



Disclosure statement for Radiall USA, Inc. (Radiall) and all of its subsidiaries  
regarding acts of slavery or human trafficking

1. As a company philosophy, Radiall strongly opposes any and all illegal and unethical treatment of people, including any acts of slavery or human trafficking.
2. We rely on our suppliers to comply with all laws including laws regarding slavery and human trafficking. We encourage our suppliers to engage in verification of product supply chains to evaluate and address risks of human trafficking and slavery. We do not conduct audits of suppliers to evaluate supplier compliance with our company standards against trafficking and slavery in supply chains. We do not require direct suppliers to certify that materials incorporated into the products comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.
3. We do not maintain internal accountability standards and procedures for employees or contractors failing to meet our company standards regarding slavery and trafficking nor do we provide company employees and management, who have direct responsibility for supply chain management, training on human trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products.
4. We have contractual agreements in place with industry leaders for all of our shipping requirements. We rely on our shipping partners to comply with all laws including laws regarding slavery and human trafficking to or from the countries that they provide shipping services.
5. We do communicate our policies opposing acts of slavery or human trafficking to our employees.