



California Transparency in Supply Chains Act Disclosure

Santini Foods: Statement on Slavery and Human Trafficking

Santini Foods is committed to conducting business ethically, lawfully, and with respect for the people who make our products possible. We do not tolerate slavery, human trafficking, forced labor, or child labor in any form, whether in our own San Leandro operations or among the suppliers and partners we work with.

This statement is published under the California Transparency in Supply Chains Act of 2010 (California Civil Code §1714.43). It describes the steps Santini Foods takes to address the risks of slavery and human trafficking in its direct supply chain for the products we manufacture and sell.

Our Supply Chain. Our direct supply chain includes suppliers of food ingredients, packaging materials, and other goods used in manufacturing. We source from domestic and international suppliers. We recognize that certain agricultural commodities and international sources may carry a higher risk of labor exploitation.

Verification. Santini Foods evaluates its direct suppliers through an internal review conducted by our purchasing, quality and management teams. In selecting and working with suppliers, we consider factors such as the supplier's reputation, location, the type of goods supplied, and its stated labor practices.

Audits. Santini Foods does not currently conduct dedicated audits of suppliers for compliance with standards on slavery and human trafficking. As co-manufacturer, the supplier delegates our requirements. Our supplier relationships are subject to food safety and quality requirements, and we reserve the right to review supplier practices where concerns arise.

Certification. Santini Foods does not currently require direct suppliers to certify that the materials they provide comply with the laws on slavery and human trafficking in the countries where they do business. This expectation is included in our supplier agreements and purchase terms.

Internal Accountability. Santini Foods maintains internal standards that apply to all employees and contractors, including those engaged through staffing agencies. Employees who fail to meet company standards on slavery, trafficking, or unlawful labor practices are subject to disciplinary action, up to and including termination. Suppliers or labor partners found to be engaging in these practices will have their relationship with Santini Foods reviewed and may have it terminated.

Training. Santini Foods does not currently provide dedicated training on human trafficking and slavery to employees and managers with direct responsibility for supply chain management.

Our Ongoing Commitment. We will continue to review our sourcing and labor practices and will update this statement as those practices evolve.

Questions about this statement may be directed to Mike O'Toole at mike@santinifoods.com.