

## **Commitments to Human Rights & Labor Practices**

Van Drunen Farms

September 2024

### **Scope**

This document outlines Van Drunen Farms' commitments to ethical labor practices and human rights within our operations. These commitments apply to all employees and stakeholders within the scope of our operations.

### **Reviews**

This document is reviewed annually by the HR team to ensure alignment with company goals, legal requirements, and industry best practices.

### **Ownership**

This document is maintained by the Human Resources Department. Implementation and adherence are the responsibility of all managers and employees under HR guidance.

### **Our Key Commitments**

#### **Employee Health & Safety**

Van Drunen Farms provides ongoing and effective safety training for all employees, reviews safety policies annually, and ensures that all facilities meet or exceed OSHA and local safety standards.

- For 2024, our OSHA Incident Rate (OIR) was 3.0, and we are targeting a 5% reduction in OIR by 2026.

#### **Working Conditions**

Van Drunen Farms maintains a safe, clean, and supportive working environment through facility upgrades, onsite chaplains to promote workplace well-being and ethics, comprehensive benefits, overtime pay, holidays, and regular inspections.

- In 2023, 100% of employees had access to health benefits for all employees, and the company aims to maintain this in 2026 and beyond.

## **Communications**

Van Drunen Farms fosters open communication through monthly team meetings and leadership engagement sessions, including quarterly town halls held in person at every site. Employees have direct access to company owners. HR serves as the primary resource for reporting feedback of any kind. Concern cards and suggestion boxes are available at plant locations. Quarterly email communications provide updates on operations, new initiatives, and employee highlights, with content provided in both English and Spanish.

- In 2023, the company hosted two (2) town halls and aims to continue with two (2) in 2026, in addition to monthly department meetings. Most areas conduct weekly team meetings.

## **Career Management & Training**

Van Drunen Farms offers career development opportunities, including internal-first job postings, annual performance reviews, and access to a comprehensive training department. The company provides multi-day leadership development institutes and actively supports employee growth and advancement.

- The baseline year of 2023 recorded sixteen point five (16.5) average training hours per year per employee, with a 2026 plan to expand to eighteen (18) hours of training on average per year per employee.

## **Child Labor, Forced Labor & Human Trafficking**

Van Drunen Farms verifies employee age through the IA and E-Verify systems during the hiring process to ensure compliance with labor laws. The onboarding process, managed through Workday, includes measures to prevent child and forced labor. The company follows the guidelines set forth in its Anti-Slavery and Child Labor Policy and its Anti-Human Trafficking Policy.

- In 2023, there were zero (0) incidents of child labor, and the goal for 2026 is to maintain this record of zero (0).

## **Belonging & Diversity**

Van Drunen Farms is committed to fostering an inclusive and equitable workplace that welcomes and respects all individuals. Everyone belongs.

- Awareness training on harassment was completed by 100% of employees in 2023, with plans to maintain full participation in 2026 at 100% of employees.

Acknowledgement

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Date:

Title: