

CSC ACT

California Supply Chain Transparency Act

Nice-Pak Products, Inc. has a longstanding commitment to excellence in product innovation, quality, customer service, and customer and consumer education. We believe in responsible, sustainable business practices that benefit our business, our associates, our communities, and society for generations to come. We hold our vendors and suppliers to the highest ethical standards. Nice-Pak is committed to compliance with all applicable regulations and ethical sourcing of our materials. Nice-Pak does not practice, condone or knowingly source from suppliers involved in slave trade/human trafficking. We recognize the importance of eradicating slavery and human trafficking from global supply chains and support the goals of the California Transparency in Supply Chains Act of 2010 (SB 657). Each of our manufacturing sites is subject to multiple third-party accredited social/ethical audits annually, which verify our compliant status.

1. Verification

We evaluate and address risks of human trafficking and slavery in our supply chains through internal assessments and third-party audits. We prioritize suppliers in high-risk regions or industries for additional scrutiny. Nice-Pak uses a variety of internal methods to verify its suppliers comply with our requirements. Before we work with a supplier, we require the supplier to certify compliance with applicable laws and regulations, including laws related to recruitment and remuneration, forced or child labor, human trafficking and social security and welfare.

2. Audits

We conduct periodic audits of our suppliers to assess compliance with our standards for human trafficking and slavery. These audits are both announced and may be conducted by Nice-Pak or independent third parties.

3. Certification

As a condition of qualification, we also require our suppliers certify that they do not rely upon or promote the manufacturer, production, and packaging of materials or products using any child labor, forced or compulsory labor or human trafficking and to comply with all laws, rule and regulations related to child labor, forced or compulsory labor or human trafficking.

Nice Pak uses third-party certification standards, including Roundtable on Sustainable Palm Oil (RSPO) and Forest Stewardship Council (FSC), that provide third-party certification that some of the key raw materials we purchase are produced without the use of forced labor.

4. Internal Accountability

We are committed to conducting business according to the highest principles of business ethics. We have earned an excellent reputation for operating with honesty and integrity, and in full compliance with the laws and regulations of the states and countries in which we do business. Nice-Pak is committed to conducting business according to the highest principles of business ethics. Our Code of Business Ethics and Conduct sets out the high business standards as part of our long-standing commitment to fair and ethical dealings with our customers, business partners, competitors, government agencies, and each other. All associates, are expected to read, understand and comply with this Code. Failure to follow this Code can result in disciplinary action, up to and including termination.

5. Training

All employees are required to read and comply with our Code of Business Ethics and Conduct.

This disclosure is made pursuant to the California Transparency in Supply Chains Act of 2010 and is intended to provide consumers with information to make informed decisions about the products they buy.