



California's Transparency in Supply Chain Act of 2010

Overview

On January 1, 2012, the California Transparency in Supply Chains Act of 2010 (the "Supply Chains Act") went into effect. The Supply Chains Act seeks to eradicate slavery and human trafficking from product supply chains and requires that companies disclose their efforts to ensure that their supply chains are free from slavery and human trafficking.

Draper, Inc., doing business in California as Draper Shade & Screen Company, Inc., is committed to maintaining the highest standards of social responsibility and integrity in the manufacture and distribution of our products. Nearly all our manufacturing is conducted on our own premises in Spiceland, Indiana, in a workplace that has been nationally recognized for safety and wellness initiatives. We expect our suppliers to share our commitment to provide safe working conditions, treat workers fairly and with dignity and respect, to use environmentally responsible manufacturing processes and maintain current technology.

Suppliers: Verification, Certification, and Audits

Draper strives to establish close working relationships with its suppliers. As part of the terms of our purchase agreement, suppliers agree to observe all applicable foreign, federal, state and local statutes and regulations in producing goods and services for Draper.

Draper employees visit key suppliers from time to time and conduct inspections of their manufacturing facilities. These visits may or may not be scheduled and announced. Draper does not employ a third party auditing service.

Employees and Managers: Training and Accountability

Draper employees are subject to the company Code of Ethics which forbids conflicts of interest in the selection of suppliers: our employees may not accept gifts or payments from potential suppliers, and we expect our suppliers to refrain from offering such gifts.

Draper provides training, including ethics training, to all employees. Employees involved in the supply chain of products have a special responsibility to adhere to principles of integrity and fairness and to avoid illegal or unethical business practices within the supply chain. These Draper employees are expected to observe the Principles and Standards of Ethical Supply Management Conduct set by the Institute for Supply Management, as documented here:

<https://www.instituteforsupplymanagement.org/resources/content.cfm?ItemNumber=4740>

Draper employees who learn of potential violations of our suppliers' workplace labor and safety standards, during an inspection or through any other channel, are responsible for reporting the issue to management. Violations will be investigated and appropriate action will be taken, up to and including terminating the supplier relationship.