

	JOY CONE CO. - CORPORATE		POLICY #4.10.1	
	ADDRESS: 3435 Lamor Rd., Hermitage, PA 16148		REVISED	06.21.19 BF
	PH: (724) 962-5747	EMAIL: joycone@joycone.com	SUPERSEDES	NEW

California Transparency in Supply Chains Act Disclosure

Joy Baking Group is committed to working with suppliers and manufacturers that provide fair and ethical working conditions by upholding the human rights of all workers. We will not knowingly work with any company that does not comply with those standards.

This statement describes our actions to guard against human trafficking, slave labor and child labor in our company's supply chains, in compliance with the California Transparency in Supply Chains Act of 2010.

Verification of Product Supply Chains:

Joy Baking Group purchases goods primarily from companies located in the United States, with a smaller percentage of merchandise purchased from suppliers outside the United States. We require our suppliers and manufacturers to certify in writing that they do not engage in human trafficking, slavery, or involuntary labor, including the use of prison, forced, indentured, bonded, or child labor, in the production of any goods.

Audits of Suppliers:

Joy Baking Group does not conduct audits itself, but from time to time audits are conducted by third parties at the request of Joy Baking Group's retail customers. Joy Baking Group agents also visit factories where its goods are produced, and have been asked to be aware of signs of human trafficking, slavery, and involuntary labor, and to report any observed issues or violations. Joy Baking Group has reserved the right to perform independent or unannounced audits of its vendors, and may implement third-party audits if it becomes aware of violations of the company policies against human trafficking, slavery and involuntary labor in its supply chain.

Certification by Vendors:

Joy Baking Group's suppliers and manufacturers must certify in writing that they and their suppliers do not engage in human trafficking, slavery, or the use of involuntary labor of any kind in the production of goods, and that they are in compliance with all current and later adopted laws of the exporting country and the country in which the goods are produced.

Internal Accountability Standards and Procedures:

Joy Baking Group recognizes that it must hold our suppliers accountable for compliance with our standards, including our strict prohibition on forced labor of any kind. We require our suppliers and agents to monitor, report and verify compliance with all laws regarding human trafficking, slave labor and involuntary labor, and to promptly take corrective actions if any violations are observed. If they fail to do so, Joy Baking Group reserves the right to terminate their relationship with our company.

Training:

Joy Baking Group conducts an annual review with all employees of its Code of Conduct, which includes its policy prohibiting use of human trafficking, slavery, and child labor in all of its supply chains.

DATE	MODIFICATIONS	NAME
6.21.19	Created document	BF