



INX International Ink Co.
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INX Human Rights Supplier Transparency Policy

At INX International Ink Co. (INX), the human rights of our employees, those in our supply chain, and the communities in which we operate are respected. INX is committed to upholding the principles contained in both the United Nations Universal Declaration of Human Rights and the California Transparency in Supply Chains Act of 2010 (CTSCA). The CTSCA requires retail sellers and manufacturers doing business in the State of California to disclose their efforts to eradicate slavery and human trafficking.

INX is committed to working together with our suppliers to source products and services responsibly, with uncompromising ethics and integrity. INX expects our suppliers to comply with all local regulations and their national laws governing minimum wages, overtime compensation, hiring and occupational safety, consistent with INX's Supplier Code of Conduct.

The INX Supplier Code of Conduct outlines our expectations on quality, health and safety, environment, labor conditions and human rights. INX has interactive processes to aid in our assessment of compliance with the Supplier Code of Conduct.

Verification – Risk assessments of approximately 50% of existing suppliers that make up approximately 75% of our total annual spend are done internally by our ESG steering team to identify potential likelihood of potential human trafficking and slavery in the supply chain. These assessments are done on an annual basis. At this time, INX is not able to verify whether any of its subcontractors uses labor brokers.

Audits – INX will consider third party verification, including announced audits, of any suppliers we suspect are involved in these activities. In our Supplier Code of Conduct, each supplier agrees to submit to such audits as we deem necessary. If any evidence is found of human trafficking or slavery we will require that corrective measures be taken. So far, we have not identified the need to utilize any third party or unannounced audits of our suppliers.

Certification – INX's Supplier Code of Conduct requires that INX's direct suppliers certify that the material they supply comply with the laws regarding slavery and human trafficking.

Accountability – INX's Supplier Code of Conduct requires that suppliers report, without adverse consequence, if they believe that an employee of INX, or anyone acting on behalf of INX, has engaged in illegal or improper conduct, including conduct prohibited under this Code of Conduct should report the matter to INX. Supplier can contact the INX General Counsel at [630-382-1800](tel:630-382-1800) or email our dedicated "Speak-Up" program at SpeakUp@inxintl.com. After a thorough investigation, prompt and appropriate disciplinary action up to and including dismissal will be taken, and appropriate authorities will be notified as may be required, if illegal or improper conduct is confirmed. If a supplier is found to be in violation, INX will take corrective measures to rectify the situation, up to and including termination of INX's relationship with that supplier.

Training - The procurement team of INX has received training on human trafficking and slavery that addresses the identification, awareness and mitigating risks of such activities within the supply chain.