



California Transparency in Supply Chains Act Disclosure

The California Transparency in Supply Chains Act of 2010 is designed to provide consumers with information regarding manufacturers' and retailers' efforts to address the issue of forced labor and human trafficking.

At CTI Foods, responsible supply chain management is core to our business and we strive to uphold human rights in all our business activities. We require each of our supply partners to certify their compliance with the CTI Foods Supplier Code of Conduct, which incorporates our principles.

We expect our supply partners to:

- Operate in full compliance with all applicable laws, rules and regulations.
- Conduct their business in an environmentally sustainable and responsible manner, complying with all applicable environmental, health, and safety laws, regulations, and standards.
- Commit to developing and providing safe, wholesome, high quality food products that comply with all government and company food safety requirements.
- Commit to upholding the human rights of workers, comply with all applicable labor laws, and to treat them with dignity and respect.
- Facilitate continuous improvement and compliance with the expectations of these principles by using management systems.
- Utilize humane procedures and sound animal husbandry practices to prevent the mistreatment of animals.

Our standard supplier contract also requires suppliers to covenant that the work they perform for CTI Foods will be conducted in a manner consistent with Supplier Code of Conduct. A supplier's failure to comply with the Code of Conduct, or failure to correct non-complying situations, are grounds for business relationship termination.

Enforcement and Training:

CTI Foods audits select prospective and current suppliers for a range of issues, which may include labor issues or other compliance issues. We may, in our sole discretion, assess and monitor compliance with the Code of Conduct and Labor Principles either directly or through an appointed third party. This may include a review of supplier documentation, onsite visits, and review of past practices.

Certain CTI Foods employees have been given awareness training on forced labor, child labor, inhumane treatment of workers, and discriminatory labor practices. We seek to continually improve understanding and awareness of these issues across the company.

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