



April 2, 2015

*Response to AP Story on Fishing Industry*

Thank you for reaching out to us to learn about our sources of fish in light of the recent Associated Press story on forced labor in the fishing industry. You can trust that at WellPet the seafood in our natural pet food is brought to you in an ethical and fair way. We partner with suppliers who share our passion for bringing the highest quality pet food to pet parents. We are all committed to aggressive safety management systems aimed at delivering a safe and professional work environment for all employees.

The majority of seafood we purchase is sourced from North and South America, including the seafood we use at our own manufacturing facility in Indiana. However, we do source a small percentage of products from Southeast Asia. The two suppliers we partner with operate with similar values to WellPet, and are audited on a regular basis. They respect individuals, their communities and the environment. To maintain their relationship with WellPet, they have to abide by our standards. They **do not** utilize boats that engage in the behavior described in the AP story. As always, we continue to ensure our suppliers understand our Code of Conduct, and our zero tolerance policy for human rights violations.

Our manufacturing partners in Thailand help lead initiatives to ensure ethical practices. Our manufacturing partners are committed to fair employment practices regardless of races and positions. Together, we are committed to observing all applicable labor and employment laws. Our partners make every effort to ensure that all the production sites are safe workplaces for all employees. Safety awareness is embedded into the corporate culture through organizational-wide implementation of occupational safety strategies and initiatives.

Thank you again for asking us about this issue. We believe in complete transparency with pet parents, and the pets that depend on us for their wellbeing. Our company's social responsibility program reaches beyond fisheries and across all aspects of its business, encompassing operations, packaging, supply chain, consumers, communities and employees.

If you have additional questions, please do let us know.

