

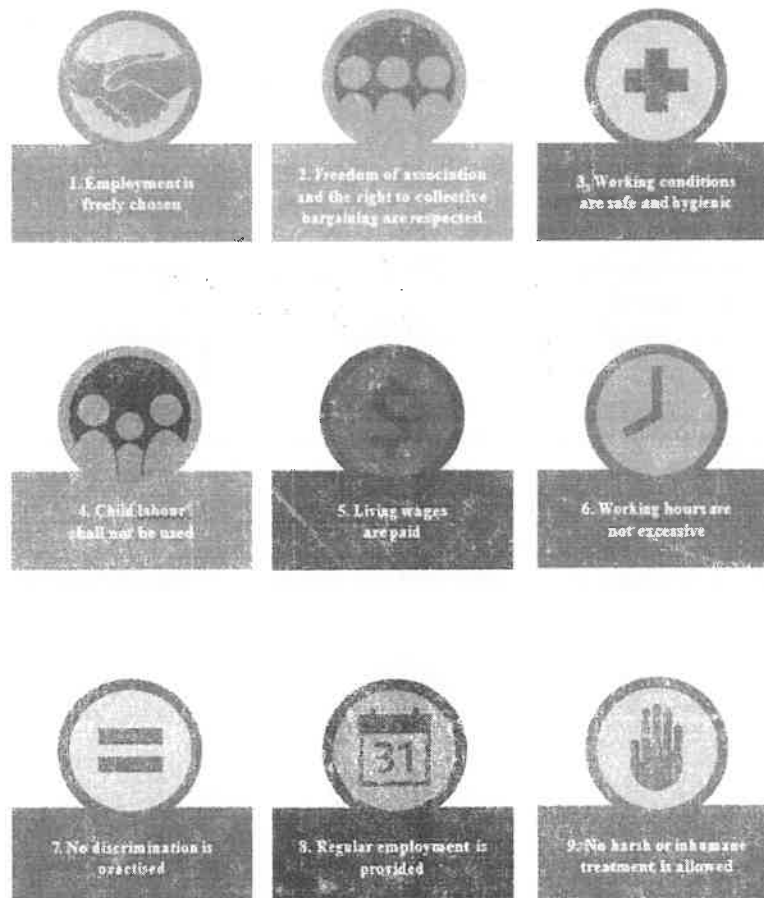
# R Real Sweet Melons, LLC Supplier & Worker Code of Conduct

## I. PURPOSE

R Real Sweet Melons, LLC is committed to protecting the working rights and safety of the people who produce, process or harvest the Produce it sells, while recognizing and respecting the cultural and legal differences found throughout the world. To these ends, R Real Sweet Melons, LLC expects its Suppliers and Facilities to comply, at a minimum, with all applicable labor, employment, health and safety, and environmental laws and regulations of the country where the Produce is produced. In the absence of Applicable Laws and Regulations, Suppliers and Facilities are expected to meet the requirements set forth in this Supplier Code of Conduct. Additionally, R Real Sweet Melons, LLC encourages its Suppliers to work to achieve Above and Beyond Goals.

Through this approach, R Real Sweet Melons, LLC believes that practical and realistic protections and improvements for Employees will occur. R Real Sweet Melons, LLC's Supplier Code of Conduct applies to all Suppliers who provide Produce to R Real Sweet Melons, LLC. R Real Sweet Melons, LLC will seek to utilize Suppliers that share its commitment. R Real Sweet Melons, LLC will conduct, or have conducted on its behalf, audits of production facilities and business practices in order to monitor Suppliers' commitment to the Code. R Real Sweet Melons, LLC also reserves the right to terminate the relationship with any Supplier and/or Facility that does not comply with this Code.

