

## TRANSPARENCY IN SUPPLY CHAINS ACT DISCLOSURE – ANVIL

The Company's worldwide supplier relationships are based on the fundamental concepts of honesty, fairness, mutual respect and non-discrimination. The Company's guiding principle is to always conduct its business in a way that fully complies with controlling laws – and to act in an ethical and professional manner.

The California Transparency in Supply Chains Act, which became effective on January 1, 2012 (the "Effective Date"), requires disclosure of particular efforts to eradicate slavery and human trafficking ("Prohibited Conduct"). The Company is committed to conducting its business in a lawful and ethical manner and it is the Company's expectation that its suppliers also conduct themselves in such a manner.

The Company does not have a formal program to proactively (a) verify that its suppliers do not engage in Prohibited Conduct or (b) conduct audits of its suppliers with respect to Prohibited Conduct. The Company's contracts with suppliers typically include a covenant by the supplier that it will comply with applicable law. In the event that the Company is made aware that a particular supplier may be engaging in Prohibited Conduct, it will take such action as it deems reasonable and appropriate under the circumstances. In addition, where commercially reasonable, the Company intends to seek to amend its existing agreements with suppliers to include a representation that the supplier complies with laws regarding Prohibited Conduct of the country or countries in which the supplier conducts business – the Company will also endeavor to include this provision in new agreements with suppliers. To the extent that an employee of the Company or a supplier engages in or fails to address Prohibited Conduct, the consequences for non-compliance would depend on the nature, circumstances and context of the violation. The Company has notified its employees who have direct responsibility for supply chain management of the risks of Prohibited Conduct and elements to watch for when selecting or qualifying a prospective supplier.

The disclosures contained on this link are made as to the actual knowledge of the Company on the effective date. Except as required by law, the Company does not undertake to update this information.