

## California Transparency in Supply Chains Act

Pursuant to the California Transparency in Supply Chains Act (2012), below is the Fuchs North America position on slavery and human trafficking.

### Fuchs Group Structure | Supply Chains

Orders are processed through our Fuchs North America manufacturing facility in Hampstead, Maryland. Our Purchasing department actively procures ingredients from the global supply chain, depending on formulation and supply availability.

Spices and Herbs are agricultural commodities grown globally. Fuchs procures these ingredients from spice exporters directly from the country of origin as well as spice importers in the U.S. Fuchs is a global company whose purchasing department has employees located strategically throughout the world.

### Policy | Internal Accountability

Fuchs approved supplier program requires that the company meet our strict Quality, Food Safety, and Corporate guidelines. Supplier certifications are requested during our supplier approval process and yearly ongoing. Through our purchasing practices, we have no knowledge of, and do not knowingly conduct business with any companies involved in slavery or human trafficking. Currently this verification is not conducted by 3rd party. However, Fuchs reserves the right to conduct third party audits of our suppliers' employment practices in the future. Any evidence of child labor, forced labor, or violations of relevant federal and state laws would result in immediate termination of the employee or supplier relationship.

### Training

All Fuchs employees responsible for supply-chain-related decisions are required to complete training that ensures their knowledge of identifying and addressing human trafficking and slavery in Fuchs' direct supply chains. In addition to focused employee education, information is posted on the company's internal websites and communications.

***Fuchs North America, Inc. is committed to a policy of compliance with all relevant laws, as well as high moral and ethical standards of business conduct.***