

California Supply Chain Transparency

Irving Consumer Products Limited & Irving Consumer Products Inc. (hereinafter collectively referred to as the "Irving Company") - verifies its product supply chain to evaluate and address risks of human trafficking and slave labor - this verification is done by independent audits and/or self- and/or the relevant Irving company's assessments.

Audits are performed to evaluate supplier compliance with company standards for trafficking and slavery in supply chains and this verification is done by independent audits and/or self- and/or the Irving Company assessments.

During the audit, we receive certification from our direct suppliers that their materials incorporated into their products comply with the laws regarding slavery and human trafficking of the country in which they are doing business.

The Irving Company's **Social Responsibility Supplier Code of Conduct** is key in maintaining internal and external social compliance accountability standards and procedures for suppliers, employees or contractors in regard to combating slavery and trafficking.