

OFS BRANDS SUSTAINABILITY

California Transparency in Supply Chains Act

For four generations, our family business has thrived by aligning ourselves with talented and compassionate people. Those who inspire innovation, celebrate achievement, and strengthen our communities. Finding common ground between our customers, our colleagues and the communities we serve helps us make responsible decisions that benefit everyone. Building these relationships helps us to positively impact the areas in which we work and live. At OFS Brands, people make up the common ground upon which we have built nearly a century of success, and they will continue to be the foundation for our sustainable growth.

Our core values of Empathy, Simplicity, Teamwork, Accountability, Appreciation and Stewardship are the foundation for how we conduct our business and with whom we conduct our business. OFS Brands partners with suppliers that share these values. This allows us to gain transparency into their operations and help ensure those operations are being conducted in an ethical and lawful manner free from human trafficking, forced labor or other internationally recognized human rights abuses.

We see our suppliers as extensions of our organization and expect them to provide safe, healthy and fair workplaces for their employees. OFS Brands requires a written certification from each of our suppliers stating they comply with, and will continue to comply with, all applicable laws and regulations governing their operations. Included within the terms and conditions of our supplier agreement are certification requirements addressing child labor, forced labor, human trafficking, discrimination, discipline, working hours, compensation, and safe and healthy working conditions. This certification is required of all new suppliers and is redistributed to all existing suppliers on a biennial basis to ensure their continued compliance. In addition, we periodically conduct supplier assessments with top tier suppliers representing over 50% of our supplier spend. These assessments cover a wide range of topics including product and delivery performance as well as employment practices and operational efficiencies. OFS Brands employees also participate in on-site supplier visits where working conditions and potential risks of human rights abuses are assessed.

OFS Brands does not conduct any 3rd party verification of our suppliers' business practices. Therefore, we must rely upon our supply partners' integrity and the strength of our relationships when reviewing certifications of compliance. Additionally, we do not employ internal procedures for determining whether employees or contractors are complying with our standards regarding human rights abuses. However, any knowledge of a supplier's failure to comply with our standards will be swiftly addressed with a thorough review of the offense, action toward remediation, or termination of the supplier relationship.

All OFS Brands employees with direct responsibility for supply chain management are fully aware of the requirement of our supplier agreements and certifications held within. Any training regarding these requirements has historically been, and continues to be, of an informal nature.