

# CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT DISCLOSURE

## *OUR PRINCIPLES AND APPROACH TO CORPORATE RESPONSIBILITY*

At Ardent Mills, corporate responsibility is a process of continually improving our standards, our actions, and our processes. We are committed to being an industry leader in corporate responsibility in all aspects of our operations and are proud to continue the efforts established by our legacy operations and parent companies. Ardent Mills is committed to treating people with dignity and respect in the workplace and in the communities where we do business. We are committed to engaging with and nourishing the communities in which we live and work.

In line with our policies, we do not accept or support the use of illegal, abusive, or forced labor.

## CODE OF CONDUCT

Ardent Mills' Code of Conduct outlines our company's ethical and compliance standards for conducting business throughout the world. Our Code is grounded in our values of Trust, Serving, Simplicity and Safety, which are ingrained in our company culture, and form the foundation for the ethics and behaviors described in our Code. We make a positive impact upon our team members, customers, communities, and partners by:

- Establishing and nurturing **TRUST** every day, always operating with reliability and integrity.
- **SERVING** others with understanding, respect, and care.
- Operating with **SIMPLICITY**, clarity, and transparency, removing barriers and letting people do what they do best
- Ensuring the **SAFETY** of our products and people; doing what's best to create the safest environment now and for the future.

Every employee receives an introduction to the Code of Conduct, followed by yearly training to ensure that employee's actions align with the company's commitments to ethical business conduct.

## SUPPLIER CODE OF CONDUCT

The issue is challenging, and we alone cannot solve this complex problem. We believe it is essential that all parties in our supply chains work together to support rural livelihoods, raise incomes and ensure children and adults are not subject to illegal, or abusive working conditions. We work hard to provide all of our own employees with an equitable, safe and supportive work environment providing competitive wages and the rights to join a union and voluntarily negotiate, and we expect the same from our suppliers. The Supplier Code of Conduct require that Supplier's comply with applicable laws and regulations in the locations where they operate, including human rights laws. It also requires that Suppliers comply with applicable employment laws, rules, and regulations, including those related to wages, work hours, employee benefits, employee and contractor safety and anti-discrimination. Further, Ardent Mills prohibits its Supplier's from employing or benefitting from child, forced, or compulsory labor.