

Worthen Industries, Inc.

Responsible Manufacturing Statement

Worthen Industries, Inc. is headquartered in Nashua, New Hampshire and employs approximately 290 people in five manufacturing centers in the United States. The company also maintains extensive product distribution, sales and technical support globally in Asia. Worthen develops and produces adhesives, coatings, coated paper & fabrics, and extruded films for various industries including, footwear, automotive, staple & nail, hose, & packaging, among others.

Our Mission Statement is a guideline used by the executive management to focus on the goals & objectives of quality & continuous improvement.

Worthen Industries, Inc. shall innovatively market, develop & manufacture to the highest quality standards specialty adhesives, coatings, coated flexible substrates & laminated products to selected industrial markets world-wide in a manner that provides superior service & application technology to our customers, encourages a cooperative association with our suppliers & creates a challenging, rewarding & safe working environment for our employees.

We shall be recognized as a good corporate citizen, conducting business at all times in accordance with the highest ethical standards.

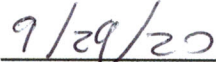
Worthen has been certified to the ISO 9001 quality standard since 1998, is ISO 14001:2015 (environmental) certified, and is a bluesign® System Partner. Our social responsibility initiatives continue to evolve, but are designed to follow the principles and tenets of ISO 26000:2010, *Guidance on Social Responsibility*. In addition, Worthen maintains an employee Code of Business Conduct (COBC) policy.

Worthen prohibits its employees and agents from engaging in all forms of forced labor and human trafficking (UN Palermo Protocol of 2000) and in utilizing child labor (ILO Convention). Further, Worthen encourages its suppliers and contractors to operate in a socially responsible manner, complying with all applicable environmental, worker health & safety, and human rights laws and regulations.


Worthen maintains qualified professional staff in the areas of environmental sustainability, quality systems, ISO standards, EHS auditing, chemical management, product stewardship, and worker health, wellness and safety. We also contract with a wide array of specialty consultants to help support our programs in materials recycling and management, energy conservation and efficiency, and worker wellness and safety.



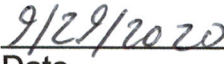
David S. Worthen, CEO



Date



Eric Worthen, President



Date