

## CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT STATEMENT

Taylor Corporation is committed to the highest standards of product quality and business integrity in its dealings with Suppliers and expects that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are both profitable and socially responsible. To accomplish this, Taylor Corporation has adopted a Supplier Code of Conduct to advance social and environmental responsibility. Taylor requires that Suppliers implement this Code.

**1) Risk Assessment.** Suppliers must agree to Code of Conduct for Suppliers requirements and submit to compliance audits. Taylor may visit and/or have third party monitors visit supplier facilities to assess compliance with the Code of Conduct.

**2) Audits.** Taylor may visit and/or have third party monitors visit supplier facilities to assess compliance with the Code of Conduct. These visits may be with or without notice. One area that an auditor may assess is identifying that there is no slave, indentured, forced labor, or forced child labor, including labor required as a means of political coercion or punishment for expression of political views, and workers are free to leave upon reasonable notice and shall not be required to hand over identification, passports, or work permits as a condition of employment.

**3) Supplier Certification.** Taylor requires its suppliers to operate in full compliance with the laws, rules, and regulations of the countries in which they operate. Taylor requires all of its suppliers to acknowledge and adhere to its Code of Conduct for Suppliers, which prohibits, among other things, child labor, or prison, slave, indentured, or forced labor. Taylor will not knowingly work with suppliers that that fail to adhere to its Code of Conduct.

**4) Accountability Standards and Procedures.** Taylor expects that any noncompliance with its Supplier Code of Conduct is addressed and an appropriate strategy for resolution is developed. Failure to comply with the Code of Conduct may result in supplier disqualification. Internally, employees are expected to know the Code of Conduct for Suppliers and report any known or suspected violations.

**5) Training.** Taylor will conduct internal training of its employees with direct responsibility for supply chain management. This training will address slavery and human trafficking and mitigation of the risks within the supply chain.