

## California Transparency in Supply Chains Act Disclosure

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Tennant Company strongly opposes any and all human rights violations, including acts of slavery or human trafficking. California's Transparency in Supply Chains Act of 2010 (SB 657) seeks to eliminate slavery and human trafficking. It is our policy to comply with all applicable laws and regulations. This includes compliance with California's Transparency in Supply Chains Act of 2010 (SB 657) which requires manufacturers to disclose their efforts to eliminate slavery and human trafficking from their supply chains.

Tennant utilizes a supplier agreement that requires its direct suppliers to comply with all applicable laws and regulations and with Tennant's Supplier Core Expectations, which include the expectation that all of its suppliers maintain just and decent working conditions. We do not currently require specific supplier certifications or third party audits, but suppliers are expected to maintain fundamental and human rights standards which includes no forced labor, whether in the form of prison labor, indentured labor, bonded labor, slavery or otherwise and that suppliers do not engage in human trafficking. Tennant provides ethics training for its management and employees and is assessing whether to add slavery and human trafficking risks into its current training program. Tennant's approach is to establish long-term relationships with suppliers, seek sustainable solutions, and work with suppliers to drive improvements. If we identify a reasonable risk that a supplier fails to meet these expectations, we will work with such supplier to ensure compliance and may reevaluate the business relationship if a supplier fails to address our concerns.

Concerns and violations of Tennant's Supplier Core Expectations can be anonymously reported by contacting Tennant's Ethics Hotline at 1.877.774.6504.