



Van Drunen Farms®

FUTURE  CEUTICALS

Anti-Slavery and Child Labor Policy

What is modern slavery?

According to the International Labor Organization (ILO), more than 40 million people world-wide are victims of modern slavery. Modern slavery refers to practices such as forced labor, debt bondage, forced marriage, and human trafficking. Modern slavery includes exploitive situations that a person cannot avoid or leave because of threats of violence, coercion, deception, and/or abuse of power.

The Uyghur Forced Labor Prevention Act

On December 23, 2021 the United States signed the Uyghur Forced Labor Prevention Act (UFLPA) into law. The UFLPA is intended to ensure that goods made with forced labor in China generally, and specifically in China's Xinjiang Uyghur Autonomous Region (the XUAR), are prevented from importation into the U.S. To that end, the UFLPA establishes a rebuttable presumption that any goods produced wholly or in part in the XUAR, or by certain entities that the U.S. government has identified as having certain connections to forced labor in the XUAR, are not importable into the United States.

Anti-Slavery Policy

Van Drunen Farms (VDF) believes that modern slavery has no place in our business operations or supply chain. As such, we strictly prohibit all employees, contractors, subcontractors, suppliers, vendors, consultants, agents, and other providers of goods and services who do business on behalf of VDF from engaging in any form of forced or compulsory labor. All those who work or act on behalf of VDF shall maintain and promote fundamental human rights including freedom of movement of workers. All employment decisions must be based on free choice.

We will not tolerate the use of coerced labor or use of physical punishment or threats of violence or other forms of physical, sexual, psychological, or verbal abuse as a method of discipline or control. Employment contracts must clearly state the terms of employment and must not restrict worker movement through the retention of identity papers, holding of deposits, or other actions aimed to prevent workers from terminating their employment. Additionally, workers must not be required to pay recruitment or other similar fees to obtain or retain their employment. All those who work or act on behalf of VDF must also ensure that any third-party recruitment agencies comply with these principles.

As it relates VDF's compliance with the UFLPA, we will not transact business with any entity that operates in the Xinjiang Uyghur Autonomous Region of China or is an entity identified by the U.S. government's list of entities with ties to the forced labor associated with that region (the UFLPA Entity List). VDF reviews our vendors and products sourced in China for compliance with the UFLPA and

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300 W. 6th Street
Mokenca, IL 60954
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remains dedicated to ensuring that no business is being performed in violation of it. Potential vendors are screened geographically and against the UFLPA Entity List to ensure that no products subject to the UFLPA are part of our supply chain.

Anti-Child Labor Policy

All employees, contractors, subcontractors, suppliers, vendors, consultants, agents, and other providers of goods and services who do business on behalf of Van Drunen Farms must adhere to the minimum employment age limit defined by local law or regulation and comply with relevant International Labor Organization (ILO) standards. Additionally, VDF prohibits the hiring of individuals under the age of (14), the local legal minimum working age, or the compulsory schooling age, whichever is higher. Under no circumstances should anyone working or acting on behalf of VDF permit children to perform work that exposes them to undue physical risks that can harm their physical, mental, or emotional development or improperly interfere with their education or vocational needs.

Non-Retaliation Policy

Van Drunen Farms prohibits retaliation or threats against anyone who reports violations of this policy or who assists in any kind of internal or external investigation of reported violations. Anyone who violates this non-retaliation policy will be subject to disciplinary action by VDF, including, but not limited to, disclosure of the violation to relevant government officials when required by law, and termination.

How should I report suspected policy violations?

Any suspected violation of the anti-slavery and child labor policy should be reported immediately to Van Drunen Farms management or to The VDF Safe Report email address. Employees may also report suspected violations to their supervisors or human resources representative.

You can report suspected policy violations via:

- Online message: Please email safereport@vandrunen.com. This email address is monitored solely by the Van Drunen Farms legal team.

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