The contents of this Code of Conduct are based around the Ethical Trading Initiative (ETI) Base Code in an effort to influence businesses to act responsibly and promote decent work. The ETI Base Code covers the following principles:



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This Supplier Code of Conduct may be amended by R Real Sweet Melons, LLC from time to time; its enforcement and/or interpretation rests solely with R Real Sweet Melons, LLC and does not confer or create any rights in favor of any party other than R Real Sweet Melons, LLC

**II. SUPPLIERS, FACILITIES, SUBCONTRACTORS AND HOME WORKERS**

- Supplier is responsible for ensuring compliance with R Real Sweet Melons, LLC's Supplier Code of Conduct throughout the Produce supply chain.
- All Facilities engaged in the production of Produce sold to R Real Sweet Melons, LLC are required to be disclosed to and approved by R Real Sweet Melons, LLC. The failure to do so is considered Unauthorized Subcontracting.
- Facility shall only employ or contract home work practices consistent with Applicable Laws and Regulations.
- Facility shall maintain a list of all entities, including Subcontractors and Home Workers, who produce or provide materials or services that are incorporated into the manufacturing, processing, harvesting or production of Produce sold to R Real Sweet Melons, LLC

**III. DOCUMENTATION**

- The documentation necessary to verify compliance with R Real Sweet Melons, LLC's Supplier Code of Conduct and with all Applicable Laws and Regulations are maintained, and are made available upon request of R Real Sweet Melons, LLC. This requirement also applies to any third-party employment agencies used by the Facility. Documentation includes, but is not limited to licenses, permits, certifications, policies and procedures, and Employee and Facility records.

**IV. CHILD LABOR AND YOUNG WORKERS (ETI 4)**

- There will be no new recruitment of child labor (ETI 4.1).
- All Employees are of at least legal age established by local law. If the local law does not set a minimum age, then employees must be at least fourteen (14) years old. Official and verifiable documentation of each Employee's date of birth, or a legally recognizable means of confirming each Employee's age, are maintained.
- The use of legitimate workplace apprenticeship programs, which comply with Applicable Laws and Regulations, are permitted (ETI 4.2).
- Employees under the age of eighteen (18) shall not perform hazardous work that may jeopardize their health, safety or morals. Hazardous work includes, but is not limited to: work at dangerous heights or in confined spaces; work with hazardous substances, dangerous machinery, equipment and/or tools; work that involves the manual handling or transport of heavy loads; and night work (ETI 4.3).
- Employees under the age of eighteen (18) shall not be employed at night (ETI 4.3)
- These policies and procedures shall conform to the provisions of the relevant ILO standards (ETI 4.4).

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**V. FORCED, BONDED, INDENTURED, SLAVE AND PRISON LABOR, AND HUMAN TRAFFICKING**

- There is no forced, bonded or involuntary prison labor (ETI 1.1).
- All Employees shall work on a voluntary basis and not be subject to any exploitation, such as forced, bonded and indentured labor, or sexual exploitation. Employees shall not be subject to any forms of coercion, fraud, deception, or giving up control of their person to another for the purpose of such exploitation.
- Employees shall not be mandated to work overtime hours or complete production quotas that result in a violation of legal working hour requirements. Employees shall maintain possession or have control of personal identity and travel documents. Employees' freedom of movement shall not be restricted, nor shall Employees be prevented from terminating employment. Wages shall not be withheld except as mandated by law.
- Supplier and Facility shall only use legally recognized employment agencies with a current license and shall ensure that recruitment of Employees, whether directly or indirectly, is in compliance with Applicable Laws and Regulations. Employees shall not pay any fees or other payments to the employer or agent for the purpose of being hired or as a condition of employment. No such fees are deducted and withheld from wages or otherwise passed on to the Employees.
- The use of prison or convict labor must be consistent with laws where the produce is manufactured, and with the laws where it is imported.
- Workers are not required to lodge "deposits" or their identity papers with their employer (ETI 1.2).
- Workers are free to leave their employer after reasonable notice within the confines of their contracts (e.g., H2A workers must follow rules and regulations of their visa programs) (ETI 1.2).

