



2018 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, 2018 through March 31, 2019.

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.
- Every three years, CUK receives an audit from an external organization that it complies with all legal and ethical requirements related to employment
- Calbee holds briefings on human rights and SDGs for all managers and employees in order to better understand 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', is positioned below the printed name and title.