



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.

### 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.

### 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.

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### **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](mailto:safereport@vandrunen.com). This email address is monitored solely by the Van Drunen Farms legal team.

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