



Van Drunen Farms®

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Whistleblower Policy

Van Drunen Farms (VDF) is committed to lawful and ethical behavior in all its activities. We require all employees to act in accordance with applicable laws, regulations, and policies, and adhere to high business and personal ethical standards as they conduct their duties. We understand that in some instances, employees and/or other VDF stakeholders might not feel comfortable openly reporting concerns if they observe inappropriate behavior. To account for these situations, we have created an alternative reporting method as described below.

Who is a Whistleblower?

A Whistleblower can be a current or former employee, partner, supplier of goods and services to VDF, contractor, consultant, or a volunteer. A whistleblower can also be a relative, dependent, or spouse of any of these people.

Who is not a Whistleblower?

The VDF Whistleblower Policy does not apply to customers with complaints. Customers should submit complaints and concerns to their sales representative.

What should be reported under the Whistleblower Policy?

Behavior or activity that you have reason to suspect is:

- Misconduct
- Illegal
- Dangerous to the health and well-being of VDF employees and/or the public
- Fraudulent, including money laundering or misappropriation of funds
- Related to acceptance of a bribe
- Retaliation against a person who has reported or is suspected of reporting concerns

What should not be reported under the Whistleblower Policy?

Personal grievances should not be reported under the Whistleblower Policy, but instead be reported to your Human Resources representative. Personal grievances include:

- Interpersonal conflict with another employee
- Decisions related to your employment, such as a transfer, promotion, or disciplinary action

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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What reporting method options are available?

If you are not comfortable or able to report concerns to your supervisor or a member of VDF management, reports can be submitted via:

- Online message: Please email safereport@vandrunen.com. This email address is monitored solely by the Van Drunen Farms legal team who will coordinate any company action related to the report.

What should I include in the report?

Please provide as many details as possible when reporting your concern. Some helpful details could include, but are not limited to:

- Date, time, and location
- Names of person(s) involved, their job role, and department if known
- The nature of your concern
- How you became aware of the issue
- Potential witnesses to the issue
- Any other relevant information

Non-Retaliation Policy

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

What happens after my report is investigated?

We will notify you once the investigation is complete. Please be aware that we might be legally restricted from sharing details about the investigation or the outcome.

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