



January 1, 2021

To Whom It May Concern:

PCNA is committed to conducting its business affairs in a socially responsible and ethical manner consistent with all applicable national and local legal requirements, customs, and published industry standards pertaining to employment and manufacturing.

In accordance with the Consumer Product Safety Commission requirements effective February 8th 2013 (16 CFR 1107.24), PCNA ensures that our employees who are involved in our testing program, receive training to deter and prevent undue influence that could yield favorable testing results from a third party testing lab.

We ensure that such employees are trained and familiar with what actions or statements could be considered 'undue influence' and strictly prohibit any action or statement that undermines the credibility and validity our testing process.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kathy Knight', written over a white background.

Kathy Knight
Vice President of Supply Chain Operations

