



Corporate Responsibility

Lewis Bakeries has a responsibility to the people who use our products. We respect our workers and their safety. We are committed to applying the principles of sustainability in all aspects of our business. Our bakeries comply with Standards set forth such as BRC, SA8000, national and state laws, and all other relevant instruments, laws and requirements to ensure a fair establishment and improvement of workers' rights, workplace conditions, effective management systems, and wholesome, safe products of our highest quality. The company encourages every employee and supplier to accept responsibility for conserving our natural resources and for seeking ways to improve the company's use of those resources. Working together with our employees, business partners, suppliers, and customers we are striving to prevent waste of water, packaging, energy, and other resources. We believe that being a good corporate citizen will make us a successful company.

Our Child and Forced Labor Policy

Lewis Bakeries Statement of Principles on Child Labor and Forced Labor is based on International Labor Organization (ILO) conventions and national laws as well as restrictions mandated by the US Department of Labor and State Departments of Labor in States in which we do business. It reaffirms Lewis Bakeries commitment to restrict employment to those individuals age 18 or older. We verify age via state issued drivers licenses and identification cards. We also utilize a third party background checking organization to verify identity and age via social security administration records and or birth records. Our policy also includes an explicit ban on the use of any forced labor or exploitative working conditions.

We communicate this policy to our workforce, prospective employee's, union bargaining unit, direct suppliers and customers. We believe that promoting fair and appropriate employment at Lewis bakeries and within our supply chains is a critical part of the commitments we make to our people and local communities.

Lewis Bakeries, Inc

A handwritten signature in blue ink that reads "Dean Short".

Dean Short

President

Hartford Bakery SA8000 Senior Management Policy Statement

Hartford Bakery actively promotes a positive culture with respect to human rights and the continuous improvement of working conditions in all areas of its bakery operations. Hartford Bakery is committed to managing its operations in a way that respects relevant United States Federal and Indiana State employment legislation and does not become complicit with human rights abuse. This commitment is underpinned by the Hartford Bakeries business principles and shall strive to identify, assess, manage and improve the elements of its operation that can impact on social accountability. In line with sound business practices, the Hartford Bakery shall:

- Conduct business with fairness, honesty, integrity and respect for the interests of all stakeholders.
- Comply with laws and regulations in the United States and State of Indiana.
- Prevent the use of child labor and forced labor, improve health and safety, support freedom of association, prevent discrimination, implement performance management and manage working hours.
- Develop a management system that establishes responsibilities, supporting policies, monitoring methods and a review process of performance.
- Encourage suppliers and contractors to support the Group's principles and commitment on social accountability and introduce programs aimed at supporting these principles.

In order to support the implementation of these objectives, Hartford Bakery has adopted SA8000 for guidance in the social accountability aspects of its business.

This policy shall be communicated to every employee and be available to all other interested parties. This policy will be formally reviewed as part of the Group's management system. Any changes will be approved and communicated by the Company CEO.

Dean Short (CEO)


