

California Transparency in Supply Chains Act of 2010 – Corporate Disclosure

Plano Synergy (and its affiliates and subsidiaries) is committed to the highest standards of business conduct in its relationship with its customers, suppliers, shareholders and others, and strives to conduct its business in accordance with the highest standards of business ethics. This includes Plano Synergy's commitment to conducting its business in a manner that ensures the absence of slavery and human trafficking in its supply chain.

To meet this goal, Plano Synergy expects and requires each of its suppliers to conduct business in a lawful and ethical manner including business practices that prevent or eliminate slavery and human trafficking in its supply chain. Plano Synergy communicates this expectation by requiring all Suppliers who provide materials and products to comply with Plano Synergy's Supplier Code of Conduct (the Code of Conduct). The Code of Conduct, among other issues, specifically forbids the use of slave, forced or involuntary labor of any kind, including unlawful child labor and prohibits Suppliers from maintaining supply chains that engage in human trafficking. The Code of Conduct includes a certification signed by the Supplier acknowledging its responsibility for adhering to the standards therein. Suppliers must also ensure that the Code of Conduct is observed by Suppliers' subcontractors, business associates or employees. Plano Synergy identifies and utilizes Suppliers who share its commitment to ensure the absence of slavery and human trafficking in its supply chain and reserves the right for itself or through third party auditors, to conduct, or have conducted on its behalf, audits of production facilities and business practices to monitor Suppliers' commitments. Where appropriate, Plano Synergy may provide a non-compliant Supplier the opportunity to remedy the non-compliance through implementation of a corrective plan. If the Supplier fails to meet Plano Synergy's standards, Plano Synergy will seek to terminate the Supplier from its supply chain. Plano Synergy reserves the right to cease doing business with any Supplier who is not in compliance.

In addition, Plano Synergy's retail and commercial customers (collectively the "Customers") concerned about preventing and eradicating slavery and human trafficking in their supply chains, require verification through Customers' audits of Plano Synergy and Plano Synergy's manufacturers' facilities that Plano Synergy's products are manufactured through supply chains that adhere to anti-slavery and anti-human trafficking policies.

Plano Synergy is committed to implementing and maintaining ongoing training of its employees and consultants on slavery and human trafficking to recognize and mitigate these risks in its supply chains.

Plano Synergy reserves the right to amend this Disclosure at any time without notice.