



# See's<sup>®</sup> CANDIES

KITCHENS AND SHOPS CONVENIENTLY LOCATED

## **Policy Statement and Disclosures: Supply Chain**

### **Policy**

See's Candies is committed to protecting the working rights and safety of the people who produce and supply products to See's that are incorporated in See's products, while recognizing and respecting the cultural and legal differences found throughout the world. To these ends, See's:

- prohibits human trafficking or slave labor in its operations;
- requires compliance with applicable laws and regulations in its operations; and
- expects its direct suppliers (1) to comply, at a minimum, with applicable laws and regulations of the countries in which products are grown or produced, including laws against human trafficking and slave labor, and (2) to monitor their suppliers for compliance with applicable laws and regulations of the countries in which they do business

Through this approach, See's believes that practical and realistic protections and improvements for workers will occur. See's will seek to identify and use suppliers who share our commitment.

### **Evaluation of Supply Chain**

See's Candies purchases ingredients and packaging for its products from over 150 different suppliers, with a vast majority located in the United States. On an ongoing basis, See's conducts evaluations of its supply chain and supplier practices to assess the risk of human trafficking and slavery. As suppliers change, additional evaluations are conducted as needed. Evaluations are conducted by See's product sourcing personnel and not by a third party.

### **Supplier Audits**

It is a condition to doing business with See's Candies that each direct supplier within the supply chain of See's Candies agrees to comply with applicable laws (including laws against slavery and human trafficking). This condition is incorporated into our standard terms and conditions governing every purchase order issued by us. In addition, we require that direct suppliers periodically acknowledge in writing their understanding of our policy requiring compliance with all applicable laws.

Audits of suppliers may be conducted by See's personnel or by a third party on our behalf, and may be scheduled or unannounced at our discretion. See's reserves the right to suspend or terminate the relationship with any supplier for failure to comply with applicable laws or to cooperate in any such inspection.

## **Certification of Compliance with Laws**

See's Candies requires direct suppliers to periodically acknowledge in writing their understanding of our policy requiring compliance with all applicable laws (including laws against slavery and human trafficking), and to provide certification that products delivered to See's are in compliance with such laws.

Any suppliers unable to certify its compliance with applicable laws may be placed under action plans to address discrepancies in supply chain monitoring and compliance with See's policies or replaced as a supplier at the sole discretion of See's Candies.

## **Internal Accountability**

We reserve the right to suspend or terminate the relationship with any employee or supplier for a failure to comply with See's policies or with applicable laws or, in the case of a supplier, to cooperate in any inspection of its facilities.

## **Training**

We provide our employees who have direct responsibility for supply chain management with training on our human rights policies, including our policies regarding slavery and human trafficking, particularly with respect to mitigating the issue of human rights abuse within the product supply chain.

Purchasing Department  
345 Schwerin Street  
San Francisco, CA 94134  
(650) 827-3250

Corporate Office  
210 El Camino Real  
South San Francisco, CA 94080  
(650) 583-7307



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**SUPPLIER ACKNOWLEDGEMENT OF POLICIES**

Dear See's Supplier:

See's Candies is committed to protecting the working rights and safety of the people who produce and supply products to See's, while recognizing and respecting the cultural and legal differences found throughout the world. To these ends, See's:

- Prohibits human trafficking and slave labor in its operations;
- Requires compliance with applicable laws and regulations in its operations; and
- Expects its direct suppliers (1) to comply, at a minimum, with applicable laws and regulations of the countries in which products are grown or produced, including laws against human trafficking and slave labor, and (2) to monitor their suppliers for compliance with applicable laws and regulations of the countries in which they are doing business. See's may ask that direct suppliers periodically acknowledge in writing their understanding of our policy and certify as to their compliance with all applicable laws. Any supplier unable to certify such compliance may be placed under action plans to address discrepancies in supply chain monitoring and compliance with See's policies;
- Reserves the right to conduct, or have conducted by a third party on our behalf, scheduled or unannounced audits of our suppliers. Suppliers will be expected to provide auditors with reasonable access to any facilities and all documentation that may be required to demonstrate compliance with applicable laws. See's reserves the right to suspend or terminate the relationship with any supplier for failure to comply with applicable laws or to cooperate in any such inspection.

As a direct supplier to See's Candies, we ask that you acknowledge your understanding of our policy and requirements for compliance by executing and returning this document.

