

ORGANIC KEIKI CODE OF ETHICS

Ranoa LLC dba Organic Keiki is committed to maintaining the highest level of integrity and honesty throughout all aspects of its business. Our mission is to 1) provide products that are socially and environmentally responsible throughout the entire product life cycle; and 2) conduct all business matters in an ethical, moral manner.

To achieve this purpose, we expect our business associates to subscribe to certain moral and ethical principles in conducting business. While we recognize that there are different legal and cultural environments throughout the world, we expect all business associates to comply with the following basic requirements:

Adherence to Ethical Standards

Organic Keiki respects the legal, ethical, and moral standards and beliefs of all people and cultures with which we do business. We in turn expect our business associates to respect our rules and procedures. Business associates will operate in full compliance with the laws of their respective countries and with all other applicable laws, rules and regulations. We also expect that international laws related to the conduct of business between nations will be followed at all times. The standard of ethical conduct to which our business associates must adhere, however, goes beyond mere compliance with legal requirements and also includes those standards of behavior adhered to by people with a strong commitment to social and environmental responsibility.

Employment Practices

In an effort to promote social, economic and environmental sustainability, we have based Organic Keiki standards on the Fairtrade Standards, as developed by the FLO Standards Committee (http://www.fairtrade.net/generic_standards.html).

Forced Labor: Employment Is Freely Chosen

Under no circumstances will Organic Keiki use forced, bonded or involuntary prison labor of any kind or work with any person or organization that does so. Business associates will not knowingly utilize or purchase materials and/or products manufactured by uncompensated prison workers. Business associates should not require any workers to lodge "deposits" or their identity papers and to remain in employment for any period of time against his or her will - workers are free to leave their employer after reasonable notice.

Wages & Hours

Workers must be paid at least the minimum legal wage or industry benchmark standard, whichever is greater, applicable in their respective countries. Wages should be enough to meet basic needs and to provide some discretionary income. All workers shall be provided with information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid. Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned.

All business associates must set working hours, wages and overtime pay that are in compliance with all applicable laws. While we understand that overtime is often required, contractors and suppliers must allow workers a reasonable amount of time off from their duties to ensure humane and productive working conditions. We suggest the following:

- Workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 day period on average.
- Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall be compensated at a premium rate.

Working Conditions Are Safe & Hygienic

Organic Keiki strives to have a safe and healthy working environment in all the facilities that Organic Keiki owns and operates. Organic Keiki also expects its business associates to treat all workers with respect and dignity and provide them with a safe and healthy environment. Adequate steps should be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in

the working environment. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers. Business associates must comply with all applicable environmental laws and regulations. Business associates further agree to notify local community authorities in case of any environmental emergency.

Child Labor Shall Not Be Used

Per ILO Conventions, the use of child labor by Organic Keiki business associates is strictly prohibited. Business associates shall employ only workers who meet the minimum legal age requirement applicable to that area. Business associates will develop, participate in, or contribute to policies and programs which provide for the transition of any child found to be performing child labor to enable her or him to attend and remain in quality education until no longer a child; "child" and "child labor" as defined by the ILO. Children and young persons under 18 shall not be employed at night or in hazardous conditions.

Freedom of Association & the Right to Collective Bargaining Are Respected

Organic Keiki recognizes the right of employees to choose (or to choose not) to join or form legally sanctioned organizations or associations (such as trade unions) and to bargain collectively. Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace. Where the right to freedom of association and collective bargaining is restricted under law, Organic Keiki and its business associates will not hinder the development of parallel means for independent and free association and bargaining.

Discrimination - Respect for Individuals

Organic Keiki believes that individuals should be employed on the basis of their ability to do a job - not on the basis of individual characteristics or beliefs. Organic Keiki refuses to conduct business with any person who discriminates or harasses in hiring or in employment practices on the basis of any personal status or human rights protected by any law or statute.

Disciplinary Practices - No Harsh or Inhumane Treatment Is Allowed

Organic Keiki prohibits the use of corporal punishment or any other form of physical or psychological coercion (ex. physical abuse or discipline, the threat of physical abuse, sexual or other harassment, verbal abuse or other forms of intimidation). The provisions of this code constitute minimum and not maximum standards, and this code should not be used to prevent companies from exceeding these standards. Companies applying this code are expected to comply with national and other applicable law, applying that provision which affords the greater protection.

Subcontractors

Organic Keiki suppliers and business associates should take steps to ensure that subcontractors also operate in a manner consistent with the Code of Ethics.

Customs

Business associates must adhere to all United States and foreign customs laws, including all import and export regulations. Business associates are prohibited from participating, in any manner, in the "trans-shipment" of merchandise from one country to another country in order to evade a country's customs laws.

Intellectual Property

Business associates must respect the significance of, and support the protection of, the trade secrets, patents, trademarks, and copyrighted works of Ranoa LLC dba Organic Keiki and other companies.

Environmental Standards

Organic Keiki will only work with business associates and suppliers who comply with all applicable laws and regulations relating to the environment and who share its commitment to the environment.

Compliance

The failure of a business associate to comply with one or more of the foregoing guidelines may result in the immediate termination of its business relationship with Organic Keiki, civil liability to Organic Keiki, and criminal prosecution under the laws of the appropriate jurisdiction.

Please confirm your agreement with the **Organic Keiki Code of Ethics** by signing this letter in the space below and returning it to Organic Keiki.

RANOA LLC dba ORGANIC KEIKI

VENDOR:

BY: Regan Ranoa

BY:

SIGNATURE:

SIGNATURE:

TITLE: Managing Partner

TITLE:

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