



the express line

CODE OF SOCIAL RESPONSIBILITY

July 15, 2009

Dear Valued Customer:

ETS Express, Inc is committed to conducting its business in a socially responsible and ethical manner. To that end, we have adopted standards for safety, quality and integrity of our products and processes and we are committed to respecting the rights of individuals:

- **Child Labor** – we do not use child labor and we do comply with all minimum age provisions of applicable laws and regulations.
- **Forced Labor** – we do not use any type of forced labor, including indentured, prison, bonded or slave labor.
- **Health and Safety** – we provide a safe, healthy and secure work environment to prevent accidents and injuries; we abide by all applicable laws and regulations for safety and health.
- **Discrimination** – we do not discriminate in hiring and employment practices on the basis of age, nationality, race, religion, social or ethnic orientation, gender or disability.
- **Discipline** – we do not subject employees to any physical, sexual, psychological, or verbal harassment or abuse.
- **Working Hours** – we comply with all applicable working hour and overtime laws and regulations.
- **Compensation** – we pay all employees at least minimum wage as required by all applicable local laws and provide all legally mandated benefits; no disciplinary deductions.

Best regards,

ETS Express, Inc
Safety and Compliance