

Compliance with The California Safe Drinking Water and Toxic Enforcement Act of 1986(Prop.65)


Dear Supplier:

The California Safe Drinking Water and Toxic Enforcement Act of 1986 (Proposition 65) requires companies to provide a warning before knowingly exposing anyone to the 900 chemicals listed. The warning can be given by a variety of means, such as labeling a product or posting signs at the workplace. Recent amendments to the law clarify the content of warnings deemed compliant with Prop.65 and determine manufacturers and suppliers bear the obligations to notify retailers of chemicals in the products and to supply the requisite warnings.

Effective August 30, 2018, you are required to revise written warnings to provide:

- (a) identification of one Prop.65 listed chemical contained in the product
- (b) a pictogram of a yellow triangle with an exclamation point inside (⚠)
- (c) language that product "can expose" a person to cancer and/or reproductive harm

Below is an example of the warning:

 **WARNING:** This product can expose you to chemicals (*name of the chemicals*), which are known to the State of California to cause cancer, and (*name of the chemicals*), which are known to the State of California to cause birth defects or other reproductive harm. For more information go to www.P65Warnings.ca.gov.

We seek written confirmation that you comply with the new requirements, for the products you supply to Romac Industries, Inc., or our subsidiaries, now or in the future.

Please follow the steps below:

1. **Reply to this letter no later than ten (10) days after receipt; let us know that you acknowledge the contents and your intention to comply with the new Prop 65 warning requirements.**
2. **No later than forty five days (45) after receipt, complete and return the following two files:**
 - **Confirmation form which is on the page two of this letter**
 - **Attached excel template, provide detailed information on the contents of lead, phthalates or other chemicals on the Prop65 list (by SKU) for products you supply to Romac on and/or under Romac's Own Brands. Please use the instructions provided to complete the product template.**

***All above mentioned responses should be emailed to purchasingteam@romac.com**

The aforementioned changes are only some of the changes being made. This letter should not be construed as providing notice or information on the extent, entirety or breadth of the changes.

You are obligated to be familiar with all provisions of the law and comply with the regulations. We recommend you conduct your own due diligence on Prop.65 and pending changes to ensure compliance.

We expect suppliers to indemnify Romac Industries, Inc. of all fees, costs, claims, liabilities, civil penalties and provide full and complete defense for failure to comply with Prop.65.

We value our relationship and look forward to a mutually beneficial future for us both.

Regards,



Dated: July 30th 2018

California Proposition 65 Confirmation Form

PLEASE PROVIDE THE INFORMATION REQUESTED IN THE SPACE PROVIDED. EMAIL THIS LETTER BACK TO: purchasingteam@romac.com

This confirms I have read and I am familiar with the information, instructions and materials concerning the California Proposition 65 warnings and to the extent Proposition 65 applies to our company and the products we manufacture for Romac Industries, Inc.

Does the product(s) we supply Romac Industries Inc., contain chemicals listed under California Proposition 65?

- The product(s) we supply Romac Industries, Inc., contains chemicals listed under Proposition 65. Therefore, we are providing a list by SKU specifying the chemicals and content levels. The information will be provided on the template provided along with this letter.
- The product(s) we supply Romac Industries, Inc., does not contain chemicals listed under Proposition 65, so the warning label is not required. We will continue to monitor Proposition 65 regulations for new chemicals and compare the raw materials in our finished products and communicate to Romac Industries, Inc., if warning labels are required.

Date:

Your Name:

Your Company Name:

Your Company Location:

Your Title:

Signature: