

Disclosure  
California Transparency in Supply Chains Act of 2010

The California Transparency in Supply Chains Act requires disclosure of particular efforts to eradicate slavery and human trafficking. FM Industries is committed to conducting its business in a lawful and ethical manner and we expect our suppliers to conduct themselves in the same manner. FM Industries has implemented various policies and procedures in its efforts to prevent slavery and human trafficking in its supply chains. This disclosure will describe some of those efforts.

Each of FM Industries' suppliers has been asked to certify that the materials incorporated into the merchandise they supply us comply with applicable laws regarding slavery and human trafficking.

Any supplier that does not provide us with this certification will be required, as a condition to continuing to supply merchandise to FM Industries, to submit an action plan to achieve such certification within a reasonable period of time.

We have advised our employees of FM Industries' prohibitions against the use of slavery and human trafficking in our supply chains. We are currently developing, and will implement, training requirements. Employees with sourcing responsibilities will be required to complete such training on an on-going periodic basis.

We maintain internal accountability standards and procedures for employees and contractors failing to meet company standards regarding slavery and trafficking. Company management enforces these standards. Notice of accountability for violation of internal standards and procedures is provided to employees. We expect all employees to comply with these standards.

FM Industries is in the process of surveying its supply chains in order to evaluate and to address risks of slavery and human trafficking inherent in those activities. Depending on the results of this process, FM Industries may engage in additional anti-slavery and anti-human trafficking efforts, including targeted supplier requirements and third-party audits.