

California Transparency in Supply Chains Act of 2010 – Supply Chain Disclosure

Milestone AV Technologies LLC (“Milestone”), home to the Chief®, Sanus®, Da-Lite® and Projecta™ brands, is a leading global provider of innovative mounting and display solutions for various audiovisual technologies. Milestone strives to maintain the highest standard of ethics in the course of its business.

Milestone’s Socially Responsible Sourcing Policy (the “Policy”) defines specific standards of business conduct that its partners must adhere to including, but not limited to, standards concerning worker rights, safety and security. In addition, Milestone has implemented a Corporate Social Responsibility (“CSR”) audit program to evaluate and monitor the CSR performance of our suppliers. Milestone expects all suppliers to maintain fundamental labor and human rights standards. Specifically, suppliers shall not use any forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise, or engage in any form of human trafficking.

Verification:

Milestone conducts internal audits, in addition to independent third party assessments (if necessary) to evaluate and address risks of slavery and human trafficking within its supply chain. Milestone’s Supply Chain team, works on-site at non-U.S. factory locations to review their compliance and to address any issues that may exist (if any).

Auditing:

Milestone conducts both announced and unannounced internal audits of non-U.S. suppliers to ensure the factory does not violate its Policy, including reviewing compliance with Milestone’s standards on slavery and human trafficking. In addition, Milestone engages in ongoing third party CSR audits, including Electronic Industry Citizenship Coalition audits which are conducted by Milestone’s major customers for product that ships from a non-U.S. factory.

Certification:

Direct suppliers are asked to certify that the materials incorporated into Milestone products comply with the local laws regarding slavery and human trafficking of the country or counties in which they are doing business.

Internal Accountability:

Milestone includes the Supplier Social Responsibility Specification (8900-000006) in our contracts with non-U.S. suppliers, requiring that suppliers shall not use any forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise. Suppliers are expected to meet all Milestone’s compliance standards. In addition, Milestone’s employees and contractors throughout the supply chain are required to comply with all standards related to slavery and human trafficking. Employees, suppliers and other contractors are required to report any incident involving slavery and human trafficking to the Milestone CSR team.

Training:

Milestone's CSR team is responsible for training company employees regarding mitigating the risk of slavery and human trafficking throughout its supply chain. Formal CSR training, including training on slavery and human trafficking, will be conducted for China employees and non-U.S. suppliers approximately once per calendar year. In addition, Milestone also works closely with its non-U.S. suppliers focusing on CSR consulting and capacity building, to help them set up a self-assessment mechanism and CSR management system. Finally, Milestone maintains standards and procedures for its worldwide employees in the Milestone Code of Conduct.