See's Policy Acknowledged by:

Supplier Name \_\_\_\_\_

Signature \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name \_\_\_\_\_

Title \_\_\_\_\_

\_\_\_\_\_

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**CANDIES**

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### **Most Frequently Used Supplies and Ingredients**

#### **Supplies**

Aircap Sheets  
Bags, Paper (Candy)  
Bags, Paper (Merchandise)  
Bags, Foil  
Bags, Nylon  
Bags, Organza  
Bags, Paper (Shopping)  
Bags, Polyethylene  
Bags, Polypropylene  
Baskets  
Boxes, Acetate  
Boxes, Candy (Folding Paperboard)  
Boxes, Candy (Rigid Paperboard)  
Boxes, Decorative (Folding Paperboard)  
Boxes, Decorative (Rigid Paperboard)  
Boxes, Decorative Tray-style  
Boxes, Decorative Christmas  
Boxes, Decorative Easter  
Boxes, Decorative Fall  
Boxes, Decorative Father's Day  
Boxes, Decorative Halloween  
Boxes, Decorative Hanukkah  
Boxes, Decorative Mother's Day  
Boxes, Decorative Patriotic  
Boxes, Decorative St. Patrick's Day  
Boxes, Decorative Spring  
Boxes, Decorative Summer  
Boxes, Decorative Thanksgiving  
Boxes, Decorative Valentine's Day  
Boxes, Gold Fancy  
Boxes, Gift Packs  
Bows, Decorative  
Candy Bar Inserts  
Candy Bar Wrap  
Candy Bar Foil  
Candy Bar Display Box  
Candy Bar Carry Case  
Cups, Glassine  
Dividers, Paperboard  
Elastic Bands, Decorative All Year  
Elastic Bands, Decorative Seasonal

Film, Cellophane  
Film, Little Pops  
Film, Lollypops  
Film, Polypropylene  
Film, Saran  
Film, Shrink  
Gift Cards  
Gift Card Folders  
Gift Envelopes  
Ice Packs  
Inserts, Candy Maps  
Inserts, Guarantee  
Inserts, Printed Nutritional  
Labels, Cameo  
Labels, Combination  
Labels, Flavor  
Labels, Ingredient  
Labels, Net Weight  
Labels, UPC  
Layer Boards, Paperboard  
Layer Sheets, Gold Foil  
Lollypop Covers, Decorative  
Mailing Boxes, Corrugated  
Mugs, Porcelain  
Ribbon with Logo  
Shipping Boxes, Corrugated  
Sleeves, Decorative  
Stickers, All Year  
Stickers, Holiday  
Stickers, Seasonal  
Stickers, Special Occasion  
Stretch Cords  
Totes, Seasonal Paperboard  
Trays  
U-Boards  
Void-Fill, Peanuts  
Void-Fill, Shredded Paper Grass  
Warm Weather Pads  
Waxed Paper  
Wrapping Paper, All Year  
Wrapping Paper, Seasonal

**Ingredients**

Acetic Acid  
Almonds, Diced  
Almond Paste  
Almonds, Whole  
Apples, Diced  
Apricot Chunks  
Apricot Puree  
Baking Soda  
Blueberries, Glace  
Blueberry Powder  
Butter  
Cashews  
Cherries, Halves  
Cherries, Whole  
Cherries, Sliced  
Chocolate, Milk  
Chocolate, Dark  
Chocolate, Decoratifs

Coconut  
Coffee Powder  
Colors (Natural and Artificial)  
Corn Syrup  
Cranberry Pieces  
Cranberries, Whole  
Cream  
Cream Cheese Powder  
Egg Whites  
Filbert Paste  
Flavors (Natural and Artificial)  
Gelatin  
Ginger  
Honey  
Icing Decorations  
Invertase  
Keylime Powder  
Lemon Puree  
Lemon Powder  
Maltitol  
Maple Sugar  
Mincemeat  
Nonfat Milk Powder  
Nulomoline  
Nutriose  
Orange Powder  
Orange Puree  
Peanuts  
Peanut Butter  
Pecans  
Pectin  
Pineapple Chunks  
Pine Nuts  
Polydextrose  
Pumpkin Puree  
Raisins  
Raspberry Powder  
Raspberry Puree  
Strawberry Powder  
Sucralose  
Sugar, White  
Sugar, Brown  
Tartaric Acid  
Vanilla  
Vanillin  
Vinegar  
Walnuts

**Candies & Nuts**

Candy Bars  
Candy Canes  
Climber Canes, Icing Decorations  
Climber Canes, Plush Puppets  
Dark Chocolate Foiled Novelties, All Year  
Dark Chocolate Foiled Novelties, Seasonal  
Jelly Beans  
Jelly Bird Eggs  
Licorice Medallions  
Milk Chocolate Chips  
Milk Chocolate Foiled Novelties, All Year  
Milk Chocolate Foiled Novelties, Seasonal

Mixed Nuts  
Sour Chews  
Sugar Sticks  
Sugar Twists