

California Transparency in Supply Chains Act



California Transparency in Supply Chains Act of 2010 – Disclosures

NORMA Group (U.S.) is committed to international norms and conventions on human rights and fair labor standards, including a commitment to the elimination of forced and compulsory labor, the rejection of child labor, and freedom of association.

In relation to this, and in specific compliance to the California Transparency in Supply Chains Act of 2010, NORMA Group's U.S. entities excluding NDS, Inc. ("NORMA Group (U.S.)") each make the following disclosure:

1. Does not yet directly verify its product supply chains to evaluate and address risks of human trafficking and slavery.
2. Does not yet audit suppliers to evaluate compliance with company's standards for trafficking and slavery in supply chains. To date, such verifications have not been independent, unannounced audits.
3. Does 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. Does maintain internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking.
5. Does provide training to company employees and management (those with direct responsibility for supply chain management) on human trafficking and slavery, and mitigating risks within the supply chains of products.