



## **THE CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT**

Effective January 1, 2012, the California Transparency in Supply Chains Act of 2010 (SB 657) requires certain manufacturers and retailers that sell goods in California to make certain disclosures on company websites regarding their efforts to address and eradicate slavery and human trafficking.

### **VERIFICATION OF PRODUCT SUPPLY CHAINS**

Farmhouse Foods is committed to observing high ethical standards in the conduct of its business. Our corporate responsibility policy commits Farmhouse Foods to establishing and maintaining relationships with 3rd parties, including suppliers, with the same high ethical standards we uphold in eliminating activities that would be considered abusive or exploitive, including human trafficking and slavery. To become a Farmhouse Foods supplier, a supplier must undergo factory assessments that review quality, social and security practices and standards.

Farmhouse Foods maintains stringent internal corporate values and ensures that each of our suppliers is committed to maintaining similarly high standards. Among other things, Farmhouse Foods is committed to ensuring workers are treated with respect and dignity, that working conditions in Farmhouse Foods' supply chain are safe, and that manufacturing processes are environmentally responsible. Farmhouse Foods also requires that as a condition of doing business with Farmhouse Foods, suppliers are expected to meet requirements applicable to Freely Chosen Employment and Child Labor, which includes provisions relevant to human trafficking and slavery and are as follows:

**Freely Chosen Employment:** Suppliers shall not use forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise.

**Child Labor:** Suppliers shall not employ people younger than 14, under the minimum legal age or the minimum age for completing compulsory education in the country of manufacture, whichever is higher.

**Ethics:** Suppliers are to uphold the highest standards of ethics, which includes no bribes or other means of gaining an undue advantage.

### **AUDIT OF SUPPLIERS**

In order to verify that requirements are being met by our various suppliers and

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evaluate and address risks related to human trafficking and slavery, Farmhouse Foods annually verifies compliance by our suppliers. Farmhouse Foods does not use a third party auditor to complete this process.

## **CERTIFICATION OF MATERIALS**

In order to ensure that materials incorporated into Farmhouse Foods products comply with laws and requirements in various contexts including social responsibility, Farmhouse Foods requires that each of its suppliers certify compliance. The certification is intended to obtain each supplier's commitment to compliance to the laws, including those that address forced labor as slavery and human trafficking, and includes the following with respect to monitoring and compliance.

“To ensure compliance with laws and requirements of social responsibility and our own internal standards, Farmhouse Foods shall have the right to monitor factories through audits by third parties and/or visits by Farmhouse Foods personnel. The supplier is responsible for ensuring compliance by itself and any sub-contractor(s) as if it were the supplier itself. We seek relationships with suppliers that are committed to manufacturing under fair and safe labor conditions and sound environmental practices. Farmhouse Foods may elect to end its relationship with a supplier at any time for failing to adhere to these laws and internal standards.”

## **INTERNAL ACCOUNTABILITY STANDARDS AND PROCEDURES**

Farmhouse Foods requires all employees to comply with our internal standards and ethics. Suppliers, contractors and third party service providers are also expected to act ethically and within the bounds of our internal standards. Any alleged violation of these standards and ethics is investigated and appropriate action will be taken up to and including termination of employees and termination of agreements for suppliers and contractors.

## **TRAINING**

Farmhouse Foods provides targeted training to its employees and management on a local level, who have direct responsibility for supply chain management on issues that include, but are not limited to, human trafficking and slavery and mitigating the risk of its supply chain being impacted by the same.

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