



## California Transparency in Supply Chains Act

### **Global Supply Chain Awareness: Ensuring a Legacy of Responsibility**

A-dec's commitment to creating safe, innovative solutions in a responsible and ethical manner is ongoing. The mission of A-dec aligns with fair treatment of manufacturing workers, minimizing environmental impact, and ensuring high-quality products that set new benchmarks for reliability, longevity and ease-of-use.

A-dec business decisions recognize the imperative to engage with local communities, respect universal human rights, and act with integrity and accountability. We promote responsible practices in our supply chain and foster a workplace where our employees can grow and succeed.

By recognizing the California Transparency in Supply Chains Act of 2010 (SB 657), A-dec takes another step forward in our efforts to promote responsible practices within our supply chain. In accordance, A-dec is taking the follow steps:

#### **Verification**

A-dec understands that achieving our mission to create a Legacy of Responsibility starts with selecting the right partners that share our philosophies. A-dec has included compliance to laws regarding slavery and human trafficking of the country or countries in which they are doing business into our supplier qualification and selection process. In addition, language requiring compliance to local laws has also been added into our Terms and Conditions, Contract, and Agreements.

#### **Audits & Certifications**

Supplier visits are parts of our normal supplier relationship management process. During these visits, A-dec personnel evaluate our suppliers' quality systems, performance, and workplace environment. A-dec strives to maintain communicative relationships based on truth and transparency. A-dec prefers to interact with our suppliers directly in order to foster lasting relationships. A-dec does not engage in third-party audits or certifications.

#### **Internal Accountability Standards**

A-dec's Employee Manual clearly identifies expectations for employee compliance with all local or foreign laws when conducting business on behalf of A-dec. All employees receive copies at their time of hire.

#### **Training & Education**

All company employees and management with direct responsibility for supply chain management receive training on supply chain practices and procedures. Employee training on "Supplier Qualifications" and "Contracts & Agreements" address A-dec's expectations for our supplier's compliance of local labor laws.