CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT OF 2010 DISCLOSURE

This information is provided to comply with the California Transparency in Supply Chains Act of 2010, which requires certain companies doing business in California to disclose their efforts to eradicate slavery and human trafficking from their direct supply chains.

At Monogram Foods, we believe that acting ethically and responsibly is not only the right thing to do but is also a requirement of a successful business. We are committed to complying with all applicable federal, state, and local laws. This is company policy and is in our Team Member Handbook, which is received and acknowledged by every team member. In addition, one of our core values is "Commitment and Integrity." We are committed to always doing the right things in employee and food safety, quality, and customer relationships. Our commitment to integrity is how we keep and earn the respect of our team members and customers.

Monogram Foods uses an anonymous reporting system, EthicsPoint, which allows Monogram's team members to easily report ethical violations, further demonstrating our commitment to operating ethically. If team members see or suspect a violation of our policies or the law, they are encouraged to report it in EthicsPoint or to their supervisor, another member of management, or the company's Chief Legal Officer.

Verification:

While Monogram Foods does not engage in verification to evaluate and address risks of human trafficking and slavery and has not engaged a third party to conduct such verification, we are committed to fair labor practices within our supply chain. We work closely with our suppliers to ensure ethical sourcing standards are followed. We also collaborate with others in our industry to address ethical sourcing best practices in our shared supply bases. Our Procurement Department engages in an established pre-procurement selection and vetting process for its suppliers, and we review their accreditations. As we continue to refine our screening process, we will begin to request data about labor practices from our suppliers. Our contractual agreements with suppliers require all suppliers to comply with applicable laws, including those related to fair labor practices, specifically slavery and human trafficking.

Monogram Foods requires suppliers to comply with a Supplier Code of Business Conduct, available here: https://monogramfoods.com/supplier-code-of-business-conduct/. If suppliers do not comply with the requirements of the terms of our contractual agreements and our Supplier Code of Business Conduct, Monogram Foods may terminate any current business relationship and cease doing business with that supplier.

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Audit:

Monogram Foods contractually requires all suppliers to comply with specific contractual provisions and our Supplier Code of Business Conduct. In addition, our contractual agreements allow us to inspect each supplier's facilities, books, and records to ensure compliance with our standards. Periodic audits of our suppliers are performed by our procurement staff, with the knowledge and consent of the supplier. These audits are not independent or unannounced.

Certification:

We expect suppliers to align with our standards by adhering to our Supplier Code of Business Conduct and by delivering products in compliance with the terms and conditions of our contractual agreements. Our contractual agreements with our suppliers require our suppliers to represent and warrant that materials incorporated into the products comply with laws regarding slavery and human trafficking in the country or countries where they are doing business. By entering into these agreements, our suppliers affirm their commitment to upholding our standards regarding human trafficking and slavery. Additionally, our Supplier Code of Business Conduct requires our suppliers to ensure that no forced labor, child labor, or human trafficking occurs within the supplier's business.

Internal Accountability:

Monogram Foods is committed to respecting the human rights of our team members. We prohibit any discrimination or inhumane treatment. Monogram's anonymous reporting system, EthicsPoint, can be accessed by team members online or by phone twenty-four hours a day, seven days a week, to report suspected ethical violations within our organization or by our suppliers, including regarding slavery and human trafficking. There is also an internal investigation process if a complaint is filed by or against a supplier. This process is conducted by Monogram's Human Resources Department, with assistance as needed from the Law Department.

Monogram Foods' contractual agreements with suppliers require all suppliers to comply with all applicable laws, rules, and ordinances, specifically regarding slavery and human trafficking, as a condition of doing business with Monogram.

Training:

Monogram Foods' Procurement Department management staff is adequately resourced, and each team member on the staff receives training on procurement policies, practices, and procedures and is also trained on best procurement practices. Future training of team members will include training on human trafficking and slavery, focusing on mitigating risks within the supply chain of products.