



## California Transparency in Supply Chains Act of 2010

On January 1, 2012, the California Transparency in Supply Chains Act of 2010 (SB 657) went into effect in the State of California. This law was designed to increase the amount of information made available by manufacturers and retailers regarding their efforts to address the issue of slavery and human trafficking.

DDi's Supply Chain Social Responsibility Policy sets forth our expectation that members of our supply chain will conduct their worldwide operations in a socially responsible manner. We believe that workers at supplier facilities have the right to freely choose employment, the right to associate freely and join or be represented by worker councils or labor unions on a voluntary basis, and the right to bargain collectively as they choose. Workers also have the right to a workplace free of harassment and unlawful discrimination.

Slavery and human trafficking can take many forms, including forced labor and child labor. DDi has undertaken efforts to ensure and verify the absence of forced labor and child labor in our supply chain.

These efforts include:

- **Risk-based supplier assessments.** DDi performs assessments of suppliers using a risk-based approach. This approach takes into account various risk factors applicable to each supplier, including the supplier's size and location, nature of products or services provided and other information regarding the supplier from a variety of available sources.
- **Supplier agreements and certifications.** DDi has supplier certifications and/or purchase order terms and conditions in place with our direct suppliers, requiring them to comply with applicable local, national, and international laws, standards and regulations regarding forced labor and child labor.
- **Supplier audits.** Our terms and conditions of purchase give DDi the right to audit suppliers, or have a third party conduct such an audit, to evaluate our suppliers' compliance with local, national, and international laws, standards and regulations, including those prohibiting forced labor and child labor. Audits are conducted as needed, based upon the results of our risk-based assessments.
- **Procurement professionals training** DDi trains employees responsible for supply chain management regarding DDi's Supply Chain Social Responsibility Policy and our efforts to ensure and verify the absence of forced labor and child labor in our supply chain. We require all DDi employees to comply with our Code of Business Conduct and Ethics, which includes provisions aimed to ensure compliance with law, both in letter and in spirit. DDi employees are required to respect and obey the laws of the cities, states and countries in which we operate, including laws relating to child, prison, or forced labor.