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CA Transparency in Supply Chain Act Disclosure

The purpose of the California Transparency in Supply Chains Act of 2010 (the “Act”) is to provide the public with information about a company’s efforts to address the global issue of slavery and human trafficking. In accordance with the requirements of the Act, Innophos provides the following information:

Innophos is opposed to slavery, human trafficking or forced labor in any form and it is strictly prohibited throughout our organization.

Our code of ethics and other corporate policies forbid any such acts and also require adherence to all applicable federal, state, local and international laws, which include laws prohibiting human trafficking and forced labor

Supplier Auditing, Verification and Certification

Pursuant to its standard terms and conditions of purchase and other contractual agreements, Innophos requires its suppliers to comply with all applicable laws, which include all laws regarding human trafficking and forced labor.

Innophos does not currently engage in specific independent third party verification of its supply chain with respect to risks of human trafficking and slavery, but does conduct periodic audits of certain raw material suppliers for compliance issues.

Although Innophos does not have a specific supplier certification for human trafficking and forced labor, Innophos will not approve any supplier which engages in human trafficking or forced labor prohibited under recognized international law standards as well as applicable US law.

Internal Accountability and Training

Innophos maintains internal accountability standards and procedures for employees and contractors with respect to compliance with applicable laws. Innophos engages in periodic ethics and compliance training for all employees, but does not have specific compliance training for human trafficking or forced labor. Innophos employees who witness a violation of Innophos policies and procedures are directed to notify their supervisor, any officer of the company, any employee in our Human Resources Department or any in-house counsel for the company, and upon Innophos becoming aware of such behavior, any contractor or employee who engages in human trafficking or forced labor will be subject to immediate disciplinary action, including termination of employment or contract.