



Van Drunen Farms®

FUTURE  CEUTICALS

Anti-Human Trafficking Policy

Van Drunen Farms (VDF) strictly prohibits 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 human trafficking-related activities. Human trafficking, as defined by the United Nations, “is the recruitment, transportation, transfer, harboring or receipt of people through force, fraud or deception, with the aim of exploiting them for profit.”

Prohibited human trafficking-related activities include but are not limited to:

- Using forced labor to perform any work and/or coercing work by threatening physical punishment, violence, or other forms of physical, sexual, psychological, or verbal abuse.
- Engaging in sex trafficking, including procuring commercial sex acts (even if the practice is legal where it transpires).
- Retaining, destroying, and/or concealing worker identity and/or immigration papers.
- Using recruiters or misleading/fraudulent recruiting methods that do not comply with local labor laws.
- Requiring applicants/employees to pay recruitment fees.
- Providing housing that fails to meet the host country housing and safety standards.
- Failing to provide an employee contract or other type of work document in a language the employee understands where such documents are required by law.

All employees, contractors, subcontractors, suppliers, vendors, consultants, agents, and other providers of goods and services who do business on behalf of VDF must cooperate with any audits or investigations by the U.S. government or any other relevant government authority related to these prohibited activities. VDF employees must also cooperate fully with any internal investigations related to violations of the human trafficking policy.

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.

Billing Office
300 W. 6th Street
Mokenca, IL 60954
1-888-472-3545

Midwest Corporate Office
2692 N. State Rt. 1-17
Mokenca, IL 60954
1-888-452-6853



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How should I report suspected policy violations?

Any suspected violation of the anti-human trafficking 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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