

July 2, 2020

California Transparency in Supply Chains Act/UK Modern Slavery Act

The California Transparency in Supply Chains Act and the UK Modern Slavery Act are intended to reduce slavery and human trafficking in the supply chains of retailers and manufacturers by requiring disclosure of what steps are being taken by that business to address the problem.

Unico LLC and its subsidiaries do not tolerate slavery or human trafficking in their operations or their suppliers' operations. Unico expects its suppliers to comply with applicable laws, including laws against forced or involuntary labor.

The following is Unico's disclosure in five areas:

What actions is Unico taking, if any, in:

- *Engaging in verification of product supply chains to evaluate and address risks of human trafficking and slavery?* – Unico has engaged a third party company to conduct verification of product supply chains to evaluate and address risks of human trafficking and slavery. At the date of this document, approximately half of Unico's suppliers have been evaluated and the process is ongoing. Unico visits some supplier sites and, on discovery of evidence of human trafficking or slavery, would take remedial actions.
- *Conducting audits of its suppliers to evaluate compliance with company standards for trafficking and slavery in supply chains?* Unico has engaged a third party company to conduct verification of product supply chains to evaluate and address risks of human trafficking and slavery. At the date of this document, approximately half of Unico's suppliers have been evaluated and the process is ongoing. Unico visits some supplier sites and, on discovery of evidence of human trafficking or slavery, would take remedial actions.
- *Requiring direct suppliers to certify that materials incorporated into the product comply with the laws regarding slavery and human trafficking of the countries in which they are doing business?* – Unico's standard terms and conditions of purchase and its agreement templates for use with strategic suppliers require compliance with applicable laws in general and specifically prohibit slavery and human trafficking.
- *Maintaining internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking?*
– Applicable standards include:
 - Unico's Code of Ethics and Business Conduct

A link is available at our home page www.unicous.com , which states Unico's commitment to compliance with laws, including those pertaining to forced labor, sets forth policies and procedures for reporting and addressing violations, issues, and concerns, and requires employees to periodically acknowledge understanding of the Code and the obligation to report known or suspected violations of law or the Code; and

- *Providing training on human trafficking and slavery to company employees and management who have direct responsibility for supply chain management? --* Unico does provide training on human trafficking and slavery to company employees and management who have direct responsibility for supply chain management.

This disclosure applies to Unico subsidiaries subject to the California Transparency in Supply Chains Act and/or the UK Modern Slavery Act.

Maurice Morrone

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