



## **California Transparency in Supply Chains Act (SB 657)**

Effective January 1, 2012, the California Transparency in Supply Chains Act requires retail sellers and manufacturers doing business in the State of California with more than \$100,000,000 in annual worldwide gross receipts to disclose their efforts to eradicate slavery and human trafficking from their direct supply chain for tangible goods offered for sale.

ASC Profiles recognizes its social responsibility as part of the community in all regions in which it operates. We support the elimination of all forms of forced and compulsory labor and the effective abolition of child labor.

We have built a reputation for high quality products, reliable delivery performance, and responsive customer service all while adhering to all federal, state, and local laws and regulations that govern our business. We require all employees to adhere to our Guide to Business Conduct, which requires compliance with all relevant federal, state and local laws and regulations, in addition to ASC Profiles' policies and guidelines. Consultants, contractors and business partners working with or for us are to be informed of our relevant policies and guidelines and of the requirement that they act in accordance with them.

ASC Profiles expects its vendors to also conduct themselves with integrity and adhere to the highest ethical business standards in their relationship with us. Our contracts and our standard terms require that our vendors act in accordance with all laws applicable to them, which include laws dealing with human trafficking and slavery. At this time, we do not engage in evaluations or risk assessment to specifically address human trafficking and slavery in our supply chain. Neither do we perform audits or require vendors to certify compliance with human trafficking and slavery laws. No specific training is given to employees related to human trafficking and slavery. We are in the process of developing a procurement policy and addressing risks of human trafficking and slavery in our supply chain will be considered during policy development.

If you become aware of human trafficking or slavery in ASC Profiles' supply chain, please report it immediately to us at (909) 484-4604.