



Supply Chains Act Disclosure

The California Transparency in Supply Chains Act of 2010 (the “CA Supply Chains Act”) requires certain retailers and manufacturers doing business in California to provide information regarding their efforts to eliminate slavery and human trafficking in their supply chains. The Splash Lab (“TSL”) holds itself to the highest standards of conduct among its employees, vendors, and suppliers. We are committed to the eradication of slavery and human trafficking, and our efforts to combat this practice in our supply chain include the following:

Verification

TSL has long used contractual provisions prohibiting slave labor and human trafficking, and requiring compliance with applicable labor laws, in the production of our products. We personally evaluate each of our new supply chain vendors, including a comprehensive factory site inspection. We further require vendors to certify, in writing, that they are in full compliance with all international labor laws and laws concerning slavery and human trafficking. We undertake these verification efforts to ensure transparency and responsible manufacturing by our vendors.

Audit

TSL expects all suppliers to comply with all international labor laws and laws concerning slavery and human trafficking and to engage in honest and ethical business conduct. If we find evidence that a supplier is engaging in any illegal activity, including slavery or human trafficking, we will take immediate action. Notwithstanding the verification measures taken, as noted above, TSL does not currently conduct independent unannounced audits of suppliers.

Certification

As discussed above, TSL requires supply chain vendors to certify that they are in full compliance with all international labor laws and laws regarding slavery and human trafficking. As part of the required certification, suppliers must notify TSL immediately of any failure to comply with these laws.

Accountability

We hold our internal managers and outside supply chain vendors equally responsible for meeting our high standards. Suppliers must comply with the Doing Business with TSL Agreement, through which they confirm their compliance with certain laws and regulations, including all international labor laws and laws concerning slavery and human trafficking. Should they fail to comply with applicable laws or fail to address noncompliance in a timely manner, we reserve the right to terminate the business relationship. Employees are advised of our prohibitions against the use of slavery and human trafficking in our supply chains and are expected to report any suspected or known unethical or unlawful behavior.

Training

Except as stated above, TSL does not currently provide formal training on slavery and human trafficking.

TSL is a proud supporter of labor and basic human rights for all individuals. We will continue to update our policies and procedures and implement safeguards as needed to ensure all people involved in the production of our products, whether TSL employees or not, are treated with dignity and respect.