

California Transparency in Supply Chains Act and UK Modern Slavery Act Statement

Shurtape Technologies Manufacturing (STM) Industries, Inc. and their subsidiaries are committed to provide products to our customers manufactured in an ethical manner utilizing ethically sourced materials and products. STM will not tolerate human trafficking, indentured servitude, or forced or coerced labor of any kind in its manufacturing facilities, distribution centers, sales locations, or their supply chain.

STM's Code of Conduct confirms the company's commitment to zero tolerance relating to human trafficking, forced labor, and ethical treatment of labor in its manufacturing facilities, distribution centers, sales locations, and supply chain. Internal to STM, failure to comply with standards set forth in the Code of Conduct will result in disciplinary action up to and including suspension, termination, and reporting of violations to the appropriate regulatory and legal authorities. Reporting any illegal, unethical behavior, and/or violations of the "Code" is the right and duty of all STM partners and may be executed via STM Staff or anonymously without fear of retribution or retaliation. Employees and Contractors are advised of this policy and are trained annually, including those in supply chain management.

With regards to STM's supply chain, failure to comply with international human trafficking and forced labor standards shall result in disciplinary actions up to and including termination of the relationship in addition to being reported to the appropriate legal authorities.