

## GNP Company<sup>™</sup> Transparency in Supply Chain Statement

At GNP Company<sup>™</sup>, our principles guide us in what we do. Our commitment to social responsibility is fundamental to the way we conduct our business. We take comprehensive steps to ensure that vendors in our supply chain adhere to this commitment and do not engage in any type of social responsibility violations, including human trafficking. <u>These steps include:</u>

## Annual Training

Annual training is required for all GNP Company's management and team members who are directly involved in supply chain management. This is done in order to maintain heightened awareness of social responsibility issues, including human trafficking.

## **Direct Supplier Certification**

GNP Company requires that its direct suppliers certify that they do not engage in any type of human trafficking, such as forced or involuntary labor. GNP Company also requires its direct suppliers to certify that the suppliers providing materials incorporated into its direct suppliers' products do not engage in any type of forced or involuntary labor.

Additionally, GNP Company requests that all vendors certify compliance with all applicable laws governing employment. This includes discrimination, occupational health and safety, adequate wages, and freedom of association.

GNP Company reserves the right to require its direct suppliers to provide independent third-party audited proof of certification and compliance, but does not directly conduct independent third-party audits.

## Investigation and/or Corrective Action

GNP Company will investigate any claim that a vendor is in violation of the Company's social responsibility commitment, and it has corrective action procedures in place for addressing noncompliance. This includes up to, and including, terminating the vendor's relationship with GNP Company.