

## **Align Technology, Inc.**

### **Supplier Conduct Disclosure**

**May 2015**

We believe that Align's strength is based, in part, on our ability to develop and sustain long-lasting, mutually rewarding relationships with our suppliers. In accordance with Code of Ethics and Business Conduct, we seek out suppliers who demonstrate strong values and ethical principles. We avoid those who violate the law or fail to comply with the sound business practices we embrace.

Align's standard purchase order terms require our suppliers to represent that they have complied and will continue to comply with all applicable laws and regulations. This of course includes all prohibitions against forced, involuntary, or child labor and any form of human trafficking. It also includes product regulatory standards, environmental requirements, the U.S. Fair Labor Standards Act, the U.S. Foreign Corrupt Practices Act and export regulations.

We are asked from time to time about our commitment to various international human rights, including initiatives to counter human trafficking and slavery. We believe that our Code of Ethics and Business Conduct effectively articulates our long-standing support for, and commitment to, human rights and the dignity of all people. We maintain internal reporting mechanisms to hold employees and management accountable for any failure to comply with our Code of Ethics and Business Conduct.

A recent California law, the Transparency in Supply Chains Act of 2010, requires certain disclosures regarding human trafficking and slavery, in particular. As described above, we select suppliers who support our values and expect them to comply with all applicable laws and regulations. We do not currently verify our product supply chain or audit suppliers specifically to evaluate risks of human trafficking and slavery or require our direct suppliers to certify that materials incorporated into products comply with laws regarding slavery and human trafficking in the countries in which they are doing business. We also do not currently maintain internal standards for employees and contractors regarding slavery and human trafficking specifically or provide training to employees and management on these specific matters. Align employees and management do receive regular training on Code of Ethics and Business Conduct and are expected to respect the human rights and dignity of all people.