

SOCIAL RESPONSIBILITY AND SUSTAINABILITY POLICY

Requirements

Legal Compliance

FoodFlo will adhere to laws of the country in which it operates, including those pertaining to employee health and safety, terms and conditions of employment and the environment. FoodFlo Follow Legislation in respect of gender equality in the workplace. FoodFlo adheres to all Acts, Regulations, and policies as listed in Acts, Regulations, Policies - Appendix 1.

Employee Health and Safety

FoodFlo will provide a safe operating environment that meets the higher of either the applicable legal standards or industry workplace standards. FoodFlo adheres to all Acts, Regulations, and policies as listed in Acts, Regulations, Policies - Appendix 1.

Environment

FoodFlo will adhere to all applicable environmental laws of the country, region, and city of operation. This includes all Acts, Regulations, and policies as listed in Acts, Regulations, Policies - Appendix 1. We will strive to exceed such requirements to reduce the environmental impact of our operations in areas including environmental protection, deforestation, biodiversity, waste, and waste management. FoodFlo will follow the current Rainforest Alliance Sustainable Agriculture Standard - Supply Chain Requirements and all applicable environmental laws of the country, region, and city of operation.

Employment Standards

FoodFlo adheres to all Acts, Regulations, and policies as listed in Acts, Regulations, Policies - Appendix 1.

Minimum age of workers

FoodFlo will not employ workers that are younger than 15 years of age.

We will observe all legal requirements for work of employees under 18 years of age, including those pertaining to hours of work and working conditions.

Voluntary employment

We do not use involuntary or forced labor, indentured, bonded or otherwise.

Wages and employment benefits

FoodFlo will pay at least the minimum total compensation required by local law, including all mandated wages and overtime rates, allowances, and benefits.

Working hours and rest periods

FoodFlo will ensure employees' hours worked shall not, on a regularly scheduled basis, exceed the lesser of

Approved by:	Leadership Team	Issued Date:	24/11/2023
Version:	1.0	Review Date:	24/11/2024

- (a) legal limitations on regular and overtime hours in the jurisdiction in which it manufactures or
- (b) 48 hours per week plus 12 hours of overtime or
- (c) the regular work week plus 12 hours of overtime.

In addition, except in seasonal circumstances, all employees shall be entitled to at least one day off in every seven-day period.

Discrimination

FoodFlo will maintain employment practices -- including hiring, remuneration, benefits, advancement, termination, and retirement – that are based on ability and not on beliefs or any other personal characteristics.

Gender Equality/Women Empowerment

FoodFlo is committed to promoting gender equality by having high level leadership regardless of gender, by implementing a committee that promotes Gender Equality and Women’s Empowerment to measure and report awareness. FoodFlo will support education and training for career advancement regardless of gender. FoodFlo adheres to the Gender Equality Policy as listed in Acts, Regulations, Policies - Appendix 1.

Fair treatment

FoodFlo will provide a work environment free of harassment, abuse, or corporal punishment in any form. FoodFlo will treat all regardless of gender at work by respecting and supporting human rights and non- discrimination.

OTHER POLICIES

Employees are encouraged to read this policy in conjunction with the FoodFlo International Handbook.

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