

California Transparency in Supply Chains Act Disclosure

At Nellson, we are committed to upholding the highest standards of ethical conduct throughout our supply chain. We recognize the importance of combating slavery and human trafficking, and we take proactive measures to ensure that our products are sourced responsibly.

1. Verification

Nellson Nutraceutical is committed to fair labor practices within our supply chain which includes two manufacturing sites in California (Anaheim and Ontario). Our employees are paid competitively in both wages and benefit offerings. Prior to partnering with any new suppliers, and annually thereafter, we provide the Supplier Code of Conduct and require they acknowledge compliance to this document. We conduct risk assessments to identify areas of potential vulnerability to human trafficking and slavery in our supply chain. This includes evaluating the geographic location of suppliers, the nature of the products or services provided, and other relevant factors.

2. Audit

Nellson Nutraceutical reserves the right to audit all our Supplier manufacturing operations to ensure compliance with this Code of Conduct. These audits will be performed by our Purchasing representatives and Supply Chain Managers and could be announced or unannounced.

3. Certification

All suppliers must sign the Nellson Nutraceutical Supplier Code of Conduct and certify that the manufacturing of their product is in compliance with the laws regarding slavery and human trafficking in the country they are doing business.

4. Internal Accountability

We require all Nellson associates to comply with our Corporate Code of Conduct. Suppliers, contractors, and service providers are expected to act ethically and are required to comply with our Supplier Code of Conduct. We investigate issues and take the appropriate action to address those issues, up to and including termination of associates and termination of agreements with suppliers and contractors.

A representative of purchasing has been assigned the responsibility for monitoring the compliance of all suppliers to Nellson. The primary actions to ensure compliance will be:

- the signed Supplier Code of Conduct
- annual visits to Supplier manufacturing sites if necessary

5. Training

We provide training to our Executive Leadership Team on identifying and mitigating risks related to human trafficking and slavery in the supply chain. This training includes information on recognizing signs of exploitation, reporting mechanisms, and legal obligations.

By implementing these measures, Nellson Nutraceutical is dedicated to ensuring that our supply chain is free from slavery and human trafficking, and we remain committed to continuous improvement in this area.