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**VI. ABUSE, HARASSMENT AND DISCIPLINARY ACTION (ETI 9)**

- All Employees are treated with dignity and respect. Physical, sexual, verbal or mental abuse, coercion or threats, corporal punishment, or any form of harassment during hiring or written disciplinary policies and procedures and records of disciplinary actions for all Employees are maintained. Illegal or excessive disciplinary actions or monetary fines are prohibited.
- Abusive security practices, including opposite sex frisking and removal of clothing, is prohibited
- Illegal and improper harassment or discrimination may include, but is not limited to:
  - Making unwelcome comments about a person's clothing, body or personal life.
  - Offensive or abusive physical contact
  - Use of offensive nicknames or terms of endearment
  - Offensive jokes or unwelcome innuendos
  - Any suggestion that sexual activities, race, sex, religion, national origin, age, disability or other protected classification could impact an employee's ability to keep their job, receive a promotion, or otherwise influence working condition.
  - Displaying offensive objects or pictures
  - Other conduct that creates an environment that may be considered by others to be offensive or hostile.
- Sexual harassment is defined as any type of sexually oriented conduct, whether intentional or not, that is unwelcome and has the purpose or effect of creating a work environment that is hostile, offensive or coercive. Below is a non-exhaustive list of examples of conduct that, in addition to those listed above, may constitute sexual harassment.
  - Unwelcome sexual jokes, language, epithets, advances or propositions.
  - Written or oral abuse of a sexual nature, sexually degrading or vulgar words to describe an individual.
  - The display of sexually suggestive objects, pictures, posters or cartoons.
  - Unwelcome comments about an individual's body.
  - Asking question about sexual conduct.
  - Unwelcome touching, leering, whistling, brushing against the body, or suggestive, insulting or obscene comments or gestures.
  - Demanding sexual favors in exchange for favorable reviews, assignments, promotions, or continued employment or promises of the same.
- All members of management are responsible for creating and preserving an atmosphere free of discrimination and harassment, sexual or otherwise. Likewise, employees are responsible for respecting the rights of their coworkers and the management team.

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**VII. LABOR AND EMPLOYMENT MANAGEMENT (ETI 5)**

Supplier and Facility shall comply with all Applicable Laws and Regulations including, but are not limited to, those that address: wages; working hours; discriminatory hiring and employment practices; Employees' right to associate freely; and use of foreign contract or migrant workers. Where not covered by Applicable Laws and Regulations, compliance with the following is required:

**A. Terms of Employment (ETI 8)**

- To every extent possible work performed must be on the basis of recognized employment relationship established through national law and practice (ETI 8.1).
- Obligations to employees under labor or social security laws and regulations arising from the regular employment relationship are not be avoided through the use of labor-only contracting, sub-contracting or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employ (ETI 8.2).
- Direct employment by R Real Sweet Melons, LLC is at-will which means that there is no contractual right to guaranteed fixed terms and conditions of employment. Employment is not for any specific time and may be terminated at will by R Real Sweet Melons, LLC or the employee. H2A workers are exempt from this statement.
- Pregnancy or HIV tests, or birth control, are not be required as a condition of employment.
- Employees' legal status are verified. Only Employees with valid work authorization issued by an appropriate legal authority are hired.
- Employee terminations are in full compliance with the law and copies of termination records are maintained.
- Employees' age documentation are verified, and where allowed by law, copies of such documents are maintained for each Employee.

**B. Wages and Benefits**

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income (ETI 5.1).
- Employees are paid at least the legal minimum and overtime wages for hours worked except as provided under legal agricultural exemptions.
- Wages are paid at least monthly. Wages are paid directly to the Employee, or if the Employee has agreed otherwise, paid directly into an Employee controlled account. An itemized wage statement for all Employees are provided, which, at a minimum, shall include pay period, wages earned for pay period, rate of pay, regular and overtime hours worked, deductions, and benefits.
- All workers are provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid (ETI 5.2).
- Deductions from wages as a disciplinary measure are not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures are recorded. (ETI 5.3)
- Unless required by law, there should be no other deductions from wages except for written loans that are pre-approved by management and the worker.
- Employees are provided all legally mandated benefits including Social Security.
- Accurate payroll and production records are maintained. Alert management of any discrepancies so they can be addressed.

