

## JACK LINK'S MODERN SLAVERY STATEMENT 2017

### Introduction

This statement has been published in accordance with the U.K. Modern Slavery Act 2015 (the "Act"). It sets out the steps taken by Link Snacks, Inc. ("Link Snacks" or "Company") on behalf of its UK based entity, JLBJ-UK Ltd and all other subsidiaries in scope for purposes of the Act during *year ending December 31, 2016* to prevent modern slavery and human trafficking in its business and supply chains.

### Our Organization

Link Snacks is a dominant leader in manufacturing of protein snacks. The U.S. based parent company, Link Snacks, Inc., is headquartered in Minong, Wisconsin. Link Snacks operates around the globe, including selling to British customers through a service agreement between Link Snacks subsidiaries, JLBJ-UK, Ltd and LSI-Germany GmbH.

### Our Supply Chain and Supplier Certification

Link Snacks' supply chains generally consist of sourcing, transporting and warehousing raw materials and other ingredients and packaging used in the manufacturing of protein snacks globally. We expect our suppliers to abide by the laws of the country or countries in which they do business, and to certify in purchasing agreements that materials incorporated into the product are not and will not be manufactured, produced, assembled, or packaged by the use of forced labor or forced or illegal child labor.

### Our Policies on Slavery and Human Trafficking

LSI does not tolerate slavery or human trafficking of any kind in its supply chain. Employees are expected to abide by all applicable laws and are encouraged to report concerns to a member of management or human resources. All concerns related to human rights must be promptly investigated and resolved, as appropriate.

Further, in accordance with the California Transparency in Supply Chains Act, LSI has made the following disclosure: <https://www.jacklinks.com/supply-chain>.

### Our Due Diligence Processes and Verification Procedures

We do not accept or support the use of illegal, abusive, enforced or child labor. Link Snacks did engage in third party verifications of product supply chains in 2016 related to food safety and food quality. If any human trafficking or slavery concerns had been reported during those audits, Link Snacks would have promptly investigated and handled, as appropriate.

In 2016, we conducted on-site inspections of our suppliers' facilities, both foreign and domestic. While these inspections were not typically unannounced or independent, the Company expected that any indication of illegal or unethical practices would be immediately reported and addressed, as appropriate. Non-compliance with our Company standards regarding slavery and trafficking could result in the termination of the business relationship.

### Employee training

We did not conduct a formal staff training program relating to human trafficking and slavery in 2016, however, all employees with responsibility for supply chain management are required to comply with Company standards, including compliance with law and are subject to discipline, up to and including termination of employment, for failure to do so.

### Our Assessment and Management of Corporate Risks

We currently do not perceive our supply chain operations to be high risk for slavery or human trafficking but continue to monitor in the event that our business dealings impact our risk.

### Our Measurement of Effectiveness

We are committed to doing our part to prevent and detect modern slavery. We are not currently aware of violations of our standards. We will continue to review our policies and practices and will update as appropriate.



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Steve Fray  
Chief Financial Officer  
Link Snacks, Inc.