



## 2019 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 Group(UK) Limited (“CUK”), a UK corporation, and covers related efforts made thereby during the period of April 1, 2019 through March 31, 2020.

### 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 manufacturer and distributor 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 supply chain handles potatoes, flour, oil, etc. as principal materials, while also handling seasonings and packaging materials, etc. as secondary materials.

### 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 adheres to the requirements of the ETI (Ethical Trading Initiative) Base code, which is established under the Convention of the International Labour Organisation (ILO) and is a code of internationally recognised labour practices. All CUK employees receive training based on this Code.
- CUK operates a Public Interest Disclosure Policy and Procedure giving employees and business partners the opportunity to confidentially raise any concerns around enhanced risk of slavery or human trafficking, without fear of retaliation.
- CUK only uses specified, reputable employment agencies to source labour and all partner agencies must be in possession of a current Gangmasters’ Licence. All agencies are audited by a qualified person on at least an annual basis.

**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. 21, 2020.

April 21, 2020

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

Handwritten signature of Shuji Ito in black ink.