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**C. Regular Working Hours and Overtime Hours (ETI 6)**

- Working hours comply with national laws (ETI 6.1).
- Employees' working hours should not exceed 60 hours per 7-day week (ETI 6.2 and 6.5). Exceptions to this requirement must be in compliance with the law and only due to exceptional circumstances, such as work that is continuous in nature or in the event of an emergency.
- This is an agricultural facility which does not qualify for overtime pay under the Fair Labor Standards Act (FLSA) (ETI 6.3 and 6.5).
- Due to the seasonal nature of produce greater than 40 hours per week is expected.
- At least one day off in a seven-day workweek are provided (ETI 6.6). Exceptions to this requirement must be in compliance with the law and only due to exceptional circumstances, such as work that is continuous in nature or in the event of an emergency.
- Off clock work or work taken home is not be allowed.

**D. Discrimination (ETI 7)**

- Discrimination in hiring and employment practices based on race, color, religion, gender, age, national, social or ethnic origin, maternity, sexual orientation, political opinion, disability, or any other status or personal characteristic shall not be allowed.
- Employee medical tests that can be used to discriminate in hiring or employment practices shall not be required.

**E. Freedom of Association and Collective Bargaining (ETI 2)**

- Employees who wish to join or not join trade unions and to bargain collectively shall not be interfered with, penalized or retaliated against. Employees shall not be discriminated against based on such associations (ETI 2.1).
- R Real Sweet Melons, LLC has an open attitude towards the activities of trade unions and their organizational activities although there is not currently a trade union affiliated with workers (ETI 2.2).
- Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace (ETI 2.3).
- In the event that the right to freedom of association and collective bargaining becomes restricted under law, R Real Sweet Melons, LLC would facilitate, and not hinder, the development of parallel means for independent and free association and bargaining (ETI 2.4).

**F. Foreign or Migrant Employees (ETI 8)**

- Foreign or migrant Employees shall: a) be employed in full compliance with the laws of the host country, including employment, labor and immigration laws; and b) not be subjected to threats of termination or deportation.

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#### **G. Grievance Mechanism**

- Should any employee experience any job-related harassment or believe he or she has been treated in an unlawful, discriminatory manner, or there has been any other violation of the above policy, the employee should promptly report the incident, preferably in writing, to his or her supervisor. If any employee would prefer not to discuss the matter with their supervisor, the employee should report the incident directly to someone in management. If a complaint is made, R Real Sweet Melons, LLC will investigate within a reasonable time and take appropriate actions. The complaint and resulting investigation will be kept confidential to the maximum extent possible, but certain individuals will have to be made aware of the situation for the company to thoroughly investigate and take appropriate action. Employees should also use this procedure with respect to a perceived work-related harassment or discrimination by non-employees, including clients, customers, independent contractors or vendors.
- R Real Sweet Melons, LLC prohibits any form of retaliation against any employee for filing a bona fide complaint under this policy or for assisting in a complaint investigation.
- Any employee found to have violated this policy will be subject to disciplinary action, up to and including termination.

#### **H. Reasons for discharge may include, but are not limited to:**

- Falsifying or withholding information on employment application that did or would have affected R Real Sweet Melons, LLC's decision to hire you (this conduct will result in your immediate termination);
- Falsifying or withholding information in other personnel records including personnel questionnaires, performance evaluations or any other records;
- Performance at work below a level acceptable to R Real Sweet Melons, LLC or the failure to perform assigned duties;
- Failure to complete required time records or falsification of such time records;
- Insubordination;
- Refusing to work reasonable overtime;
- Negligence in the performance of duties likely to cause or actually causing personal injury or property damage;
- Fighting, arguing or attempting to injure another;
- Destroying or willfully damaging the personal property of another, including R Real Sweet Melons, LLC's property;
- Breach of confidentiality
- Using or appearing to use for personal gain any information obtained on the job, which is not readily available to the general public or disclosing such information that damages the interests of R Real Sweet Melons, LLC or its customers or vendors;
- Placing oneself in a position in which personal interests and those of R Real Sweet Melons, LLC are or appear to be in conflict or might interfere with the ability of the employee to perform the job as well as possible;
- Using R Real Sweet Melons, LLC property or services for personal gain or taking, removing or disposing of R Real Sweet Melons, LLC material, supplies or equipment without proper authority;
- Gambling in any form on R Real Sweet Melons, LLC property;
- Dishonesty;
- Theft;
- The possession, use, sale or being under the influence of drugs or other controlled substances or alcoholic beverages during working hours or on the R Real Sweet Melons, LLC premises at any time in violation of R Real Sweet Melons, LLC's policies.

