

## **Disclosure of Southern Graphic Systems, LLC Pursuant to California Transparency in Supply Chains Act**

The California Transparency in Supply Chains Act requires retailers and manufacturers that do business in California to publicly disclose their efforts to eliminate slavery and human trafficking from their supply chains.

Southern Graphic Systems, LLC (SGS) has a long-standing commitment to high standards of ethical conduct and compliance with applicable laws. It is our expectation that our suppliers also conduct themselves in this manner. We expect our suppliers to obey the laws that require them to treat their workers in a fair manner and to provide these workers with a healthy and safe work environment.

### **Verification**

SGS continually evaluates our suppliers on issues of quality, cost and service. We regularly screen for vendors identified on the specially designated Nationals and Blocked Persons List maintained by the U.S. Department of the Treasury Office of Foreign Assets Control. SGS does not have a formal process to verify the risks of human trafficking and slavery within our global supply chain. SGS is cognizant of the geographic regions of the world where such risks are elevated and have determined that we are at a low risk for purchasing from vendors engaged in human trafficking or slavery.

### **Audits**

SGS does not conduct audits of suppliers to evaluate supplier compliance with SGS standards for trafficking and slavery in supply chains. SGS retains the right to audit vendors in the event such activities are suspected and/or suspend activity with vendors, where applicable.

### **Certifications**

SGS does not require direct suppliers to certify that materials incorporated into the products we purchase comply with the laws regarding slavery and human trafficking in the country or countries in which we or our vendors operate.

### **Accountability**

Upon hire, SGS requires all new employees to sign a Code of Business Conduct Acknowledgement demonstrating they have read, understood and accept that as an SGS employee they are bound by the SGS Code of Business Conduct. The Code of Business Conduct includes certification that the employee will comply with all applicable government laws, rules and regulations. Human trafficking and slavery are violations of such laws and would constitute a violation of the Code of Business Conduct. Such a violation could result in disciplinary action against the employee.

### **Training**

SGS does not currently provide training to employees and management on mitigating risks within the supply chains of products we purchase. SGS is considering implementing an on-line training course on human trafficking and slavery risks for its supply chain personnel.