

# POPSOCKETS

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June 2019

Dear Valued Customers, Investors, Stakeholders, and Employees,

Since 2010, PopSockets set out to make magical products that are functional, expressive, and fun. Customers tell us that we are on the right track. We are committed to making a positive impact, and our values guide how we treat employees and expect our supply chain partners to conduct business. We value human rights and insist, at a minimum, upon full compliance with laws. We also only engage partners who share and embrace these values. We are writing to share our commitment to social compliance, introduce our Supplier Code of Conduct, and share updates regarding PopSockets' involvement with the Fair Labor Association and related organizations.

To ensure we actively live these values, PopSockets maintains a social compliance program, centered on our Supplier Code of Conduct, with dedicated, expert staff leading from headquarters in Boulder, Colorado. Our comprehensive program establishes high standards and echoes the intent and expectations established through our affiliation with the Fair Labor Association, a Washington, DC-based non-profit dedicated to improving workers' lives worldwide. As evidence of our investment in social compliance, we have aligned our Supplier Code of Conduct to the FLA's Workplace Code of Conduct and structured our social compliance program around the FLA's Principles of Fair Labor and Responsible Sourcing. In February 2018, we applied for accreditation of our program by the FLA and are striving for accreditation in late 2020.

We pride ourselves on the stringency and thoroughness of our standards, which exceed legal requirements in almost every country (including the US). To make this commitment a reality for the workers throughout our supply chain, we expect our suppliers and their subcontractors, logistics partners, and our production sites in Boulder and around the world to uphold the high standards in our Supplier Code of Conduct. To evaluate our performance and the execution of our partners' commitment to our values, we conduct annual Code of Conduct audits at almost all known facilities, including subcontractors, noting risks and urgently engaging with partners regarding remediation plans and procedures. PopSockets embeds a "hands-on" approach into all aspects of its social compliance program to ensure all tiers of our supply chain uphold our commitments and reflect our values.

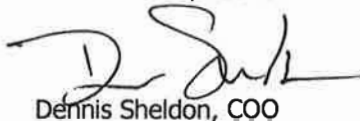
Beyond policies, procedures, and audits, we are also committed to partnering with civil society organizations and other non-profit groups to tackle the most pressing issues regarding workers' well-being. Our current partnerships include BSR HERproject, a factory-based training program on women's health and empowerment, and Nest, a New York City-based non-profit which helps build social compliance and production capacity at our smaller artisan suppliers. We plan to expand this list of like-minded organizations and non-profits.

We appreciate your support in this important aspect of our business; we cannot do it without you, and we look forward to continuing our commitment to positive impact through our products and how we make them. Please contact [responsiblesourcing@popsockets.com](mailto:responsiblesourcing@popsockets.com) if you have questions and for more information.

With thanks, respectfully,



David Barnett, Founder & CEO



Dennis Sheldon, COO



Chris Poland, VP Operations



Brittany Kloss, HR Director

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