

**SOCIAL RESPONSIBILITY
GUIDING PRINCIPLES**

RE: SA8000 is based on the UN Universal Declaration of Human Rights, Convention on the Rights of the Child and various International Labour Organization (ILO) conventions.

As Owner and President of Valley Processing, Inc., I hereby certify that Valley Processing, Inc. maintains the following standards:

1. **Child Labor:** No workers under the age of 15; minimum lowered to 14 for countries operating under the ILO Convention 138 developing-country exception.
2. **Forced Labor:** No forced labor, including prison or debt bondage labor; no lodging or deposits or identity paper by employers or outside recruiters.
3. **Workplace Safety and Health:** Provide a safe and healthy work environment; take steps to prevent injuries; regular health and safety worker training; system to detect threats to health and safety; access to bathrooms and potable water
4. **Freedom of Association and Right to Collective Bargaining:** Respect the right to form and join trade unions and bargain collectively
5. **Discrimination:** No discrimination based on race, caste, origin, religion, disability, gender, sexual orientation, union or political affiliation, or age; no sexual harassment
6. **Discipline:** No corporal punishment, mental or physical coercion or verbal abuse
7. **Working Hours:** Wages and benefits comply with state law including working hours and overtime
8. **Remuneration:** Wages paid for a standard work week must meet the legal and industry standards and be sufficient to meet the basic need of workers and their families; no disciplinary deductions

VERIFICATION: WA State Department of Labor and Industries inspections that occur on a random basis.

Mary Ann Bliesner:
Owner and President

Mary Ann Bliesner

Date: *6-30-15*