

## **California's Transparency in Supply Chains Law Disclosure**

We have adopted a written code of ethics ("Code") which sets forth standards for how we work together within the Company, how we protect the value of the Company, and how we work with customers, suppliers, and others. Our Code is designed to deter wrongdoing and to promote: honest and ethical conduct amongst customers, suppliers, colleagues and others; compliance with applicable laws, rules and regulations; and accountability for adherence to the Code and prompt internal reporting of violations of the Code.

In 2010, California enacted the Transparency in Supply Chains Act (California Civil Code Section 1714.43), which requires manufacturers and retailers to make certain disclosures regarding the risks of human trafficking and slavery in their supply chains. While we have not undertaken action with the intent of specifically addressing California Civil Code Sections 1714.43(c)(1) – (c)(5), pursuant to our Code we recognize and respect all applicable labor and employment laws, including those addressing slavery and human trafficking, wherever we operate.