



Our people

We Always Practice Fair Labor

We **never. EVER.** engage in **child labor** or **forced labor**. If any of our partners violate labor laws or fail to meet our standards, we terminate and report them immediately.

To take this a step further, we **proactively campaign against unethical practices**—such as prison and indentured labor—and support organizations that fight to end them.

Our People Are Family

Our priority is to ensure a **happy** and **healthy working environment**. That means **everyone is treated with respect**, and we have no tolerance for discrimination and physical, sexual, psychological, or verbal harassment of any kind. We also make sure our offices + factories are up to safety standards, and designed to minimize injury and illness. Moreover, we consistently test our products to ensure they're free of hazardous materials that could be dangerous to our employees (and our customers).

Fair Pay For All

We are proud to say that our wages and benefits are above the industry average. Because we believe that **people deserve a living wage** and **benefits**, such as **health insurance** and **investment plans**. And of course, all of our vendors must do the same.