



CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

RISK ASSESSMENT

Our company evaluates and addresses risks of human trafficking and slavery by verifying our product supply chains. A third party does not conduct this verification.

SUPPLIER AUDITS

Supplier compliance with our company standards for trafficking and slavery in supply chains is verified through audits of suppliers. These audits are not independent and unannounced.

ACCOUNTABILITY STANDARDS

Our company maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and human trafficking.

DIRECT SUPPLIER CERTIFICATION

Our company requires our direct suppliers to certify that our raw materials comply with the laws regarding slavery and human trafficking in their respective countries they do business in.

TRAINING ON HUMAN TRAFFICKING & SLAVERY

For those employees who have direct responsibility for supply chain management, our company provides training on mitigating risks with respect to human trafficking and slavery in the supply chain of products.