

# R Real Sweet Melons, LLC

## Human Rights Policy Statement

### Our Policy

In line with the UN Guiding Principles on Business and Human Rights, we base our human rights policy commitment on the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

We are committed to respecting all internationally recognized human rights throughout our operations, while placing specific efforts on those rights that are at risk of the most severe negative impact through our activities and business relationships – our salient human rights issues.

Where national law and int rights standards differ, we will follow the higher standard; when faced with requirements, we will adhere to while seeking ways to honor the internationally recognized human rights.

We follow the Ethical Trade Initiative (ETI) Base Code and expect our suppliers and customers to do the same.



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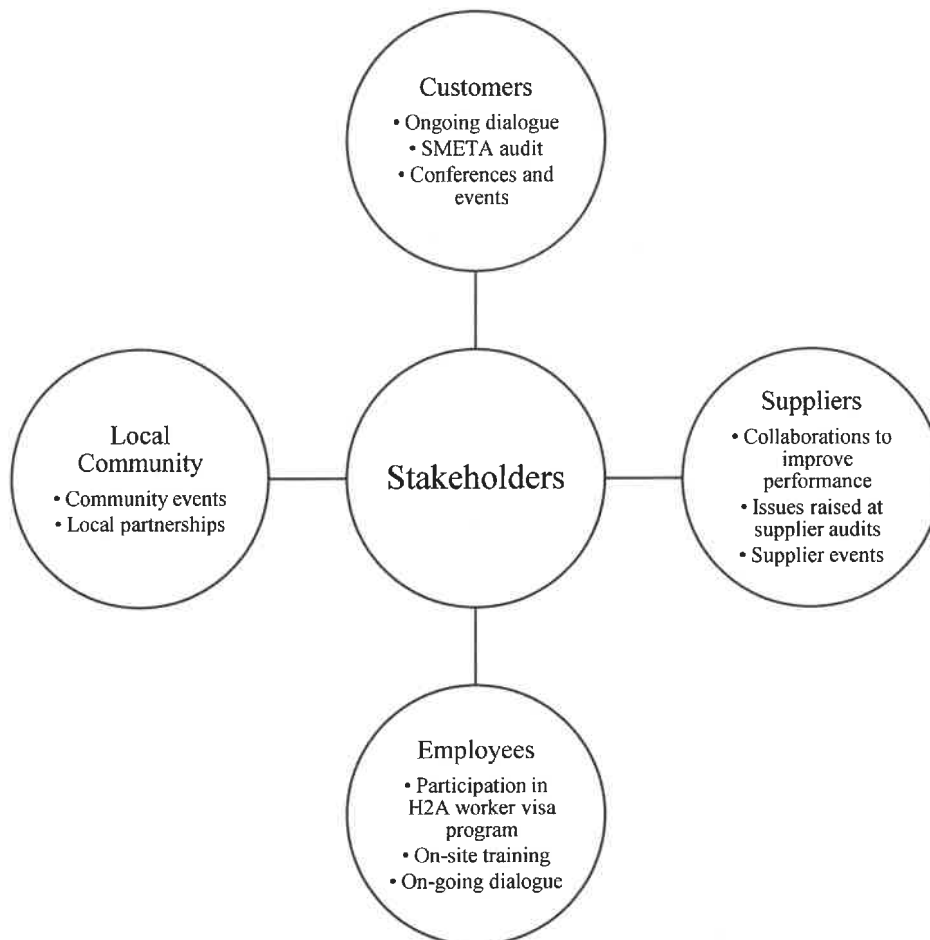
### Our Vision

We prohibit discrimination, forced, trafficked and child labor. We are also committed to safe and healthy working conditions, the dignity of the individual, employee engagement including effective information and consultation procedures.

We conduct our operations with honesty, integrity and openness, and with respect for the human rights and interests of our employees and that we shall similarly respect the legitimate interests of those with whom we have relationships. We expect all our partners and third parties to adhere to business principles consistent with our own, including respecting all internationally recognized human rights

### Our Stakeholders

We regularly ask our stakeholders to discuss the Company's critical issues and strategic priorities, identifying opportunities for improving management and relationships. Our main objective is to understand how our business affects our stakeholders and to determine the most material impacts to be managed.



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Of particular concern to our stakeholders currently are the following topics:

- Product safety and regulation. There are more regulations and more public pressure for greater transparency. Our primary focus is to continue to develop and produce safe and compliant products.
- Responsible sourcing is a growing concern as developing countries industrialize and global demand for material resources increases. Key stakeholders are demanding more supply chain transparency in the four core areas of responsible sourcing: health and safety, social, environment and business integrity.
- Traceability is increasingly a business requirement connected with regulatory requirements, food safety and issue management.

#### **Responsible Business**

We will not tolerate discrimination based on race, caste, religion, age, disability, gender, marital status, sexual orientation, gender identity, or union membership by any of our partners or suppliers.

It is our commitment to conduct business with integrity and openness whilst embedding human rights, fighting corruption and protecting and preserving the planet. We will only work with business partners who are committed to meet the requirements of our policies and mandatory requirements to do business with us. They must agree to ensure transparency, to remedy any shortcomings and to drive continuous improvement.

#### **Identifying & Addressing Human Rights Impacts**

We must take steps to identify and address any actual or potential adverse impacts which we may cause or contribute to through our own activities. We manage these risks by integrating the results of our due diligence into our policies and internal systems. We identify and assess impacts, act on findings including remediation where needed, track and work to measure our actions and communicate with our stakeholders.

Human rights due diligence is an ongoing process that requires particular attention at certain stages in our business activities, such as when we form new partnerships, as these changes may create new potential or actual impacts on human rights.

We recognize the importance of dialogue with employees, workers and other rights-holders who are or could potentially be affected by our conduct. We pay particular attention to individuals or groups who may be at greater risk of negative human rights impacts. We recognize that women and men may face different risks and that certain rights-holders (including migrant workers and those from under-represented communities) may be particularly at risk.

As a company we do not tolerate abuse, threats, intimidation, physical or legal attacks or reprisals against environmental and human rights defenders.

#### **Effective Remedy**

We place great importance on providing effective remedy wherever human rights impacts occur. We continue to build the awareness and knowledge of our employees and workers on human rights issues, including labor rights, encouraging them to speak up, without retribution, about any concerns they may have, by using our company grievance mechanisms. We also promote the provision of effective grievance mechanisms by our partners and suppliers.

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#### **Protecting Minority Group Rights**

Certain groups such as the disabled and ethnic minorities may be at greater risk of negative human rights impacts due to their vulnerability or marginalization. We are committed to protecting all employees and everyone we have relationships and have contact with through our business and in the communities in which we operate from discrimination and harassment based upon these characteristics and others protected by the law. This commitment is underpinned by our company policies which are also designed to ensure that minority groups have the same access to employment opportunities as other members of staff.

#### **Providing a Safe Work Environment**

To further its commitment to respecting human rights and promoting the dignity of the individual, we provide a safe working environment. We seek to provide a diverse, inclusive workplace for our employees which allows them to perform their work to the best of their abilities and free from discrimination and harassment.

Our Code of Conduct makes it clear that we expect our own people, and everyone employed by our suppliers, whether permanent or temporary, to be treated with respect and dignity at work and we believe employment should always be chosen. There must be no forced, bonded or involuntary labor. Employees must not be required to lodge monies or identity papers to be able to work and must be free to leave employment after the giving of reasonable notice.

#### **Going Forward**

We continually evaluate and review how best to strengthen our approach to addressing human rights, including labor rights. We believe that working through external initiatives and partnerships is often the best way to address shared challenges.

Jimmy Reyes