

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT (SB 657)

Under the California Transparency in Supply Chains Act (SB 657), every retail seller and manufacturer doing business in California and having annual worldwide gross receipts that exceed \$100,000,000 is required to disclose its efforts to eradicate slavery and human trafficking from its direct supply chain for tangible goods offered for sale. The following information is intended to provide you with assurances that UPI is committed to this important cause. As described below, UPI has established important policies and practices that serve to promote fair, respectful and lawful workplace practices and to prohibit any form of slavery or human trafficking.

UPI Policies on Labor and Employment

UPI is committed to fostering a work environment in which all individuals are treated with fairness and dignity. We value and respect the unique character and contribution of each employee. We believe that every individual should be permitted to work in a respectful environment that promotes equal employment opportunities and prohibits discriminatory practices. UPI does not tolerate harassment or discrimination against any individual on the basis of race, religion, national origin, sex, disability, age, marital status, citizenship status, veteran status, sexual orientation, or any other status protected by law. In keeping with these principles, UPI strictly prohibits the use of forced labor, physical punishment, slavery or human trafficking. We do not employ children under the minimum age established by local law, and our employee compensation significantly exceeds minimum wage requirements. UPI also takes all necessary steps to ensure the occupational health and safety of our workers and the safety of the communities in which we operate. It is the duty of every UPI employee to identify, report and correct unsafe or improper working conditions.

Standards for UPI's Suppliers

UPI expects its suppliers to implement labor and employment practices that are consistent with UPI's own high standards. In our supply contracts, we require that our suppliers comply with all applicable laws, ordinances, rules and regulations --- including federal, state and local requirements regarding wages, benefits, hours worked, working conditions, child labor, the environment, health and safety, harassment and discrimination, and equal employment opportunities. This naturally means that suppliers may not engage in practices that amount to forced labor, physical punishment, slavery or human trafficking. UPI refuses to do business with any individual or entity that does not meet these standards.

For a more detailed summary of UPI's policies relating to labor and employment, ethical business conduct and compliance with laws, we invite you to review UPI's "Code of Business Conduct", which can be viewed by clicking on the following link: [Code of Business Conduct](#)

Please do not hesitate to contact us at (925) 439-6040 should you have any further questions.