

Milo's Tea Company, Inc. California Transparency in Supply Chains Act Statement

The California Transparency in Supply Chains Act of 2010 (the "Act") requires that certain retail sellers and manufacturers doing business in California disclose on their websites whether and to what extent the company:

- (1) Engages in verifications of product supply chains to evaluate and address risks of human trafficking and slavery.
- (2) Conducts audits of suppliers to evaluate supplier compliance with company standards for trafficking and slavery in supply chains.
- (3) Requires direct suppliers to certify that materials incorporated into the product comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.
- (4) Maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking.
- (5) Provides company employees and management, who have direct responsibility for supply chain management, training on human trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products.

At Milo's Tea Company, Inc., we believe that our sourcing practices, like all other business practices at the company, must adhere to the values of integrity, responsibility, quality and safety, as exemplified by our founder, Milo Carlton.

We follow all applicable local, state, federal, and national laws, rules and regulation, including laws, rules and regulations related to employment and labor, wages and hours, discrimination, health, safety, and environment. We do not condone or use child labor, slavery or forced labor, or human trafficking in any of our operations or facilities.

We conduct internal reviews of our supply chain to evaluate and address risks to human rights.

We are developing and will add specific training on human rights for company employees involved in supply chain management, including training on mitigating related risks in the supply chain. Employees are accountable for upholding our values.

We want to work with suppliers and contractors whose values and standards align with ours.

We ask our direct suppliers to certify, via Milo's Supplier Code of Conduct (the "Code"), that they comply with laws addressing human rights in the countries where they do business. In addition to their certification, reserve audit rights of their operations and facilities to ensure compliance with our Code. When we become aware of non-compliance, we notify our suppliers and contractors, and ask them to develop and implement corrective action.

As with all of our efforts, we continually seek ways to improve our entire supply chain performance.