



4001 Lexington Avenue North
Arden Hills, MN 55126

Mailing: P.O. Box 64101
St. Paul, MN 55164-0101

651-481-2222 Phone
www.landolakesinc.com

LAND O'LAKES, INC.

CA Transparency in Supply Chain Act

Sourcing Responsibility Statement

Land O'Lakes requires all of its approved supplier partners, licensed manufacturers, contract manufacturers and joint venture partners to meet specified written requirements. These requirements include complying with all applicable laws and regulations of both the location of manufacture of Land O'Lakes products as well as the location where Land O'Lakes' products are sold. All suppliers doing business with Land O'Lakes are required to allow periodic third party audits. All suppliers doing business with Land O'Lakes are also required to have their own approved supplier programs in place to ensure their suppliers likewise meet such requirements.

Land O'Lakes is committed to eliminating slavery and human trafficking in its supply chains and prohibits its employees from using involuntary labor, whether bonded, prison, military, compulsory or indentured labor, including debt servitude with respect to any aspect of its operations.

Land O'Lakes employees are prohibited from employing child labor, consistent with the principles contained in the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work and is endeavoring to require the same of its suppliers.

Land O'Lakes currently audits suppliers using internal and external third party auditors as well as self-certification. Land O'Lakes is in the process of requiring its suppliers to verify compliance with its standards concerning human trafficking and slavery through self-certification.

Land O'Lakes trains its employees and management who have responsibility for supply chain management generally on prohibitions against human trafficking and slavery. A pragmatic approach to specific training to mitigate risks within product supply chains is currently being considered for further development.