



California Transparency in Supply Chains Act

The California Transparency in Supply Chain Act of 2010 (SB 657) went into effect January 1, 2012. This law requires retail sellers and manufacturers doing business in California that have gross worldwide sales of over \$100 Million Dollars to be transparent about their efforts to eradicate slavery and human trafficking from their direct supply chain. Rogers supports the goals of the California Transparency in Supply Chains Act and strives to be an example of good human rights and labor practices throughout its business activities.

Rogers' actions in this area include the following:

- **Evaluating supply chain risks:** As a manufacturer of specialty materials and solutions, Rogers' suppliers are critical to our growth. Because of this, Rogers develops relationships with carefully selected suppliers who are committed to responsible business practices and conducts an extensive auditing process when a supplier seeks to become a supply chain partner. Rogers does not tolerate child labor nor forced or involuntary labor, including bonded, indentured and involuntary prison labor, and will not work with suppliers that do not adhere to these requirements.
- **Auditing of Suppliers:** Rogers' Supply Chain teams, Quality Professionals, and Engineers routinely conduct audits and visits to our supplier's facilities. Rogers does not routinely conduct independent, unannounced audits of suppliers, but may do so if we have cause to believe they are not in compliance.
- **Certification By Suppliers:** Rogers standard terms and conditions requires that all suppliers be in compliance with all applicable laws and regulations, including those relating to working conditions, slavery and human trafficking.
- **Accountability:** Rogers will take action against supply chain suppliers who fail to meet our standard terms and conditions, including without limitation termination of the business relationship.
- **Training:** Rogers employees are governed by the Company's "Code of Business Conduct and Ethics Policy" and Rogers conducts regular Ethics training for employees at all Rogers' sites, including Supply Chain professionals.

Additional detail regarding Rogers' Cultural Behaviors can be found in the "About Us, Our Cultural Behaviors" section of our website. A copy of Rogers' "Code of Business Conduct and Ethics" policy can be found in the corporate governance section (www.rogerscorp.com/cg).