

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT (SB 657) DISCLOSURE STATEMENT

Lundberg Family Farms has been an early leader in many practices that are environmentally and socially responsible, including providing safe and fair working conditions. With one of our core values being continuous improvement, we know there is always more to do when it comes to inspiring greater change beyond us and, as a member of the Sustainable Food Trade Association (SFTA), we've signed a pledge committing to reporting the company's performance in 11 action categories including ethical sourcing. In support of this commitment, we audit our performance in these areas, publish the findings in our SFTA Sustainability Report, and make it available to our customers and consumers. [Click here to view our most current Sustainability Report.](#)

At present, Lundberg Family Farms does not have a formal policy in place addressing human trafficking and slavery in our supply chain and, as such, we do not conduct verification or auditing specifically targeted to those issues. Most of Lundberg Family Farms suppliers are located in the United States, with the vast majority of our [rice grown in California](#). We require our suppliers to comply with the obligations set forth in our *Supplier Quality Expectations Manual* and, depending on the results of Lundberg Family Farms' internal risk assessment with respect to food quality and safety issues, suppliers may be subject to periodic third-party audits and/or physical audits by Lundberg Family Farms' personnel, which may be scheduled or unannounced. Thus, while we do not currently audit our suppliers specifically with respect to human trafficking and slavery, our extensive due diligence and on-going communication with our suppliers, enables us to become very familiar with their operations. Should we become aware of these practices, we would terminate our relationship with that supplier. Our commitment to safe and fair working conditions precludes our working with those who engage in or allow such practices to continue. We do require that our suppliers certify that materials provided to Lundberg Family Farms comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.

Lundberg Family Farms employees and management with direct responsibility for supply chain management currently are not provided with training specifically addressing human trafficking and slavery. However, our employee handbook sets out a mutual commitment by Lundberg Family Farms and its employees to conduct business in an honest and aboveboard manner, in accordance with high ethical standards, but does not presently address human trafficking and slavery specifically. Failure to adhere to our Employee Conduct policy, included in our *Employee Handbook*, will be treated as a major violation of policy and result in disciplinary action up to and including termination of employment. We invite employees to raise concerns, questions, or suggestions with a direct supervisor, department manager, division leader, human resources, or the CEO of Lundberg Family Farms.

As part of our commitment to continuous improvement, we will continue to evaluate available tools, including third party certification and/or supply-chain audit and verification programs, to help us combat the reprehensible practices of human trafficking and slavery.