



A California law, the Transparency in Supply Chains Act of 2010, requires certain disclosures regarding human trafficking and slavery, in particular. We select suppliers who support our values and expect them to comply with all applicable laws and regulations. As a company philosophy, TrueNorth Steel strongly opposes any and all illegal and unethical treatment of people, including any acts of slavery or human trafficking. We do not currently verify our product supply chain or audit suppliers specifically to evaluate risks of human trafficking and slavery or require our direct suppliers to certify that materials incorporated into products comply with laws regarding slavery and human trafficking in the countries in which they are doing business. We also do not currently maintain internal standards for employees and contractors regarding slavery and human trafficking specifically or provide training to employees and management on these specific matters. TrueNorth Steel employees and management are expected to respect the human rights and dignity of all people.