

## **California Transparency in Supply Chains Act of 2010**

Worthington Industries, Inc. and its subsidiaries (collectively “Worthington”) are dedicated to conducting business in a lawful and ethical manner. Because of this, Worthington holds its vendors to high ethical standards no matter where they are located. Worthington does not knowingly use suppliers that use slavery or human trafficking in the manufacture of products or which fail to comply with laws regarding slavery and human trafficking of the countries in which they do business.

Worthington does not audit its suppliers regarding these practices or require them to certify compliance with laws in their country. However, Worthington will not source products from suppliers found to use slavery or human trafficking. Worthington maintains an open door policy with its employees encouraging them to disclose any ethical concerns to supervisors or management personnel. Employees can also report concerns anonymously through the company’s Ethics Line. All complaints are reviewed and given due consideration.

Worthington’s employee Code of Conduct emphasizes doing the “right thing” and acting honestly and with integrity. Worthington does not train its employees specifically on the issues of human trafficking and slavery. However, based on our philosophy, we expect our employees to report any unethical behavior by any of our suppliers.