

Roland Foods, LLC
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Roland Foods, LLC Disclosure
under
The California Transparency in Supply Chains Act of 2010
July 1, 2016

Roland Foods, LLC 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 the laws 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 our suppliers to 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 unannounced verification audits at all reasonable times at least annually. Finally, we require that our suppliers incorporate these requirements into all of their contracts with secondary suppliers who furnish products to suppliers for incorporation or use in suppliers' products for us.

If any of our suppliers is found not to be in compliance with these requirements, we will terminate the relationship. Our Business Optimization Department monitors compliance with these requirements. Members of the Business Optimization Department are trained on the risks of human trafficking and slavery annually.

Our supplier Code of Conduct can be found at:

http://www.rolandfood.com/files/5814/2367/1175/Supplier-Code-of_Conduct-2015.pdf