



CA TRANSPARENCY IN SUPPLY CHAINS ACT, UK MODERN SLAVERY ACT AND AUSTRALIA MODERN SLAVERY ACT REQUIRED DISCLOSURE

Through our standard terms and conditions of purchase, we require our suppliers to comply with our Code of Business Conduct and all applicable laws, and not to engage in or support the use of child labor or forced or involuntary labor.

Under the California Transparency in Supply Chains Act 2010, UK Modern Slavery Act 2015 and Australia Modern Slavery Act 2018, we make the following disclosures:

Verification: We expect our suppliers to comply with applicable laws and our policy prohibiting the use of child labor or forced or involuntary labor. Through our terms and conditions of purchase, which require our suppliers to comply with our Code of Business Conduct, our suppliers and their agents shall not engage in any trafficking-related activities and shall take action to remedy and report any such trafficking-related activities. In addition, we require all new suppliers to complete an onboarding self-assessment with respect to various environmental, social and governance areas.

Audits: We do currently conduct routine audits like SMETA (Sedex Members Ethical Trade Audit Report) of our major suppliers to evaluate their compliance with company standards for human trafficking and slavery in supply chains. We also reserve the right to conduct periodic audits or assessments to verify the suppliers follow our Code of Business Conduct.

Certification: Under our terms and conditions of our code of business conduct neither suppliers, subcontractors, nor agents shall engage in any trafficking-related activities, and they shall take action to remedy and report any such trafficking-related activities. We also require new suppliers and subcontractors to certify conformance with our Supplier code of conduct, which include a commitment to respect human rights and to strive to eliminate forced labor (including modern slavery and human trafficking) and child labor. Beyond that, we do not currently require our suppliers to certify that materials incorporated into the product comply with the laws regarding slavery and human trafficking of the country or countries in which these suppliers are doing business.

Accountability: Under our current company policies, we maintain internal accountability standards and procedures to address employees, contractors or suppliers who fail to meet company standards regarding slavery and human trafficking.

Training: We publish our relevant policies prominently on our internal website, and from time to time make our employees aware of such policies. We also give various training to our workforce at regular intervals, which included Modern Slavery training as well to raise awareness of the issue.

ADOPTED: May 28th, 2024