

**Monitoring**: We reserve the right to require Business Partners to provide written confirmation that they have a monitoring program in place for their suppliers and subcontractors. We reserve the right to inspect Business Partner’s facilities during normal working hours at any time. No portion of Business Partner’s facilities will be “off limits” to us or our designees.