

## **California Transparency in Supply Chains Act**

On January 1, 2012, the state of California enacted the California Transparency in Supply Chains Act of 2010 which mandated that retail sellers and manufacturers disclose their efforts to eradicate slavery and human trafficking from their direct supply chains.

At Elite Spice, Inc., we are dedicated to ethical and socially responsible business practices while complying with the laws in every country where we operate.

To comply with the California Transparency in Supply Chains Act of 2010, Elite Spice discloses the following actions:

### **Supplier - Certification | Verification | Audit**

Elite Spice reviews and monitors all suppliers through an ongoing approval process. This process verifies that our suppliers operate in a responsible manner.

We ask our suppliers to certify that they comply with all law and regulations, including those pertaining to human trafficking and slavery, in the countries where they operate. We rely on our suppliers' certification. While we currently do not audit their operations for employment practices, we reserve the right to conduct unannounced and / or independent third party audits of their employment practices in the future.

When we become aware of non-compliance, we notify our suppliers and contractors and ask them to develop and implement corrective action. Depending on the severity and frequency of non-compliance, we reserve the right to remove a supplier from our approved supplier list.

### **Internal Accountability and Training**

Elite practices adhere to the principles of free choice of employment, nondiscrimination, and humane treatment. We are committed to protecting our employees' human rights while providing a safe work environment to allow success and growth. Employees at all levels are accountable for upholding our values. If any employee is found not to uphold our values, the employee will be held accountable for their actions.

We provide training in awareness, identification and prevention of human trafficking and slavery to employees that are directly involved in supply chain management. During training, we communicate to employees that if they find suppliers who engage in acts violating any applicable law / regulation, especially as they pertain to human trafficking and slavery, we expect our employees to bring these findings to the attention of the appropriate people, so we may take appropriate actions. If employees with knowledge of such transgressions are found not to disclose such information to the appropriate people, they will be subject to disciplinary action depending on the nature and frequency of the violation.

Elite Spice, Inc is dedicated to making safe, pure spices and seasonings.