



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

The California Transparency in Supply Chains Act of 2010 requires retailers and manufacturers doing business in California, like Rockline Industries, to disclose their efforts to eradicate slavery and human trafficking from their supply chains.

While Rockline's supply chain is linked globally, a vast majority of our suppliers are located in North America or in developed countries. As a result, there is no significant risk that the components and parts in our products are supplied by companies that take advantage of slavery and human trafficking. Because of this low risk, Rockline has experienced the need to employ a third party for verification on a minimal basis only. Our expectation is that our suppliers provide a workplace free from harassment and discrimination, as well as a safe and sanitary workplace. We will actively seek business relationships with suppliers who share our values and promote the application of these high standards among those with whom they do business.

Recently, we have begun to require that our suppliers complete a Comprehensive Ethical Standards questionnaire; as part of this questionnaire, suppliers must certify that the materials incorporated into our products comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.

Rockline is also a member of SEDEX (Supplier Ethical Data Exchange), a not-for-profit membership organization dedicated to driving improvements in responsible and ethical business practices in global supply chains. SEDEX is currently being used by a number of leading retailers and brand manufacturers and over 15,000 sites are registered with SEDEX. More information can be found at [www.sedexglobal.com](http://www.sedexglobal.com).

Additionally, Rockline employees receive a Policy Handbook stating our belief that all people are entitled to equal employment opportunity and employee decisions comply with all applicable laws. This means, in part, Rockline does not use child or forced labor and that we do not tolerate any form of unacceptable treatment of workers in any of our operations. Employees understand they must know and follow the policies and procedures that apply to their job. Employees are expected to report known or suspected violations. Failure to follow the law or company policies will subject employees to disciplinary action, up to and including termination.

Rockline is also undertaking efforts to familiarize our buyers with identifying slavery and human trafficking issues and mitigating such risks, among others, within our supply chain. One of the many questions procurement personnel are to consider when selecting a supplier relates to slavery and human trafficking.