

IDQ Disclosure Statement
California Transparency in Supply Chain Act 2010 (SB657)

IDQ Operating, Inc. (IDQ) values the importance of human rights and international labor standards. IDQ fully supports the California Transparency in Supply Chain Act and any other efforts to eliminate all forms of human trafficking and slavery. IDQ adheres to an absolute prohibition on the use of involuntary labor of any kind, including child labor and indentured labor. IDQ is committed to work with our Business Partners to ensure that anyone working on behalf of our company, including business partners (including vendors and suppliers), service providers, independent contractors and each of their subcontractors (jointly “Partners”), comply with all laws and regulations in each country in which it operates, or in which IDQ operates, as well as with company procedures and policies

IDQ’s supply chain department continually seeks to improve our overall business practices, policies and procedures. Managing suppliers and ensuring compliance with our policies is an important part of that objective. Therefore, team members from IDQ’s supply chain, purchasing and planning, and quality control groups periodically engage in announced supplier visits to review their operations. IDQ does not currently verify product supply chains, audit suppliers nor certify third party supplied materials specifically related to human trafficking and slavery. We currently do not employ any third party firms to audit or verify suppliers as it relates to human trafficking or slavery. IDQ is in-process of updating and issuing a supplier Code of Conduct and Business Ethics addressing supplier expectations related to slavery and human trafficking, among other responsibilities.

IDQ expects suppliers to obey all laws and regulations of any country in which they do business, and conduct themselves in an ethical manner. In the event IDQ becomes aware of any non-compliance with applicable laws by third party suppliers including those related to human trafficking or slavery, IDQ reserves the right to demand corrective actions and/or terminate any relationship.

The IDQ Employee Handbook requires employees to comply with all applicable laws, inclusive of laws on human trafficking and slavery. All employees, including those with direct responsibility for supply chain management, receive training on the employee handbook in the form of direct acknowledgement of all policies contained therein. Failure by any employee to comply with our written code of business conduct may result in disciplinary action.