Guardian Industries Corp.'s Disclosure under the California Transparency in Supply Chains Act (Cal. Civ. Code § 1714.43)

Guardian Industries Corp. provides this statement in compliance with the California Transparency in Supply Chains Act of 2010. This Act requires us to disclose our efforts to eradicate slavery and human trafficking from our direct supply chains.

At Guardian we are committed to doing the right thing, every day, all the time. As expressed in our company policies and <u>Code of Conduct</u>, we expect our employees and contractors to always act in compliance with all applicable laws and to conduct all affairs with integrity. While we do not presently engage in verification of our product supply chains to evaluate the risks of human trafficking and slavery, audit our suppliers or require certifications regarding the supplies that we receive, our commitment to integrity includes, among other things, an expectation that our suppliers conduct their activities in compliance with all applicable laws, including those that require them to treat workers fairly, respect human rights and provide a safe and healthy work environment.

Over the past year, Guardian has undertaken to provide Code of Conduct training to all of its employees worldwide. Guardian has also established a Compliance and Ethics Helpline which provides employees, customers, vendors, suppliers and members of the general public with a safe and secure process through which they can ask questions and report concerns about potential breaches of Guardian's Code of Conduct, a Guardian policy or the law.

Presently we do not provide training on, nor have internal accountability standards and procedures specifically aimed at, mitigating the risk of human trafficking and slavery in our direct supply chains. However, in the coming years, Guardian intends to evaluate ways that we may institute such standards, procedures and training, which may include developing and disseminating a supplier code of conduct and providing specialized training to those at Guardian who have direct responsibility for supply chain management.