



January 1, 2019

To Whom It May Concern:

In September 2010, the state of California enacted the California Transparency in Supply Chains Act, which took effect on Jan. 1, 2012. This act requires retailers and manufacturers doing business in California with more than \$100 million worldwide gross receipts to, on or before Jan. 1, 2012, disclose on their website the steps they are taking to ensure their supply chains are free from forced labor, slavery and human trafficking. While PCNA itself is not subject to the stipulations of the Act, we recognize that some of our customers may be subject to that regulation.

PCNA is confident that we have a robust system for monitoring our supply chain, and has a zero tolerance for any factory that is found to be engaged in human trafficking and slavery.

We feel that our policies and procedures are consistent with requirements under this California regulation. We require our suppliers to abide by our code of conduct. We also conduct factory inspections, which includes criteria related the unacceptable labor practices embodied in the Act. Additionally, an independent 3rd party, Quality Certification Alliance, conducts periodic audits of our policies and procedures, along with annual audits of a selection of the factories that manufacture our products.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Nicholson', is written over a white background.

David Nicholson  
President