

## **Roland Foods Disclosure under the California Transparency in Supply Chains Act of 2010**

Roland Foods supports the goals of the California Transparency in Supply Chains Act of 2010 and strives to assure compliance with good labor practices throughout our business activities.

We address labor practice matters in our agreements with suppliers. As consideration of and as a condition of doing business with us, we require that our suppliers represent, warrant, certify and agree that they comply with the laws of the United States, applicable state laws in the United States, and of countries where they do business, which prohibit forced and child labor, human trafficking and slavery. We require that the suppliers keep, maintain and make available, for our inspection, at all reasonable times, books and records substantiating suppliers' verification, monitoring, auditing and training processes to ensure compliance. Additionally, we require that our suppliers have in place written compliance policies and procedures relating to good labor practices, which provide for verification, monitoring, auditing and training, and to permit us or independent third parties designated by us to conduct verification audits at all reasonable times at least annually. Finally, we require that our suppliers incorporate these requirements into all of their contracts with lower-tier suppliers who furnish products to suppliers for incorporation or use in suppliers' products for us.

If any of our suppliers are found not to be in compliance with these requirements, we will terminate the relationship.