



Supplier Declaration of Compliance
Ethical Trading Initiative (ETI) Base Code

Date: 8/12/2025

Harmony Systems & Service, LLC hereby confirms that we have adopted, implemented, and will maintain practices consistent with the Ethical Trading Initiative (ETI) Base Code, founded on the conventions of the International Labour Organisation (ILO).

We commit that our operations and those of our supply chain partners adhere to the following principles:

1. Employment is freely chosen – No forced, bonded, or involuntary prison labour. Workers free to leave after giving reasonable notice.
 2. Freedom of association and the right to collective bargaining are respected. Workers may join trade unions and bargain collectively without discrimination or interference.
 3. Working conditions are safe and hygienic. A safe, healthy workplace is provided, with training, sanitary facilities, and assigned health & safety responsibility.
 4. Child labour shall not be used. No recruitment of child labour; remediation ensures children can attend quality education. No hazardous work for those under 18.
 5. Living wages are paid. Wages meet legal or industry benchmarks, whichever is higher, and are sufficient for basic needs plus discretionary income.
 6. Working hours are not excessive. Hours comply with law, plus voluntary overtime.
 7. No discrimination is practiced. No discrimination in hiring, pay, training, promotion, or termination based on protected characteristics.
 8. Regular employment is provided. Work is based on recognised employment relationships; no misuse of temporary contracts.
 9. No harsh or inhumane treatment is allowed. No physical abuse, harassment, or intimidation.
- We understand that compliance with this Code may be verified through customer audits or third-party assessments, and we will cooperate fully in any such review.

Cynamyn Clem

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Vice President of Employee and Customer Experience
Harmony Systems & Service, LLC