



BRADFORD

BRADFORD HUMAN & LABOR RIGHTS POLICY

WORLD HEADQUARTERS

200 Providence Street
West Warwick, RI 02893
401.821.2141

bradfordsoap.com

Harassment Free Workplace

We are committed to providing a work environment free of harassment. As a result, we maintain a strict policy prohibiting harassment in the workplace because of race, color, religion, gender, age, veteran or military status, ancestry or national origin, sexual orientation, gender identity or expression, disability, or any other status protected by federal, state, or local law. Our harassment-free policy applies to all persons involved in our operations and prohibits harassment by or towards any employee of the Company, and by or towards any third parties who are present in the workplace, such as vendors or customers.

All persons involved in our operations are expected to comply with the Company's harassment-free policy. While the policy sets forth the Company's goal of promoting a workplace that is free of harassment, the policy is not designed or intended to limit the Company's authority to discipline or take remedial action for workplace conduct that the Company deems to be unacceptable, regardless of whether that conduct satisfies the definition of unlawful harassment.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including indentured labor, bonded labor, modern forms of slavery, and any form of human trafficking.

Child Labor

We prohibit the hiring of individuals that are under 18 years of age.

Commitment to Safety

We are committed to managing Safety, Environmental, and Health (SE&H) matters as an integral part of our business. This includes providing a safe working environment, with Zero Harm as our goal, and protecting the environment that surrounds our facilities.

We will adhere to the following corporate principles:

1. Comply with all applicable laws, regulations, and standards. Implement programs and procedures to ensure such compliance.
2. Develop and maintain management policies, systems, and procedures specifically designed to prevent activities and/or conditions that pose a threat to human safety and health or to the environment.



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3. Reduce waste and emissions through the use of viable new technologies and the safe use of chemicals. Apply energy and natural resource conservation, pollution prevention, and recycling practices wherever feasible. Minimize the amount of toxicity in the waste we generate and ensure the safe treatment and disposal of such waste.
4. Effectively communicate our commitment to SE&H to our employees, vendors, and customers.
5. Actively encourage employee involvement in the implementation of SE&H programs.
6. Solicit input from all employees in meeting our SE&H goals and objectives.
7. Provide appropriate SE&H training to our employees.
8. Encourage every employee to look out for the safety and health of others.
9. Measure our progress as it relates to SE&H on a regular basis.
10. Continuously seek opportunities to improve our adherence to these principles.

All persons working for or on behalf of Bradford must conform to these principles. All levels of Bradford leadership must uphold these principles, ensure that appropriate resources are provided to support them, and motivate employees and visitors to understand and meet them.

Employees, on-site contractors, and other persons having job responsibilities at Bradford must cooperate with the SE&H efforts at all Bradford locations.

Stuart R. Benton

Stuart Benton, President & CEO

Chris Buckley

Christopher Buckley (May 21, 2023 09:30 EDT)

Chris Buckley, EVP Customer Experience

Katie Duncanson

Katie Duncanson (May 22, 2023 14:02 EDT)

Katie Duncanson, Director of HR

J. Curran

James Curran (May 20, 2023 15:10 EDT)

Jimmy Curran, EVP Operations

Michael D'Amico

Michael D'Amico (May 22, 2023 13:55 EDT)

Michael D'Amico, CFO