



## Alliance Laundry Systems' Support of Human Rights in Our Business Practices

The California Transparency in Supply Chains Act (the "Act") requires certain companies doing business in California to disclose information regarding their efforts to address the risk of slavery and human trafficking in their supply chains. Alliance Laundry Systems ("Alliance") is committed to conducting business ethically and in compliance with global labor and human rights laws, and we expect the same of our suppliers. Alliance requires from its suppliers that materials furnished and services rendered are in compliance with all relevant Federal, state, and local laws and regulations.

Alliance, including its subsidiaries, does not tolerate slavery or human trafficking in its operation or its suppliers' operations. Alliance expects its suppliers to comply with applicable laws, including laws against forced or involuntary labor.

The Act requires disclosure of actions being taken in five areas. The following is Alliance's disclosure in each area.

What actions is Alliance taking, if any, in:

- **Verification of Supply Chain** - Alliance does not engage in a formal verification of product supply chains by 3<sup>rd</sup> parties to evaluate and address risks of human trafficking and slavery. Alliance does visit some supplier sites and, upon discovery of evidence of human trafficking or slavery, would take appropriate remedial actions.
- **Audit** - Alliance does not engage in formal audits of product supply chains by independent unannounced auditors to evaluate and address risks of human trafficking and slavery. Alliance does visit some supplier sites and, upon discovery of evidence of human trafficking or slavery, would take appropriate remedial actions.
- **Supplier Certification** - Alliance's standard terms and conditions of purchase require that "seller warrants that the materials to be furnished and the services to be rendered under this purchase order shall be manufactured, sold and used in compliance with all relevant Federal, state and local laws and regulations."
- **Accountability** - Alliance maintains the Alliance Laundry Systems Code of Business Conduct and Ethics which states that "each company officer, director and employee must conduct the Company's business with honesty, integrity and in compliance with applicable laws." Further, the code indicates, "those who violate the standards in this Code will be subject to disciplinary action, up to and including termination of employment and legal actions. If you are in or know of a potential situation that you believe may violate or lead to a violation of this Code or applicable law, follow the reporting guidelines described in the "Reporting Potential Violations" section of this Code".
- **Training** - Alliance requires periodic acknowledgement of the Alliance Laundry Systems Code of Business Conduct and Ethics by new and existing employees.

This disclosure applies to Alliance subsidiaries, if any, subject to the California Transparency in Supply Chains Act.