

Slavery & Human Trafficking Statement

March 12, 2025

R Real Sweet Melons, LLC is a grower / packer of produce based out of Immokalee, Florida with contract growers in multiple states.

R Real Sweet Melons, LLC offers the following statement regarding its efforts to prevent slavery and trafficking in its supply chain.

R Real Sweet Melons, LLC is committed to social and environmental responsibilities and has zero tolerance for slavery and human trafficking.

- Keeping up to date with current trends on the subject
 - R Real Sweet Melons, LLC will monitor current legislation in relation to modern slavery and ensure that we keep our colleagues and service providers abreast of any changes combined with delivering appropriate retraining.
 - We will also ensure, where appropriate management will attend training workshops to ensure that we are kept up to date with new developments and best practices.
- Supply chain management
 - We are members of the Ethical Trading Initiative and we are regularly audited by 3rd parties who publish our audit results on the Supplier Ethical Data Exchange (SEDEX). This is a web-based database where suppliers post labor standards information and self-assessments in addition to all site audit reports.
 - Suppliers are required to complete and sign acknowledgement of our Code of Conduct and Ethical Trading Initiative Base Code. They are required to adopt the ETI Base Code.
- Educating our managers/ supervisors
 - R Real Sweet Melons, LLC has management participate in e-learning seminars hosted through Supplier Ethical Data Exchange (SEDEX).
 - Workers responsible for supply chain management, procurement and internal auditing to identify and respond to social responsibility issues in the supply chain.

Santiago Reyes

President, CEO

R Real Sweet Melons, LLC

Business Ethics Risk Assessment

1. Introduction:

Established in 2016, R Real Sweet Melons, LLC was created with a mission to deliver the freshest, most delicious watermelons to the market. With a strong foundation in agriculture and a commitment to sustainability, our company strives to set a high standard in the watermelon industry.

Led by two women passionate about partnering with local farmers, we are dedicated to empowering others in the field and making a meaningful impact on our community. Today, R Real Sweet Melons, LLC continues to thrive, prioritizing quality, innovation, and sustainable practices to shape a brighter future in produce distribution.

As a company we adhere to the highest ethical/professional standards. We respect every individual and treat people with dignity, respect, and compassion. We strive to promote an environment of inclusiveness/ commitment and advocate policies and procedures that foster equitable treatment throughout our company and supply chain.

2. Risk Identification:

Operational Areas:

- Procurement and Vendor Management
- Sales and Marketing
- Human Resources
- Finance and Accounting
- Research and Development
- Legal and Compliance
- Information Technology

Potential Ethical Risks:

- Conflicts of interest
- Bribery and corruption
- Insider trading
- Unethical marketing practices
- Discrimination and harassment
- Data privacy violations
- Environmental non-compliance
- Unethical treatment of employees
- Whistleblowing retaliation

3. Risk Analysis:

- **Likelihood Rating:** (Low, Medium, High)
- **Impact Rating:** (Low, Medium, High)
- **Risk Severity:** (Calculated based on Likelihood x Impact)

Impact	High	Medium	High	High
	Medium	Low	Medium	High
	Low	Low	Low	Medium
		Low	Medium	High
		Likelihood		

R Real Sweet Melons, LLC Business Ethics Risk Assessment

	Conflicts of interest	Bribery and corruption	Insider trading	Unethical marketing practices	Discrimination and harassment	Data privacy violations	Environmental non-compliance	Unethical treatment of employees	Whistleblowing retaliation
Procurement and Vendor Management	Low	Low	Low	Low	Low	Low	Low	Low	Low
Sales and Marketing	Low	Low	Low	Low	Low	Low	Low	Low	Low
Human Resources	Low	Low	Low	Low	Low	Low	Low	Low	Low
Finance and Accounting	Low	Low	Low	Low	Low	Low	Low	Low	Low
Research and Development	Low	Low	Low	Low	Low	Low	Low	Low	Low
Legal and Compliance	Low	Low	Low	Low	Low	Low	Low	Low	Low
Information Technology	Low	Low	Low	Low	Low	Low	Low	Low	Low

4. Mitigation Strategies:

- **Existing Controls:**
 - Policies and procedures
 - Training programs
 - Monitoring and auditing processes
 - Reporting mechanisms
- **Proposed Mitigation Actions:**
 - Enhance training programs
 - Implement stricter policies
 - Improve monitoring and reporting
 - Assign clear accountability
 - Conduct regular ethics audits
 - Establish formal communication channels for concerns

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Business Ethics Risk Assessment

Ethical Issue Identified	Location	Control Selected	Date Implemented	Interim Controls / Date Implemented	Person Responsible for Permanent Control Measure	Tasks	Schedule	Measure of Progress