



TAM INTERNATIONAL

To whom it may concern:

I am writing this letter to introduce myself as the Global Supply Chain Director for TAM International. This letter is written to inform you as to how TAM International employees are required to conduct themselves when dealing with your company.

TAM International requires our employees to treat suppliers with honesty, integrity and fair trade practices. TAM International selects suppliers based on quality, price, delivery and value to our company.

Any attempt by a TAM International employee to solicit or accept any form of consideration in exchange for special considerations is considered a violation of TAM International's code of ethics and will not be tolerated. Any nominal gifts or entertainment offered to an employee must be done with the understanding that this is a normal business practice and is in no way an attempt to sway the employee's consideration when dealing with the supplier.

We would ask that, at any time, if you feel that an employee of TAM International is not conducting business in an ethical manner, you would immediately report these actions.

Reporting any conceived violation would be viewed as a commitment to an honest and ethical business practice that we both desire.

Sincerely,

Doyle Gregory
Global Supply Chain Director
TAM International

To report any violations of the law or business ethics, you may call or e-mail myself at doyle.gregory@tamintl.com 713-292-0461. If you would prefer, you may also reach out to our Human Resources Director, JoAnn Sparkman at joann.sparkman@tamintl.com 713-292-0418. All reports will be accepted with respect to your privacy and will remain anonymous at your request.