

Modern Slavery Act Transparency Statement

True conducts its business in accordance with all applicable laws, rules and regulations of the countries in which it operates, including laws against human trafficking and slavery, and requires its officers, employees, and suppliers to do the same. We have zero tolerance to slavery and human trafficking.

To ensure that all those in our supply chain comply with our values and ethics, True's supplier contracts require suppliers to certify that the Supplier is furnishing goods in compliance with all applicable laws.

True is also in the process of obtaining certifications from each of its direct suppliers that the material incorporated into True products comply with the laws regarding human trafficking and slavery in the countries in which they do business.

Although a formal monitoring system is not currently in place, True has considered taking the following steps to further our commitment:

1. Engage in verification of its product supply chains to address risks of human trafficking and slavery and whether the verification should be completed by True employees or a third party;
2. Conduct audits of supplier compliance with True standards for trafficking and slavery in supply chains;
3. Implement formal accountability procedures for contractors failing to meet company standards regarding slavery and trafficking; and/or
4. Implement a training program for supply chain employees and management on how to mitigate risks within the product supply chain.



Steven L. Trulaske
Owner