



California Transparency in Supply Chains Act Statement

Synergy Flavors is strongly committed to legal compliance and ethical conduct wherever we conduct business. We strive to follow all applicable laws, rules and regulations, including those related to employment and labor, wages and hours, discrimination, health and safety, immigration and the environment. We do not condone or tolerate the use of child labor, slavery, forced labor or human trafficking at or in connection with any of our facilities or the facilities of any of suppliers or other contractors.

The California Transparency in Supply Chains Act of 2010 requires that certain retail sellers and manufacturers doing business in California disclose on their websites whether and to what extent the company:

- engages in verifications of product supply chains to evaluate and address risks of human trafficking and slavery;
- conducts audits of suppliers to evaluate supplier compliance with company standards for trafficking and slavery in supply chains;
- requires direct suppliers to certify that materials incorporated into their products comply with laws regarding slavery and human trafficking of the country or countries in which they are doing business;
- maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking; and
- provides company employees and management, who have direct responsibility for supply chain management, training on human trafficking and slavery.

While we do not regularly perform the above-noted measures, our suppliers are required to comply with all local country labor and human resources laws and regulations, including those related to wages, hours worked, working conditions and child labor. In addition, suppliers are expected to:

- adopt sound labor and human resource practices and treat their workers fairly.
- hire and employ workers in compliance with applicable laws. Wages, benefits, and working hours are expected to be fair and reasonable in the local labor market.
- comply with the applicable local laws regarding the minimum hiring age for employees.
- not use labor that is a result of mental or physical coercion, physical punishment, slavery or other oppressive labor conditions. Suppliers and their employees cannot engage in any form of human trafficking. This prohibition includes not only forced labor and other forms of coercive conduct but also the recruitment, harboring, transportation, provision, or obtaining of persons for commercial sex acts and the legal or illegal procurement of sex acts for anything of value.