



Feedall Code of Conduct Policy

This Supplier Code of Conduct articulates the Feedall, LLC [“Feedall”] expectations for the conduct of suppliers, agents, subcontractors, and other business partners providing materials, goods, and services to Feedall. This Code is based on our commitment to responsible business conduct and aligns with the principles of the United Nations Global Compact. Suppliers are expected to understand and act consistently with Feedall’s approach to respect for human rights, responsible sourcing, and supply chain due diligence.

Human Trafficking, Including Forced Labor

Feedall strictly prohibits forced labor in our operations and in those of all subcontractors, suppliers, and agents in our global supply chain.

- Workers shall not be subject to any form of forced, compulsory, bonded, or indentured labor.
- All work shall be voluntary, and workers will have the freedom to terminate their employment at any time without penalty, upon giving reasonable notice.

Child Labor

Child labor is strictly prohibited. Child labor refers to work by any person under the age of 15, or under the legal age for completion of compulsory education, or under the legal minimum age for employment according to national law, whichever is higher.

Health, Safety, and Wellbeing

Employers shall ensure that their workers are provided with safe and hygienic working and living environments in accordance with prevailing industry standards and legal requirements. This means:

- Accidents and incidents are prevented by the identification, evaluation, and control of health and safety hazards.
- Suitable personal protective equipment is provided and used when hazards cannot be adequately controlled by other means.
- Workers are trained on general health and safety issues and procedures, and on the specific hazards associated with their jobs and those present in the place of work.
- Appropriate first aid is provided to injured workers to allow them to effectively recover from their injuries and return to their original job assignments.
- Worker accommodation, food storage, preparation, and dining areas shall be clean, safe, and hygienic.

Retention of Personal Documents

- Confiscating, destroying, withholding, or otherwise denying workers’ access to their identity or immigration documents, including work permits and travel documentation (e.g., passports), is prohibited.
- Employers and labor agents may only retain possession of workers’ documents for the purposes of applying for or renewing work visas and other legal documents, but only for the time it takes to process such documents.
- Workers shall have their personal documents at all times or be provided with individual secure and lockable storage facilities for their identification documents and other valuables that they may access at any time of their choosing and are protected against unauthorized access.

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Bonds, Deposits, and Forced Savings

- Workers shall not be required to lodge monetary deposits or security payments, pay levies, post bonds, or have a portion of their pay withheld at any time as a condition of obtaining or retaining employment.
- Workers shall not be required to participate in savings programs. If a worker voluntarily participates in a savings program, the worker will retain complete control of his or her account at all times.
- Workers shall not be held in debt bondage or forced to work to pay off a debt.

Humane Treatment

- The workplace shall be free of any form of harassment or inhumane treatment.
- Disciplinary policies and procedures shall be clearly defined and communicated to all workers, and shall not include any inhumane disciplinary measures, including corporal punishment, mental or physical coercion, or verbal abuse of workers.
- The use or threat of physical or sexual violence, harassment, and/or intimidation against a worker, his or her family, or friends and associates is strictly prohibited.
- Migrant workers and their family members shall not be threatened with denunciation to authorities as coercion to take or maintain employment.
- Disciplinary procedures shall not include sanctions that result in wage deductions, reductions in benefits, ineligibility for bonuses and overtime, or compulsory labor.

Workplace Equality

- All workers, irrespective of their nationality, ethnicity, race, gender, gender identity, or legal status, shall be treated fairly and equally.
- Terms and conditions for migrant workers shall be no less favorable than those provided to country nationals, including but not limited to wages, benefits, and accommodations.

Wages and Benefits

- All workers shall be paid at least the minimum wage required by applicable laws for all hours worked. Where there is no legal minimum wage, workers shall be paid at least the prevailing industry wage for the location of the work.
- Wage payments shall be made in full at regular intervals and directly to workers (in cash or by direct deposit), in accordance with applicable law, if any. They shall not be delayed, deferred, or withheld. Wage deductions must not be used to keep workers tied to the employer or their jobs.
- Only deductions, advances, and loans authorized by law are permitted and, if made or provided, shall only be taken with the full consent and understanding of workers.
- Information shall be provided to workers at the time of their hire about hours worked, rates of pay, frequency of wage payments, and the calculation of legal deductions.
- If wages are determined based on production quotas or piece rates, the pay rate shall allow workers to earn at least minimum wage within the regular working hours without having to work overtime or unpaid extra hours.
- All workers shall retain complete control over their earnings and bank accounts.
- Deception in wage commitments, payment, advances, and loans is prohibited.

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Working Hours

- Workers shall not be required to work in excess of the number of hours permitted by national law.
- Mandatory meetings, trainings, or other required activities that occur before, during, or after regular working hours shall be compensated as time worked.

Freedom of Movement and Personal Freedom

- Workers' freedom of movement shall not be unreasonably restricted.
- Workers shall have unrestricted access to basic necessities such as potable drinking water and toilets during both work and non-work hours at the work site or in employer- or labor agent-provided or arranged housing.
- Workers shall not be physically confined to the workplace or employer- or recruiter-provided or arranged housing; nor will any other coercive means be used to restrict workers' freedom of movement or personal freedom.
- Mandatory residence in employer-provided or arranged facilities shall not be a condition of employment unless required by law.
- Migrant workers may change employers without requiring permission from their employer or, if applicable, their recruiter, subject to restrictions of local law.

Private Employment Agencies and Labor Recruiters

- Workers should be hired directly whenever possible.
- When recruitment and hiring are subcontracted to a third party, due diligence shall be performed for all private employment agencies and labor recruiters to ensure they:
 - demonstrate that they are certified or licensed by the competent authority in their country of operation;
 - comply with the local labor laws of the country in which recruiting takes place;
 - use only trained employees; and
 - do not use misleading or fraudulent practices during the recruitment of workers or offering of employment, such as failing to disclose basic information or making material misrepresentations regarding the key terms and conditions of employment.
- The employer shall monitor the performance of agents and recruiters on an ongoing basis to ensure that no deception, fraud, and/or coercion in the recruitment, placement, transport, or management of workers takes place.
- Those undertaking the recruitment of workers in one country for employment in another country shall respect all applicable international human rights and labor standards and adhere to national laws, regulations, and collective agreements of the origin, transit, and destination countries.
- Workers shall be made aware of their rights and responsibilities at the point of recruitment, including the provisions of this Code, and all applicable laws and regulations of their country of origin and the country where the work is performed.

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Worker Training and Awareness

- Workers shall be made aware of their rights and responsibilities both verbally and in writing at the time of hire, in their native language or a language they understand.
- The information provided to workers shall include the terms and conditions of their employment, the provisions of this Code, and all applicable laws and regulations of their country of origin, the country where the work is performed, and of any country and jurisdiction contracting the work.
- Workers shall be trained upon arrival in the destination country on the company's workplace rules and procedures.

Freedom of Association

- In accordance with national law, workers shall not face retaliation for exercising their right to freely associate or bargain collectively, and employers shall have a policy of neutrality towards these efforts.
- Employers shall not ask about union affiliation during the recruitment process.
- When national law prohibits or limits freedom of association and collective bargaining, workers shall have the freedom to form or join alternative worker representative organizations of their choosing