

California Transparency in Supply Chains Act

Preformed Line Products is committed to respecting the human rights of our employees as well as individuals worldwide. To that end, we have developed a program to verify, audit and certify that our suppliers are in compliance with the slavery and human trafficking laws to which they are subject, as well as holding accountable our employees for adherence to our standards.

VERIFICATION

We conduct annual assessments of 30% of our product suppliers to verify that they are not at risk for violating anti-slavery and human trafficking laws, and we do not use third party vendors. Our Supply Chain team verifies via an internally developed assessment, focusing on areas which have questionable human rights records. Notably, our products do not fall within the U.S. Department of Labor's list of goods identified as vulnerable to forced labor, and we review this list annually.

AUDITING

Our Internal Audit department conducts audits of at least 25% of our direct suppliers to evaluate compliance with anti-slavery and human trafficking standards. The audits consist of individual and group interviews, as well as factory tours.

CERTIFICATION

Currently, we do not require our direct supplier to certify that they comply with anti-slavery and human trafficking laws in the country or countries in which they do business. However, we intend to have a certification program.

INTERNAL ACCOUNTABILITY

We have our standard Code of Conduct, which requires that our employees report any violations of laws or wrongdoings. In addition, our Whistleblower Policy protects any employee who reports violations or wrongdoings. If we discover an employee violating such Policy, we investigate and discipline such employee, up to and including termination.

TRAINING

We currently do not provide employees or contractors with training on human trafficking and slavery. However, we intend to have a training program.