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- Carrying or possessing firearms or weapons on R Real Sweet Melons, LLC property;
- Excessive tardiness or absenteeism whether excused or unexcused;
- Unauthorized absence from work without proper notice; and
- Engaging in discriminatory or abusive behavior, including sexual harassment. At the sole discretion of management, the employee may be asked to leave immediately or be given a period of notice.

**VIII. HEALTH, SAFETY AND EMPLOYEE HOUSING (ETI 3)**

A safe and hygienic working environment is provided for all workers, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps are taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment (ETI 3.1).

The Food Safety Committee is responsible for ensuring the health and safety of the workers (ETI 3.5).

Supplier and Facility shall comply with all Applicable Laws and Regulations including, but not limited to, those that address the health and safety of the Employees. Where not covered by Applicable Laws and Regulations, compliance with the following is required:

**A. Health and Safety Education (ETI 3.2)**

- Employees are provided with written information on health and safety, and good sanitation maintenance. Health and safety notices are posted and updated regularly. All health and safety information are in language(s) understood by all Employees.
- Employees who work with or are exposed to chemicals and hazardous materials are trained on safe handling, storage and disposal of these materials.
- Employees who work with dangerous equipment are trained on safe operation and handling. Safety signs and manuals for all dangerous equipment are provided.
- Employees are trained on evacuation procedures in case of emergency.

**B. Fire Safety and Emergency Evacuation**

- Emergency exits are clearly marked, free of any obstructions, unlocked and provided with signs understood by all Employees.
- Emergency exit routes are clearly marked with direction of travel, free of any obstructions and well-lit at all times. Emergency exit routes shall lead to a safe assembly area. The assembly area should not be located near storage of chemicals and/or hazardous materials and equipment.
- Fire extinguishers are located near storage of chemicals and hazardous materials and along emergency exit routes. Fire extinguishers are appropriate to the type of production, clearly marked, free of any obstructions and be inspected monthly.
- Emergency alarms are clearly marked, free of any obstructions and easy to detect in areas with high noise levels.
- Evacuation plot plans are provided in Employee areas and along emergency exit routes.
- Fire and other emergency evacuation drills are conducted every twelve (12) months for all Employees on every shift. Emergency evacuation are monitored by trained Employees.



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**C. Electrical Safety**

- Electrical panels, wiring and outlets are inspected at least monthly, and shall not be damaged, exposed, or pose a trip hazard.

**D. First Aid and Emergency Care (ETI 3:2)**

<b>Food Safety Committee Members</b>	<b>Contact Information</b>	
Santiago Reyes	863-674-0601	
Rosa Martinez	239-265-1229	
<b>Organization</b>	<b>Contact Information</b>	
Local Emergency	9-1-1	
LaBelle Police Department	863-674-0406	
Hendry County Sheriff's Department	863-674-0406	
LaBelle Fire Department	863-675-1537	
Hendry County Health Department	863-674-4041	
Poison Control	1-800-222-1222	
FBI Headquarters 24 Hour Hotline	(202) 324-3000	
FDA Non-Emergency Phone #	855-202-9780	
FDA 24 Hour Emergency Phone #	1-866-300-4374 or 301-796-8240	
Emergency/Disease Reporting	800-392-0272	-1-1

