



2017 Statement Relating to UK Modern Slavery Act

Calbee, Inc. (“Calbee”) hereby announces this statement (this “Statement”) as set forth below, based on Section 54 of the UK Modern Slavery Act 2015. This Statement has been prepared on behalf of Calbee, a Japanese corporation, and Calbee (UK) Limited (“CUK”), a UK corporation, and covers related efforts made thereby during the period of April 1, 2017 through March 31, 2018 (also partially including efforts made on and after April 1, 2018).

1. Business Outline

Calbee, with its head office in Tokyo, Japan, is the largest snack manufacturer in Japan and is listed on the Tokyo Stock Exchange. Calbee has the following corporate philosophy: “We are committed to harnessing nature’s gifts, to bringing taste and fun, and to contributing to healthy lifestyles.”

CUK is a savoury snack manufacturer incorporated in the UK.

For more details of our management philosophy and business activities, please visit:

<https://www.calbee.com/about/mission/>

<http://www.calbee.co.uk/>

Furthermore, Calbee's products are mainly made of potato, flour, oil and so on, and seasonings and packaging materials are used as secondary materials, and these are purchased from suppliers.

2. Policies Concerning Prevention of Forced or Compulsory Labor or Human Trafficking

Calbee supports and respects internationally-declared human rights protections, and strives to fulfill its social responsibilities. Calbee does not tolerate any forced or compulsory labor, human trafficking, or child labor, etc. whatsoever.

3. Efforts Toward Prevention of Forced or Compulsory Labor or Human Trafficking

- Calbee has established the “Calbee Group CSR Procurement Policy” which stipulates the protection of human rights and the elimination of any forced or compulsory labor.
- CUK is a member of “Sedex,” one of the world’s largest supply chain management systems, in order to check and constantly ensure that there are no problems involved in relation to its suppliers.
- At CUK, all employees of CUK join in order to comply with the ETI (Ethical Trading Initiative) Base Code, which is established under the Convention of the International Labor Organization (ILO) and is a code of internationally recognized labor practices. All CUK colleagues receive training based on this ETIBase Code.

- C UK ensures that staffing agencies are fully compliant with all legal and ethical requirements for employment every six months
- CUK has caused all of its employees to familiarize themselves with the content of the UK Modern Slavery Act in order to foster a better understanding of said Act.
- Training sessions concerning human rights and Sustainable Development Goals (SDGs) are held at the Calbee for all management level in order to foster a better understanding of human rights issues.

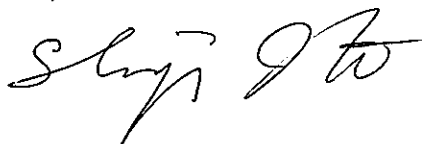
4. Further Efforts

The Calbee Group will fulfill its social responsibility and contribute to the creation of a sustainable society through its efforts toward strengthening human rights management, including by means of holding internal training sessions on a continuous basis concerning human rights and preventing any forced or compulsory labor within its supply chain.

This Statement has been approved by the Board of Directors of Calbee, Inc on Apr. 23, 2019.

April 23, 2019

Shuji Ito
President, CEO and Representative Director
Calbee, Inc.

A handwritten signature in black ink, appearing to read 'Shuji Ito', written in a cursive style.