

# LifeVantage Statement on Child Labor and Forced Labor in Supply Chain Practices

---

It is LifeVantage's belief that how we operate as a company is based on the principle of doing things the right way for our customers, employees, shareholders, business partners and the environment. We strive to maintain high ethical standards wherever and however we conduct business. We expect our suppliers, vendors and partners to share our values and operate under those high values both within their organization and throughout their business network. LifeVantage supports the United Nations Universal Declaration of Human Rights (<https://www.un.org/en/about-us/universal-declaration-of-human-rights>) and is signatory to the United Nations Global Compact, which means that we support principles in four important areas: human rights, labor rights, protection of the environment and the fight against corruption.

LifeVantage follows the International Labour Organization (ILO) standards around forced labor and child labor by (i) not participating in or benefitting from any form of forced labor; (ii) following the ILO's country specific minimum age requirements for full time work; (iii) following the ILO's country specific work environment requirements around work place safety and workplace conditions for workers; (iv) by supporting work conditions where laborers have the right of freedom of association and freedom to travel, as well as the right to avoid a hostile work environment; (v) by prohibiting threats of violence, the use of monetary fines, corporeal punishment, and any other forms of mental or physical abuse in an effort to coerce an employee of the company to remain with the company; (vi) by restricting business activities to those third party vendors who agree to the same work conditions listed herein.

Furthermore, in consideration of what has already been stated above, LifeVantage requires third party vendors that it does business with to sign and adhere to the LifeVantage Vendor Code of Conduct for Business Partners and Vendors. This Code of Conduct outlines the global standards to be followed in a vendor's daily business activities when that Vendor works for and/or on behalf of LifeVantage. One of these standards is the rejection of any business practice that directly involves child labor or force labor / human trafficking in their production, manufacturing, and/or procurement activities related to supporting LifeVantage's products and business model. We will continue to monitor our supply chain practices and remain steadfast in our commitment to only work with providers who adhere to ILO standards on this issue.