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- Procedures are adopted and steps are taken to prevent accidents, injuries and the spread of diseases.
- At least one trained first aid personnel is available on every shift. In the event of serious injuries, Employees shall receive medical treatment at the nearest medical facility. These services are provided at no cost to the Employees, unless such Employees' health insurance coverage, if any, provides otherwise
- If the injured person is:
  - **Not conscious or ambulatory**, dial 911 for an ambulance.
  - **Conscious and ambulatory**, arrange for transportation by car or ambulance to the hospital or doctor's office as desired by injured person.
- Fully stocked and clearly marked locations of first aid medical supplies are accessible to Employees. First Aid kits contain at least the following materials:
  - Gauze pads individually wrapped (3" x 3" or larger)
  - Large gauze pads that can be folded to an approximate size of 8" x 10" or equivalent
  - Adhesive bandages
  - Gauze roller bandage at least 2" wide, or equivalent
  - Wound-cleaning agent, such as sealed, moistened towelettes, or soap and water (not needed where running water is available)
  - Gloves
- Eye-wash is provided under relevant working conditions.
- All Employees shall receive legally required medical tests related to their specific occupation.
- Records of Employee accidents and injuries are maintained, including records of investigations, and corrective and preventive actions.
- **In Case of Fire** call 911 and give the exact location of the fire. Evacuate occupants from the building. Follow building evacuation procedures below. Send someone outside the building to direct fire fighters to the scene. For small fires, use the closest appropriate fire extinguisher. Do not use water on electrical fires.
- **Building Evacuation**
  - When alerted of a fire, walk to the nearest exit. Be aware of alternate exits from the building. Before leaving the work station, take personal valuables and lock up any valuable materials or documents. Do not, however, endanger life through delay. Assist non-ambulatory persons in leaving the building.
  - In an actual fire, feel each door before opening it. If it feels hot, use an alternate exit. If caught in smoke, keep low where the air is better. Take short breaths through the nose
  - When outside the building, do not block doorways or driveways. Stay a minimum of 100 feet from the building. Do not return to the building until advised to do so by personnel in charge.

**E. Ventilation and Lighting (ETI 3.1)**

- Properly ventilated work areas are provided, especially in all areas where painting, lacquering, spraying, or sanding is done or where chemicals or hazardous materials are used. In hot environments, sufficient fans are provided, and in cold environments, sufficient heating are provided without risk to Employee safety.
- Adequate lighting in the work space for all Employees are provided.

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**F. Uniforms and Personal Protective Equipment (ETI 3.1)**

- Uniforms are not required
- Personal protective equipment, if required, are provided at no cost to Employee to provide protection for the body from chemical exposure, temperature extremes, and injury from sharp objects.
  - i. Foot Protection - Appropriate footwear that is effective in preventing or limiting injury shall be worn where employees are exposed to conditions which may cause foot injuries. As a general rule, low-heeled, closed-toe shoes should be worn where there is a likelihood of exposure to spilled chemicals.
  - ii. Eye Protection - Wear proper eye protection where eye protection hazards are apparent. Become acquainted with proper first aid treatment for eye injuries and seek medical attention if there is an eye injury. Particles of rocks, soil, crop material or other foreign objects thrown from farm equipment that chop or grinds can cause unexpected eye injury to the operator or bystander. Keep machinery properly shielded. Keep away from the discharge path. Eye injuries are more likely to occur when servicing farm equipment than when operating it. Simple hand tools can cause severe eye injuries. Wear industrial strength eye protection when using hand tools.
  - iii. Hand Protection - Gloves provide protection for the hands and arms from chemicals, temperature extremes, and abrasion. Gloves should not be worn by anyone whose hands are exposed to moving parts in which they could be caught.
  - iv. Respirators - Respirators are intended for protection against harmful dusts, fogs, fumes, mists, gases, smokes, sprays, or vapors. Where chemical requirements indicate that respirators are required, they are used.

**G. Sanitation (ETI 3.3)**

- Adequate and clean toilet and hand-washing facilities are provided with running water and necessary supplies. Such facilities are well lighted, ventilated, private and separated by gender.

**H. Drinking Water (ETI 3.3)**

- Safe drinking water are provided that is easily accessible to all Employees at all times. There are no restrictions on drinking water.

