



Date: 05/10/17  
REVISION: P

**TANURY INDUSTRIES COMPLIANCE STATEMENT FOR:  
THE CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT OF 2010.**

I. Tanury Industries: Engages in verification of product supply chains to evaluate and address risks of human trafficking and slavery. The disclosure shall specify if the verification was not conducted by a third party.

Tanury Industries ISO Audit personnel routinely conduct audit interviews of certain strategic suppliers. Suppliers are graded on several factors, including observed human rights issues and adherence to Tanury Industries Supplier Code of Conduct. Verification is conducted by employees of Tanury Industries.

II. Tanury Industries: Conducts audits of suppliers to evaluate supplier compliance with company standards for trafficking and slavery in supply chains. The audit shall either be a supplier visit or by annual survey.

III. Requires direct suppliers to certify that materials incorporated into the product complies with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.

IV. It shall be our internal accountability policy for employees or contractors failing to meet company standards regarding slavery and trafficking to immediately discontinue use of such supplier and/or dismiss the employee.

Tanury Industries employees are required to strictly observe all applicable laws and regulatory requirements. Tanury Industries requires its suppliers to adhere to its Supplier Code of Conduct which provides:

1. **Child Labor**

Tanury Industries will not engage in or support the use of child labor. Suppliers are expected to comply with all applicable local child labor laws and employ only workers who meet the applicable minimum legal age requirement for their location.

2. **Minimum Wages**

Suppliers shall provide wages for regular and overtime work and benefits that meet or exceed legal requirements.

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**3. Forced Labor**

Suppliers shall not use any forced, prison or indentured labor. We will not engage in or support the use of forced or involuntary labor and as a result, we will not purchase material or services from a supplier utilizing forced or involuntary labor.

**4. Discrimination**

Tanury Industries supports diversity and equal opportunity in employment. Unlawful discrimination in the workplace is not tolerated. Suppliers are expected to comply with all applicable local laws concerning discrimination in hiring and employment practices.

V. Provides company employees and management, who have direct responsibility for international supply chain management, training on human trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products.

**Part 1**

1. Supplier survey to top 10 suppliers and any and all International Suppliers consistent with the timing of our customer survey process to be administered by our marketing group.
2. Supplier survey shall ask the following questions at a minimum:
  - a. Are you in compliance with the California Transparency in Supply Chains Act of 2010?
  - b. What is your verification process for compliance with U.S. and International Human Trafficking and Slavery Laws?
  - c. Is supplier in compliance with Dodd/Frank Conflict Free Minerals Legislation?
  - d. Has supplier read our Supplier Code of Conduct and is supplier complaint with such stated code?
  - e. By signing and returning the survey, the supplier certifies compliance with the above stated policies and laws.

**Part 2**

1. Purchasing staff and Customer Program Managers shall be trained in the California Transparency in Supply Chains Act of 2010.
2. This requirement shall be added to the competency training matrix in Human Resources.