



California Transparency in Supply Chains Act

Libbey Inc. and its subsidiaries are committed to responsible business practices and support the efforts of the California Transparency in Supply Chains Act. This commitment is evident in [Libbey's Code of Business Ethics and Conduct](#) and [Code of Social Responsibility](#), the "Libbey Codes." The Libbey Codes detail Libbey's high expectations with respect to Employment Conditions, Workplace Environment, and Compliance with Applicable Law, including prohibitions on forced labor, prison labor and child labor. Libbey strives to apply these same standards to the suppliers with which we do business.

As an initial matter, Libbey's Supplier Terms and Conditions require that suppliers comply with all applicable law, and allow Libbey and its independent auditors and agents to inspect suppliers' operations and facilities at any time. Libbey audits many of the suppliers from which it sources finished goods, particularly those in high risk areas. Some of these audits are conducted by Libbey personnel, while others are conducted by independent third party auditors. In addition to many other factors, these audits seek to uncover any forced labor or child labor practices. If violations are discovered, the supplier must implement a corrective action plan to Libbey's satisfaction. Libbey reserves the right to cease doing business with any supplier who engages in child labor or forced labor, or who fails to adequately implement a corrective action plan.

All Libbey employees are required to comply with the Libbey Codes, including those provisions regarding forced labor and child labor. Libbey maintains a worldwide employee training program on various topics including the Libbey Codes and compliance with applicable law. Employees who violate the Libbey Codes or fail to comply with applicable law will be subject to disciplinary action, up to and including termination.

In addition to training its employees, Libbey has committed to conducting internal audits of each of the facilities it owns and operates to ensure compliance with the Libbey Codes and the laws and regulations of each country in which our facilities are located or we otherwise do business. Libbey's facilities are also audited by Libbey's customers and independent third party auditors.

In 2012 and beyond, Libbey will continue to evaluate its standards and practices with respect to prevention of human trafficking and slavery throughout the supply chain. Libbey will update this page as its efforts progress.