



## **SLAVERY, HUMAN TRAFFICKING AND EXPLOITATION STATEMENT FY2019**

This statement is made as part of the Company's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarizes how the Company operates, the policies and programs in place to minimize identified risks, how we monitor them, and how we train our team members. This statement is published in accordance with section 54 of the Act and relates to the financial year 2019.

### OUR BUSINESS

Cobb-Vantress, Inc. and its subsidiaries are a global company serving our customers through the use of innovative poultry research and are engaged in the development, production, and sale of broiler breeding stock. We are committed to providing progress, and quality in our products. We will maintain the highest level of ethical standards and integrity in our relationships with team members, customers, suppliers, and our communities.

### SUPPLY CHAIN

Cobb's supply chain is primarily focused on sourcing and transporting raw materials, ingredients and packaging necessary for the manufacturing of our products. Cobb has implemented programs and procedures to manage risks associated with slavery and human trafficking in our supply chain. Through our Core Values [\[link\]](#), Cobb strives to operate with integrity and honesty in our business practices. These Core Values represent the basic tenets of who we are, what we do and how we do it.

Cobb's Code of Conduct [\[link\]](#) which serves as the foundation of Cobb's policies, describes the basic ethical standards that should be observed by the Company and its directors, team members, and subsidiaries. The Code of Conduct provides direction on how Cobb team members are to conduct themselves with respect to key standards including human rights. Each year, all Cobb's Team Members, including members of the Board of Directors, are required to affirm their commitment to the principles described in our Code of Conduct. The principles stated in our Code of Conduct apply to all aspects of our business.

It is crucial that our supply partners recognize the roles they play in ensuring the satisfaction of our customers and consumers and that we view our supply partners as critical participants in fulfilling our commitment to our Doing What's Right™ program. Cobb has implemented a Supplier Code of Conduct [\[link\]](#) to address the business practices of our suppliers, including specific standards regarding labor and human rights in which we reserve the right to decline future business opportunities or to end existing business relationships with suppliers who do not comply with the law.

### PROGRAMS ON SLAVERY, ANTI-TRAFFICKING AND EXPLOITATION

#### Verification

Cobb may engage in verification measures where it deems appropriate to evaluate and address risks of human trafficking and slavery in connection with our supply chain, including possible site visits and independent third-party audits (announced or unannounced) to ensure compliance with contractual obligations and the Supplier Code of Conduct.

### Certification

Cobb has a process in place for our suppliers to acknowledge the expectations of our Supplier Code of Conduct. Furthermore, our standard contracts contain representations that our suppliers comply with applicable laws and regulations, which includes laws addressing human trafficking and slavery.

### Internal Accountability

Cobb maintains various avenues through which team members and business partners are able to ask questions or confidentially raise concerns of alleged misconduct under our policies and programs described above, including a toll-free phone line and internet-based mechanism accessible worldwide and available in multiple languages twenty-four hours a day/seven days a week. Cobb is committed to maintaining accountability standards for suppliers and team members with respect to combating slavery and human trafficking. [\[link\]](#)

### Training

Cobb provides training on the Code of Conduct and related Cobb policies and procedures to ensure our team members who have a direct responsibility for supply chain management are better able to identify and mitigate any risks associated with slavery and human trafficking.

Signed by:



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Joel Sappenfield, President

March 22, 2019

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Date