



INX International Ink Co.
Corporate Offices
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INX Human Rights Supplier Transparency Policy

At INX International Ink Co., 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. The California Transparency in Supply Chains Act of 2010 (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 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 Code of Conduct.

Verification – Risk assessments are done to identify potential likelihood of potential human trafficking and slavery in the supply chain.

Audits – INX International Ink Co. will consider third party verification of any suppliers we suspect are involved in these activities. If any evidence is found of human trafficking or slavery corrective measures will be taken.

Certification – INX International Ink Co. requires from its direct suppliers to certify that the material they supply comply with the laws regarding slavery and human trafficking.

Accountability – INX' Supplier Code of Conduct requires that suppliers report, without adverse consequence, if they believe that an employee of INX, or anyone action on behalf of INX has engaged in illegal or improper conduct, including human trafficking or slavery. The best way to report these concerns is via our Speak-Up program: 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 a supplier is found to be in violation INX International Ink Co. will take corrective measures to rectify the situation.

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