

## STATEMENT ON FORCED LABOR

The Department of Homeland Security (DHS) has instructed U.S. Customs and Border Protection (CBP) to prevent goods from entering the U.S. that are made, in whole or in part, by forced or indentured labor, anywhere in the world.

This is a humane decision that all of us can agree with. No U.S. importer would knowingly support the manufacture, distribution or import into the U.S. of any product that is produced by a workforce under duress, underpaid or not paid at all, under unsafe conditions or imprisoned.

## CODE OF CONDUCT

**Jay Franco and Sons** has zero tolerance for forced labor and we make every effort to prevent and eliminate products that are produced with forced labor from entering our supply chains.

We have implemented procedures in our daily operations to ensure that all our employees are fully aware of the possibility that imported merchandise may have been produced with forced labor.

When ordering product from our foreign suppliers, we carefully investigate the suppliers who were selected to produce our products.

Upon receiving product in the U.S., we check the authenticity of accompanying bills of lading and determine that the product that is being received is not produced in a region where Forced Labor is known to be present.

We engage in training our foreign producers to ensure that forced labor is not present in their organizations, nor that it is present in the organizations of vendors that supply sub-assembly parts to the final producer. We ask our suppliers, in their own language, to inform us about their operations and how they treat their employees. See our Forced Labor Surveys (attached) that we insist all our producers complete and return to us.

The newly enacted UFLPA is a key component of a broad global strategy in our shared goal to curtail and end forced labor.

We look forward to an increased partnership with U.S. Customs and Border Protection and the U.S. government's Forced Labor Enforcement Task Force, as industry works to amplify the U.S. government's efforts to eliminate forced labor worldwide.