



American Fruits and Flavors Standards: California Transparency in Supply Chains Act of 2010 (Bill Number: SB 657)

AFF is committed to complying with all local and national rules and regulations.

In 2010, Governor Schwarzenegger signed a law seeking to provide consumers with publically accessible information from specified retailers and manufacturers doing business in California regarding their **voluntary efforts** to eliminate slavery and human trafficking from their product supply chains. This law will be enforced beginning in January 2012. Prior to California's adoption of this law, we instituted a comprehensive supplier approval program that makes suppliers aware of our requirements, which we update to meet regulatory and quality standards. We have added Supplier certification of adherence *California Transparency in Supply Chains Act of 2010* (SB 657) as a requirement. In addition we are taking steps to comply with SB 657 in the following ways:

- We evaluate risks of human trafficking and slavery in our supply chain by conducting periodic supplier audits. At this time, verification is not conducted by a third party.
- Our supplier approval team, or other designated employees and/or ^{3rd} parties, conduct audits to evaluate supplier compliance with company standards for tracking and human slavery. At this time, audits are typically announced and conducted by authorized AFF employees.
- We require direct suppliers to certify that raw materials comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.
- We maintain internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking.
- We provide applicable company employees with training on human trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products.

Our efforts to comply with new legislation, to improve our supplier program, and to provide safe, quality foods to our customers are ongoing.

Jack Haddad
AFF Purchasing Manager
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