**I. Forklift Operations (ETI 3.1)**

- Only authorized, trained personnel shall operate lift trucks.
- Before start of shift, a visual inspection must be made to ensure that horn, lights, brakes, tires, gas supply, hydraulic lines, etc. are in safe working condition. Employees shall not operate an unsafe forklift at any time.
- Fill fuel tanks out of doors while engine is off.
- Do not exceed the safe load capacity of a forklift at any time. Do not counterweight a forklift to increase lifting capacity.
- Operators shall drive with both hands on the steering wheel. Horseplay is prohibited. Do not drive with wet or greasy hands.
- No person shall ride as a passenger on a forklift or on the load being carried.
- A forklift will not be used to elevate a platform or pallet with persons on it, except work platforms especially designed for this purpose. Work platforms must have standard guard rails and must be securely fastened to the forks.
- No person shall stand or walk under elevated forks.
- Operators should avoid making jerky starts, quick turns, or sudden stops. The operator will not use reverse as a brake.

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- Forklifts should be driven on the right side of the road or aisle-way.
- Forklifts shall be operated at a safe speed with due regard for traffic and conditions. Maximum speed limits: inside buildings, 5 mph; outside buildings in work areas, 7 mph; on roads, 10 mph.
- Slow down on wet and slippery surfaces and at cross aisles or locations where vision is obstructed.
- Operators entering a building or nearing a blind corner shall make their approach at reduced speed. Sound horn and proceed carefully.
- Standard arm signals will be used at all times.
- Operators shall give pedestrians the right-of-way at all times.
- Operators shall not drive toward any person who is in front of a fixed object or wall. 18. Operators shall not overtake and pass another forklift traveling in the same direction, at intersections, blind spots, or hazardous locations.
- Operators should not put their fingers, arms, or legs between the uprights of the mast, or beyond the contour of the forklift.
- When the forklift is not carrying a load, the operator shall travel with the forks as low as possible (maximum of 3 inches on paved surfaces). When carrying a load, it should be carried as low as possible (consistent with safe operation, 2 to 6 inches above the surface.)
- Forks should always be placed under the load as far as possible. Do not lift a load with one fork.
- No load should be moved unless it is absolutely safe and secure.
- The operator's view should not be obstructed by the load. In the event of a high load, the forklift will be driven backward.
- Operators shall look in the direction of travel.
- The forks should not be operated while the forklift is traveling.
- On a downgrade, the load shall be last, and the forks raised only enough to clear the surface.
- On an upgrade, the load shall be first, and the forks raised only enough to clear the surface. Use extra care when handling long lengths of bar stock, pipe, or other materials.
- Avoid sharp or fast end-swing.
- When unloading trucks or trailers, the brakes on the vehicle will be set (locked) and the wheels chocked.
- Forklifts must be safely parked when not in use. The controls shall be neutralized, power shut off, brakes set, key removed, and the forks left in a down position flat on the surface, and not obstructing walkways or aisles.
- A forklift shall not be left on an incline unless it is safely parked and the wheels blocked.

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**J. Employee Housing**

- Employee housing is handled by contracted labor company; R Real Sweet Melons, LLC does not provide or maintain employee housing directly.
- Contracted labor company must provide housing where mandated as part of employment (e.g., H2A visa program) which complies with all Applicable Laws and Regulations.
  - i. All Employees shall have their own beds and bedding provided at no cost. Sleeping areas for unmarried Employees are separated by gender. All Employees shall have access to safe drinking water, hot water, and toilets that are separated by gender and private.
  - ii. While reasonable rules, regulations and curfews may be necessary for the safety and comfort of Employees, Employees are free to leave the Facility grounds during non- working hours. Where curfews apply and are allowed by law, Employees are notified of the curfew and instructed on safety risks in and around Employee housing. Foreign or migrant Employees shall not be subject to lock-in / lock-out policies.
- Alert management of R Real Sweet Melons, LLC if housing provided does not meet these standards.

**K. Food Preparation Areas**

- When meals are provided to Employees, all food preparation and canteen areas comply with all Applicable Laws and Regulations that address sanitation and health and safety.

