

At Rosco we are passionate about the freedoms of speech and artistic expression. We embrace the vast diversity of our customers and their audiences, and strive to be true to our mission: allowing creative people to achieve their visions. We consistently use our company values to help guide our actions and decisions. We choose to manufacture products and reproduce artwork that upholds our values and use the following standards as our guide.

Rosco may refuse the production of any product containing the following:

- Violation of intellectual property rights of others
- Profanity
- Messages that encourage or incite violence or other illegal activity
- Hate speech or symbols
- Drug use
- Sexual content or nudity

We will work with our customers, adapting artwork wherever possible to meet our standards.

## **Rosco's Values:**

**Customer Focus** - listening and understanding customers; providing quality solution to their needs.

**Quality** - consistently achieving desired results.

**Commitment** - consistent support of our customers and co-workers.

**Integrity** - having and demonstrating values.

**Passion** - intense interest in and enthusiasm for our work.

**Creative Thinking** - fresh, creative, innovative approaches to achieving results.

**Enduring Relationships** - building long term, mutually supportive bonds with customers, suppliers and each other.

**Trust** - Earning trust by being truthful, reliable, competent and exchanging open and honest feedback.