



Supply Chain Transparency

The California Transparency in Supply Chain Act of 2010 (SB 657) went into effect January 1, 2012. This law requires retail sellers and manufacturers doing business in California and having gross worldwide sales over 100 Million Dollars to be transparent about their efforts to eradicate slavery and human trafficking from their direct supply chain.

As a manufacturer of custom die cut components made with soft flexible materials, Marian's material suppliers play a critical role in the success of our business. For over 60 years Marian has carefully cultivated relationships with suppliers who ensure that fair labor conditions and responsible business practices are integrated into their operations. To ensure this, Marian's Terms and Conditions require that the vendor does not engage in human trafficking or slavery. In the future Marian plans to include vendor certification of compliance with laws regarding slavery and human trafficking in our vendor review process.

The Corporate Culture at Marian is one of respect and dignity. Standards for behavior and conduct are recorded in Marian's Safety and Health Handbook, which is given to employees when hired and reviewed regularly with all employees.