



## **California Transparency in Supply Chains Law**

The California Transparency in Supply Chains Act of 2010 (SB 657) requires companies manufacturing or selling products in the state of California to disclose efforts (if any) to address the issue of human trafficking and forced labor.

CRC Industries, Inc. (CRC) makes every reasonable effort to ensure suppliers based outside of the United States and Canada who manufacture, assemble or package finished products for all divisions and subsidiaries of CRC are, at a minimum, in compliance with applicable local legal requirements governing issues including, but not limited to, wages, benefits, working hours, child labor, forced labor, human trafficking, health and safety and factory security.

CRC is fully committed to operating our business with the highest standards of business ethics, not merely in accordance with applicable law. We expect our vendors to maintain these same high standards.

Actions in place include:

- All CRC employees who have direct responsibility for supply chain management are required to read and acknowledge the CRC program of compliance.
- CRC requires all suppliers based outside of the United States and Canada to sign the CRC Certificate of Prohibition of Forced Labor and Human Trafficking and acknowledge that CRC (or designee) may audit the supplier at any time.