

**Mitsui Foods, Inc.**  
**Statement of Principles**  
**Child and Forced Labor**  
**(June 6, 2012)**

Mitsui Foods, Inc. (“MFI”) recognizes that there are differences in laws, customs, and economic conditions that affect employment and labor policies around the world.

MFI does not support or endorse child labor or forced labor in our operations or in our suppliers.

In accordance with the UN Global Compact to effectively abolish child labor and the International Labor Organization (ILO), MFI will not employ or utilize any person below the minimum age of employment set by national law or by ILO Convention 138. ILO Convention 138 provides that the minimum employment age should be not less than the mandatory schooling age of the country in which the individual is employed, and in any case, not less than 15 years (except for certain developing countries, where a minimum age of 14 years is applicable), subject to permitted exceptions under national law.

MFI believes that shared values are a fundamental part of our relationship with our suppliers.

MFI will not allow the use of unlawful child or forced labor in the processing or manufacture of products it sells to its customers. MFI will not accept products and services from suppliers and business partners that employ or utilize child or forced labor.

MFI expects its suppliers to follow responsible workplace practices that comply with all applicable laws and regulations.

MFI’s agreements with suppliers will require compliance with child labor laws.

MFI expects suppliers to meet the following:

Suppliers will comply with all applicable local and national child labor laws, rules, regulations and requirements in the manufacturing and distribution of products and supplies and in the provision of services.

Suppliers must adhere to minimum age requirement of applicable laws. If no such law exists or if the existing law permits the hiring of child labor younger than 18 years of age, the supplier may not employ child labor under 16 years of age to work on MFI products. If the ILO standards are higher than local law, supplier will meet the ILO standards.

Suppliers are encouraged and expected to adopt sound labor and human resource practices to ensure lawful compliance, including procedures to verify age.

MFI may in its sole discretion assess and monitor compliance with this child and forced labor policy, either directly or through an appointed third party. This may include but not be limited to a review of supplier documentation, onsite visits, and review suppliers’ past practices.

MFI may, on a periodic basis, request suppliers to certify compliance to these policies.

MFI reserves the right to terminate any supplier where compliance with these policies is not achieved and maintained.