



PCI LABS ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT

Performance Coatings International Laboratories, LLC, dba “PCI Labs” is opposed to all forms of human trafficking, slavery, servitude, forced or compulsory labor, and all other trafficking-related activities (together called, “Modern Slavery and Human Trafficking”). PCI Labs fully complies with all applicable international human rights standards, labor and employment laws, rules, in our US-based business operations and supply chains.

PCI Labs adheres to the United Nations Guiding Principles on Business and Human Rights and the International Bill of Human Rights, which includes Article 8 of the International Covenant on Civil and Political Rights: “No one shall be held in slavery; slavery and the slave trade in all their forms shall be prohibited. No one shall be held in servitude. No one shall be required to perform forced or compulsory labor.”

PCI Labs regularly evaluate risks linked to modern slavery and human trafficking that could be caused by, contributed to, or directly linked in our supply chains. We consider the risks of modern slavery and human trafficking to be nonexistent in our business operations as our workforce is comprised of professionally qualified and skilled USA citizens. We are aware that inherent and potential risks of modern slavery and human trafficking may be present in our supply chains. These potential risks are minimal in our supply chains at all levels, as we are transacting business with the largest USA and German chemical and plastic companies in the world.

We are committed to achieving the highest standards of quality and integrity in all our business operations, and we expect suppliers doing business with **PCI Labs** to share our commitment. We are committed in our efforts to support better working conditions and prohibiting modern slavery and human trafficking across supply chains. **PCI Labs** also adheres to the United Nations Global Compact (UNGC) and are committed to working towards the ten principles of the UNGC focused on human rights, labor, environment, and anticorruption. **PCI Labs** uses suppliers that conform with all standards on labor, health and safety, the environment, business ethics, and the establishment of management systems in accordance with the Responsible Business Alliance (“RBA”) Code of Conduct. The RBA Code of Conduct explicitly prohibits modern slavery and human trafficking, and includes standards related to indicators of modern slavery and human trafficking such as freely chosen employment, young workers, working hours, wages and benefits, humane treatment, non-discrimination, non-harassment, and freedom of association.

George E. Drazinakis, Managing Member

Bangor, PA