

## **Ferro's Commitment to the California Transparency in Supply Chains Act of 2010**

Ferro is committed to conducting its business in an ethical and responsible manner that supports and respects the protection of human rights. More specifically, this commitment does not condone the use of forced labor, bonded or indentured labor, slave labor, or involuntary prison labor, nor condones engaging in human trafficking. All Ferro personnel are expected to honor this commitment, and any violation may lead to disciplinary, legal, or in some cases criminal action, as well as the possibility of termination. Ferro's Supplier Conduct Principles also require our suppliers to provide a work environment that is free from illegal discrimination and harassment, including all forms of human trafficking, forced labor and unlawful child labor. We support fundamental human rights for all people and expect our suppliers to do the same. For this reason, Ferro is also evaluating whether to: require direct suppliers to certify that they comply with the laws regarding slavery and human trafficking of the countries in which they do business, audit suppliers to verify compliance with Ferro's standards for human trafficking and slavery, and engage in verification of Ferro's supply chain to evaluate and address risks of human trafficking and slavery. Ferro makes it clear to employees, contractors, and suppliers that Ferro does not countenance human trafficking and involuntary labor, and we expect our employees, contractors, and suppliers to abide by Ferro's commitment to a supply chain free of human trafficking and involuntary labor.

Ferro conducts training for its supply chain and procurement teams on Ferro's requirement to only purchase from suppliers who do not violate human rights through human trafficking, forced labor and unlawful child labor in their operations, and on ways to mitigate this risk within our supply chain.



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