



California Supply Chain Act Disclosure

Cambro cares about the people in our company, our industry, our community and our world. We adhere to the strictest ethical business conduct and employment practices, and we strive to develop partnerships with like-minded, ethical organizations. We are committed to managing our supply chain to do our part to prevent human trafficking and slavery everywhere we do business.

California's Civil Code section 1714.43 (California Transparency in Supply Chains Act of 2010) requires manufacturers and retailers to provide website information concerning their efforts to address the issues of forced labor, slavery, and human trafficking within the supply chain. The purpose is to allow consumers to make better and more informed decisions about the products they buy and the companies they support. Cambro is actively taking the following steps to prevent human trafficking and slavery in our supply chain and across our own facilities:

Certification

Cambro is committed to conducting business only with suppliers who adhere to the highest ethical standards and comply with laws and regulations applicable to their business. Cambro requires suppliers to complete detailed questionnaires, annually conducts a Supplier Assessment Survey, and insists upon supplier adherence to purchase order terms and conditions. Any supplier who enters into an agreement with Cambro by acceptance of Cambro's purchase order terms and conditions agrees to comply with all laws and regulations applicable to the supply of the service or material. A copy of these purchase order terms and condition can be found on the Cambro website at http://www.cambro.com/partners/cool/General_Terms.pdf.

Auditing, Verification and Accountability

Cambro reserves the right to verify that its suppliers are in constant compliance with these terms and conditions, and to terminate relationships with any supplier who does not comply. Supplier audits are conducted by a Cambro employee when required to review their quality management systems, performance standards, applicable laws, and our suppliers' contractual obligations to us. These audits are independent and announced, and have not historically included the assessment of human trafficking risks. We are, however, researching procedures for adding this important topic to our audit process.

Training

Cambro's procurement team receives annual training, including that regarding compliance with company policies and applicable laws. That training has not yet specifically addressed mitigating supply chain risks of human trafficking and slavery, but we intend to integrate that content into our training program with best-practice research currently in progress.