

Supply Chains Act Declaration

California Transparency in Supply Chains Act Declaration

The California Transparency in Supply Chains Act of 2010 (SB 657) (“Act”) became effective January 1, 2012 in the State of California. The Act requires that certain companies doing business in California disclose their efforts to eliminate slavery and human trafficking from their direct supply chains.

Cabinets To Go is committed to sourcing responsibly. The Cabinets To Go Supplier Code of Conduct formalizes the key principles under which suppliers require to operate. The Code includes human rights requirements addressing forced labor, child labor, working hours, wages and benefits, humane treatment, non-discrimination, and freedom of association.

- **Verification:** Cabinets To Go requires all suppliers to complete and sign a questionnaire disclosing information on all factories who produce Cabinets To Go merchandise. Verification of information and information regarding beneficial owners is conducted by third parties and may include and on site audit.
- **Audits:** Suppliers must agree to unscheduled third part audits. Cabinets To Go perform site visits to key suppliers to ensure first-hand knowledge and accountability for business practices and quality standards.
- **Certifications:** All suppliers are required to certify that they understand and adhere to the Cabinets To Go Supplier Code of Conduct. If we become aware of any actions or conditions not in compliance with the Supplier Code of Conduct, we reserve the right to terminate any and all agreements with the supplier.
- **Internal Accountability:** Cabinets To Go is committed to ethically and socially responsible conduct in the workplace, including responsible sourcing. Cabinets To Go requires all employees to read and acknowledge receipt and understanding of our Code of Conduct and applicable policies which follow industry leading standards. Anyone who violates these policies is subject to disciplinary action or termination.
- **Training:** Cabinets To Go provides training to all employees with direct responsibilities for supply chain management on the Supplier Code of Conduct including mitigating the risks of slavery and human trafficking in the supply chain. This includes management, Buyers, Supplier Quality Engineers and Product Managers.