

The following disclosures are for compliance with California Civil Code 1714.43, known commonly as the California Transparency in Supply Chains Act of 2010. It should be noted that the vast bulk of purchases by the Company consists of organic chemicals in tanker truck or rail tank car quantities, and that most of such chemicals are manufactured in the United States or Canada from petroleum or natural gas based feed stock.

1. The verification by the Company of product supply chains to evaluate and address risks of human trafficking and slavery consists of training supply chain employees on the issue and to be alert for evidence of human trafficking and slavery. Verification is not conducted by a third party.
2. The Company does not conduct audits of suppliers to evaluate supplier compliance with company standards for trafficking and slavery in supply chains. Verification is not done by an independent, unannounced audit.
3. The Company does not require direct suppliers to certify that materials incorporated into the product comply with laws regarding slavery and human trafficking of the country or countries in which they are doing business.
4. The Company maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking. Any employee who is found to have engaged in slavery or human trafficking in violation of applicable law is subject to discipline, up to and including termination, in accordance with whatever due process is required by applicable law. Any contractor found to have engaged in slavery or human trafficking would be terminated as a contractor in accordance with applicable law.
5. Company employees and management with direct responsibility for supply chain management are trained on human trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products. The training consists of a presentation.
6. "Company" refers to Reichhold LLC 2.

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