

Naarden, 10-01-2021

Ref: Corporate Social Responsibility

To whom it may concern,

Policy Statement:

Our policy contains the minimum requirements to protect the rights, safety and the wellbeing of all people, communities and resources both in our direct operational environment and within the total supply chain in which we are active. We treat them with respect and consideration and expect the same in return. We have a strong and genuine commitment to the environment and always take all existing environmental regulations into account.

Scope of Policy;

This policy is applicable to both the staff and director(s) of our company as well as to all outsourced / contract workers. Pro-Nut BV expects that these principles are upheld by all our suppliers, agents, subcontractors and business partners alike.

Under this policy Labor is an important point of attention, specifically considering:

Child Labor;

Foremost, work that deprives children from their childhood, future perspectives and their dignity. This is work that is physically dangerous to children, but also includes work that is morally, mentally and socially harmful for a child.

But also work that deprives or interferes with their schooling in any way, shape or form.

In The Netherlands, the minimum age for employment is 18 years as it is obligatory by law to attend school until that age.

Forced Labor;

Under forced labor we consider all sorts of work and services to which any person is involuntarily subjected under any form of direct or indirect threat, including penalties.

Pro-Nut B.V.

Energiestraat 27 E, 1411AR Naarden, The Netherlands

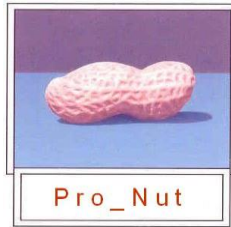
Tel.+31 (0)294 484943 - info@pronut.nl

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Slavery;

This includes the worst form of forced labor, including child labor. Work which by its nature or under the conditions and circumstances in which it is carried out, is likely to be harmful to the health, safety and morals to the person (adult and child alike) subjected to it.

More specifically all forms of slavery or practices similar to slavery. Such as people trafficking, forced or compulsory labor and the recruitment thereof.

Employee policy;

Pro-Nut BV acknowledges that it has a significant responsibility to all its employees, not only according to the law but also in accordance to moral principles.

This includes, but is not limited to, such objectives as:

- Offering market competitive remuneration packages.
- Creating a nice and healthy work environment that is compliant to all the latest security and hygienic requirements and acknowledging that the improvement of such conditions is a continuing process.
- Preventing any form of personal or professional developments.
- Respecting cultural differences and not allowing any form of discrimination.

And in general respecting and acting in accordance to the latest guidelines or legislation as outlined by such organisations or resolutions as:

- United Nations (U.N.) universal declaration of Human Rights
- United Nations (U.N.) principles on Business and Human Rights
- International Labour Organisation (I.L.O)
- De Arbeidsomstandigheden Wet (Dutch Law)
- De wet Arbeid en Zorg (Dutch Law)

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