

# HALO Product Safety and Compliance.

At HALO, product safety and compliance is at the core of our business operations. We are committed to providing safe, quality products, produced in an environmentally and socially responsible way.

# Secure Source Compliance Program.

Our product integrity program - known as Secure Source - is backed by a team of in-house experts and offers the most comprehensive protocols in our industry. It ensures that our solutions are fully compliant with your brand standards, offer stringent product safety standards, and support your commitment to sustainability.

## Compliance Program:

- Supply Chain Management
- Product Safety and Sourcing Protocols
- In-House Compliance Teams
- Commitment to Transparency
- Ethical Sourcing Commitment
- Senior-Level Commitment



## Preferred Supplier Network

HALO manages a diverse supply chain of over 3,500 domestic and international suppliers. Suppliers are considered and selected based on the commodity category and weighted heavily on their ability to produce merchandise that complies with social, environmental, and safety compliance, as well as capacity and demonstrated quality work output. We maintain an annual preferred supplier program representing 225 of the top suppliers in the promotional products industry, evaluated and selected every year.

## Product Safety & Sourcing Protocols

HALO offers our “Secure Source” product integrity protocol which guarantees that the products we sell are compliant with all local, state, national and international laws on product material composition and manufactured in accordance with international labor and environmental standards. Every supplier must complete our product safety and social compliance dossier which includes documents related to product testing, product liability insurance, indemnification, insurance, recall procedures, and workplace compliance and data security. Product safety and testing information

for individual products are available upon request.

For products that are sourced directly from HALO’s overseas manufacturing network, HALO works with internationally reputable testing labs that are approved by the CPSC (Consumer Product Safety Commission). This ensures compliance with all federal, state, and local safety laws based upon the intended audience, intended usage and material components.

### Testing includes but is not limited to:

- Prop 65 - Regulates over 850+ chemicals known to cause cancer, birth defects, or other reproductive harm.
- American Society for Testing Materials - (ASTM963 and ASTM F1506).
- European Norm - (EN71, EN471, EN1149).
- Consumer Product Safety Improvement Act (CPSIA) Toy safety (GCC, CPC, Labels).
- Toxics in Packaging Act (TPCH) - This act limits the amount of lead, mercury, cadmium, and hexavalent chromium in packaging or packaging materials
- Country Specific Legislation - (CE/EU directives, REACH, and RoHS).



## Compliance Personnel:

HALO employs an in-house team of quality and compliance experts who annually update our compliance dossier and manage our compliance program. This team works directly with our domestic and international testing and manufacturing partners to ensure quality and safety protocols are enforced, as well as conducting on-site facility and production inspections.

## Commitment To Transparency:

As part of our Supplier Code of Conduct, all suppliers and third-party vendors must agree to allow HALO or its agents to conduct audits on facilities and records to confirm compliance with the terms of our agreements.

## Senior-Level Commitment:

HALO is a founding member of our industry trade association's Product Responsibility Action Group (PRAG) and has been at the forefront of product safety standards in our industry for the last 20 years. We share our product integrity with our competitors, as well, to forward the cause of assuring safe and reliable products to promote clients' brands.

## Ethical Sourcing Commitment:

**Human Rights** - HALO enforces a Zero Tolerance Policy for the use of child or forced labor or human trafficking practices. Further, team members and supply chain workers comply with all applicable wage and hour labor laws as well as regulations covering employee compensation, reimbursements, taxes, and working hours.

**Environmental** - As part of our Supplier Code of Conduct, HALO enforces compliance with environmental regulations through its supply chain. HALO also employs sustainability practices in its operations and publicly publishes an ESG (Environmental, Social, Governance) report annually.

**Supplier Diversity** - Our supplier diversity program promotes business opportunities for diverse suppliers, including minority-owned, woman-owned, disabled, veteran-owned, LGBTQ+ and small businesses. We work with emerging and current M/WBE suppliers by offering incentives for certification and consulting with them on how to reach HALO's social, safety, and indemnification requirements.



# More Information and Resources.

## Who We Are and What We Do:

[HALO.com](#) →

[Values](#) →

[Branded Merchandise](#) →

[Recognition & Incentives](#) →

[Uniforms](#) →

## Merchandise and Inspiration:

[Current Trends Catalogs](#) →

[Instagram](#) →

[LinkedIn](#) →

## Responsibility and Compliance:

[Sustainability](#) →

[Product Safety](#) →

[Supplier Code of Conduct](#) →

## Thought Leadership:

[Resource Center](#) →