



To Whom It May Concern,

The California Transparency in Supply Chains Act of 2010 requires retail and manufacturing companies to disclose efforts they have taken to eliminate slavery and human trafficking from their supply chains. Although Sihl USA is exempt from this law by virtue of having less than \$100 million in annual sales, we examined our supply chains and took measures by which we are in compliance with the intention of the Act.

Sincerely,

Phil Hursh
CEO