



## **Code of Conduct / Social Accountability Guidelines**

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### **General Principles**

It is the intent of DiMare Fresh, Inc. to operate in full compliance with all applicable laws, rule and regulations including those relating to labor, worker health and safety, and the environment.

### **Ethical Principles**

DiMare Fresh is committed to conducting their business according to a set of ethical standards that include, but are not limited to, honesty, integrity, trustworthiness and respect for the unique intrinsic value of each human being.

### **Employment Standards**

DiMare Fresh has the following employment standards and shall only approve vendors who confirm to us that their workers, including employees supplied by labor contractors, are present to work voluntarily, are not at undue risk or physical harm, are fairly compensated, and are not exploited in any way. Vendors and contractors must adhere to the following guidelines:

#### **Non-discrimination**

DiMare Fresh makes employment decisions on the basis of a person's ability to do the job and not on any prohibited discriminatory basis.

#### **Working Hours/overtime**

Workers shall not be required to work more than 60 hours per week, including overtime, except in extraordinary circumstances. Workers shall be entitled to at least one day off in every seven-day period.

#### **Child Labor, Anti-Slavery, Anti-Human Trafficking, Forced or Compulsory Labor**

DiMare Fresh complies with all laws and regulation prohibiting child labor, slavery, human trafficking, or forced or compulsory labor.

#### **Freedom of Association**

DiMare Fresh recognizes and respects the right of employees to freedom of association.

#### **Non-harassment**

DiMare Fresh treats their employees with respect and dignity. It is prohibited to subject any worker to physical, sexual, psychological or verbal harassment or abuse and to use any form of corporal punishment.

#### **Fair Wages and Benefits**

DiMare Fresh offers fair wages and benefits that are in compliance with Federal and State minimum wage and overtime laws.

#### **Safe and Healthy Work Environment**

DiMare Fresh strives to assure employees a safe and healthy work environment.

**Non-retaliation Policy**

DiMare Fresh has a non-retaliation policy that permits workers to express their concerns about workplace conditions without fear of retribution or losing their jobs. This policy is publicized and enforced. Workers should be able to speak without fear directly to their manager or supervisor or to any member of DiMare Fresh management.