

California Transparency in Supply Chains Act

Spears® Manufacturing Company is proud of the fact that our product is manufactured in the USA. The total amount of purchases from foreign companies comprises less than 2.5% of our Company's total expenses.

As a result of this, Spears Manufacturing Company does not:

Engage in verification of product supply chains to evaluate and address risk of human trafficking and slavery;

Conduct audits of suppliers to evaluate supplier compliance with company standards for trafficking and slavery;

Require direct suppliers to certify that materials incorporated into the product comply with the laws regarding slavery and human trafficking of the country or countries in which they do business;

Maintain internal accountability standards and procedures for outside contractors or vendors failing to meet company standards regarding slavery and human trafficking;

Provide company employees and management, who have direct responsibility for supply chain management, training on human trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products.