**L. Meals**

- When meals are provided per the employment contract, a minimum of three meals that meet or exceed the basic nutritional requirements per day are provided at no cost to the Employee or, at a minimum, at a subsidized cost.

**M. Services**

- If personal items, such as hygiene supplies, postage, and stationery, are made available to Employees, these are provided at no more than the local market prices for the same or similar products.

**N. Children in the Work Place**

- Individuals under the age of 18 who are not working at the Facility shall not be in the production areas.

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**IX. ENVIRONMENTAL MANAGEMENT**

**A. Handling and Disposal of Hazardous Waste**

- All chemicals and hazardous materials, including wastewater and solid waste generated from operations, are handled and disposed of using environmentally responsible practices. In the event that hazardous or polluting materials are discharged improperly, appropriate authorities are notified and immediate action are taken to correct and remediate.
- Accidental spills can happen in transport, in storage, or in the mixing, loading, or application activities. Many labels describe what actions should be taken should a spill occur; if the label contains such directions, follow them.
  - Secure the accident scene.
  - Keep people and animals away.
  - Equip the clean-up personnel with protective equipment.
  - Keep the spill from spreading.
  - Control the spill by banking with soil, or by absorbing the liquid.
  - Never hose down a contaminated area.
  - Notify the local fire department immediately
- If the spill is liquid then activated charcoal, absorptive clay, vermiculite or sawdust should be used to soak up all the material. Sufficient absorbent material should be used to soak up the liquid. The material should then be swept up and/or shoveled into a leakproof drum. Saturated soil should also be placed into drums
- It may be necessary to neutralize the area. Again, check the label. Hydrated lime, lye, ammonia, sodium hypochlorite and detergents are frequently recommended.

**X. MANAGEMENT SYSTEMS**

Policies and procedures are implemented, and management shall identify a person or persons at the Facility or work site to be responsible for monitoring and implementing, practices to comply with all Applicable Laws and Regulations and the Supplier Code of Conduct.

**XI. SUPPLIER ETHICS**

The highest standards of integrity are expected from all suppliers. R Real Sweet Melons, LLC expects full transparency from supplier, i.e., accurate and honest disclosure of all Employees, Facility, Subcontractor, Home Worker, labor, employment, health and safety, and environmental documentation and information. Any and all forms of bribery, corruption, deception and falsification of records are strictly prohibited. Any such finding may result in the termination of the business relationship.

R Real Sweet Melons, LLC Employees and independent contractors acting on behalf of R Real Sweet Melons, LLC are prohibited from accepting gratuities from vendors, members/customers, Suppliers, Facilities, or service agencies with whom R Real Sweet Melons, LLC presently does business, has done business, or any entity that may be considered for future business. Gratuities include gifts, moneys, trips, meals, lodging or special favors. Failure to comply will result in the termination of the business relationship with the Supplier and/or Facility, or service agency.

Retaliation or penalty against any person who in good faith reports unlawful or inappropriate activity related to this Supplier Code of Conduct and/or the audit process may result in termination of the business relationship.

**R Real Sweet Melons, LLC  
Supplier & Worker Code of Conduct**

**XII. CONSEQUENCES OF CODE VIOLATIONS**

Findings of any of the following constitutes a critical violation of R Real Sweet Melons, LLC's Code of Conduct:

- Illegal child labor
- Forced, bonded, indentured, slave and illegal prison or convict labor, and human trafficking
- Physical or sexual abuse
- Bribery or attempted bribery
- Health and safety conditions posing immediate risk to life and limb
- Corruption, deception or falsification of records
- Failure to follow Applicable Laws and Regulations that address the payment of minimum wage, overtime wage, timely wage payments, and failure to provide rest days may also be considered Critical Violations.

All Critical Violations must cease immediately. Within 48 hours of notification of a Critical Violation, a detailed and proactive corrective action plan, addressing all Critical Violations are submitted to R Real Sweet Melons, LLC

The violating Supplier or Facility may be subject to immediate sanctions up to and including cancellation of the purchase order or contract, in whole or in part, and restrictions on future business.

