

## **California Transparency in Supply Chains Act of 2010**

The California Transparency in Supply Chains Act of 2010 (CTSCA) requires retailers and manufacturers that do business in California to publicly disclose their efforts to eradicate slavery and human trafficking from their supply chains. Sauder Woodworking Co. is committed to conducting sourcing processes in accordance with the CTSCA. We believe that neither slavery nor human trafficking should have any part in our supply chain.

Sauder Woodworking Co. will:

- Engage in verification of product supply chains to evaluate and address risks of human trafficking and slavery. Sauder Procurement personnel along with independent parties will complete such assessments.
- Evaluate high risk supply chains by requiring such suppliers perform self-audits, disclosing their compliance with country standards for trafficking and slavery.
- Require direct material suppliers certify that materials incorporated into the product comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.
- Maintain internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking. Sauder employees who fail to follow company standards will be subject to appropriate discipline - including termination.
- Provide company employees and management, who have direct responsibility for supply chain management, training on human trafficking and slavery, particularly with respect to mitigating risks within the supply chain of products.