

ZERO ZONE SUPPLIER POLICY STATEMENT

Transparency in Supply Chains Disclosure

At Zero Zone, we are strongly opposed to the use of forced, bonded, involuntary, prison or indentured labor. At Zero Zone, we are constantly evaluating our supply chain to assess various compliance risks, including those related to slavery and human trafficking. The following information describes our company's efforts to date and our future plans to eradicate slavery and human trafficking from our supply chain:

- As a supplement to our ongoing compliance training programs, we provide training for our supply chain personnel focusing specifically on slavery and human trafficking issues and ways to migrate, to the greatest extent possible, these elements from our supply chain.
- We are educating our suppliers and adopted the Zero Zone Supplier Code of Conduct, which addresses our commitment to seek out business partners who share our values and specifically prohibits our suppliers from using forced, bonded, involuntary, prison or indentured labor.
- Zero Zone's Corporate Code of Ethics requires our employees to comply with employment-related laws, including those related to wages, hours, and minimum age requirements. Our Corporate Code of Ethics and our use of the Supplier Code of Conduct are important steps in gaining supplier compliance.
- We take violations of our Codes very seriously. For example, violations of the Supplier Code may result in termination of the supplier relationship, while violations of the Corporate Code of Ethics may result in termination of employment.
- While we are not currently verifying, auditing or requiring our suppliers to certify that their products and services comply with local laws regarding slavery and human trafficking, we will continue to assess our supply chain for areas of improvement in eradicating slavery and human trafficking, and will continue to expect our suppliers and employees to do the same.

Click here to view [Supplier Code of Conduct](#)

Any questions regarding Zero Zone Supplier Standards should be directed to:

John Duimstra, CFO

Zero Zone, Inc.
110 N Oakridge Drive
North Prairie, WI 53153
Office: (262)-392-6400
Email: john.duimstra@zero-zone.com

DC-05-A • MAR 2016



ZERO-ZONE.COM

CASE DIVISION
110 N OAKRIDGE DRIVE
NORTH PRAIRIE, WI 53153
Phone: 800-247-4496
Fax: 262-392-6450

SYSTEMS DIVISION
6151 140TH AVE NW
RAMSEY, MN 55303
Phone: 800-708-3735
Fax: 763-398-1998