



California Transparency in Supply Chains Act Disclosure

The California Transparency in Supply Chains Act of 2010 (SB 657) requires certain companies doing business in the state to provide consumers with information regarding its efforts to address the issues of slavery and human trafficking within their direct supply chain(s).

SEMNUR is committed to conducting business only with suppliers who adhere to high ethical standards and comply with laws and regulations applicable to their business. SEMNUR has the right to audit our key suppliers of materials that are incorporated into SEMNUR's products. In addition, SEMNUR conducts or uses third parties to conduct announced quality assurance audits of suppliers to assess compliance with these high standards to ensure that the services and materials provided to SEMNUR meet this commitment.

SEMNUR has adopted and implemented a Code of Conduct that applies to the company. In connection with the Code of Conduct, SEMNUR seeks to: (i) require a high standard of business ethics and integrity, (ii) comply with all applicable laws and regulations and (iii) maintain training and other related processes to ensure compliance with the Code. All SEMNUR employees receive annual training and must certify that they will abide by the Code of Conduct.