



CALIFORNIA ANTI-HUMAN TRAFFICKING LAWS VANTIVA STATEMENT

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EFFORTS TO ERADICATE SLAVERY AND HUMAN TRAFFICKING

Vantiva policies prohibit the use of forced labor, human trafficking and slavery.

Vantiva requires direct material suppliers to comply with Vantiva policies against forced labor, human trafficking and slavery within the supply chain. The suppliers are to conduct self-audits to evaluate their compliance and the suppliers determine when and by whom the audits are conducted.

Vantiva asks direct materials suppliers to certify that materials incorporated into the products comply with the laws regarding slavery and human trafficking of the country or countries in which the suppliers are doing business.

Vantiva maintains internal accountability for employees or contractors to meet company standards regarding slavery and trafficking.

Vantiva provides employees and management, who have direct responsibility for supply chain management, training on human trafficking and slavery within the supply chain of products.