



Newly Weds Foods Modern Slavery Policy

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, indentured labor, forced labor, involuntary prison labor, and human trafficking, all of which entail the exploitation of individuals for personal or commercial gain through the deprivation of their liberty by others.

Newly Weds Foods, its affiliates and subsidiaries (“Newly Weds” or “Company”) maintains a zero-tolerance stance towards modern slavery in all its forms. Newly Weds is committed to acting ethically and with integrity in all its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within its business or in any of its supply chains.

The Company recognizes the importance of transparency in combating modern slavery. Newly Weds is committed to upholding transparency standards within its own business practices and in its endeavors to combat modern slavery across our supply chains. This commitment aligns with the Company’s disclosure obligations under the Modern Slavery Act 2015. The Company holds its contractors, suppliers, and other business partners to the same standards the Company sets for itself. Newly Weds specifically prohibits the use of forced, compulsory, or trafficked labor, as well as any form of slavery or servitude, regardless of the age of the individuals affected. The Company expects its suppliers to uphold these high standards and to extend similar requirements to their own suppliers.

Preventing, detecting, and reporting instances of modern slavery within any part of the Company’s business or supply chains is the shared responsibility of every individual associated with the Company, whether as an employee, contractor, or supplier. The Company expects all individuals to remain vigilant in identifying any activities that may indicate a potential breach of this policy.

Should any violations of this policy within Newly Weds’ facilities or supply chains occur, they must be immediately reported to an employee’s immediate supervisor or manager, the Human Resources Department, or via Newly Weds’ Ethics Hotline at (833) 202-3740 (accessible only by Newly Weds’ Corporate Office) or ethics@newlywedsfoods.com (accessible only by Newly Weds’ Corporate Office). The hotline is available 24/7 and allows Employees to report concerns anonymously.

If an individual is unsure about whether a particular act, the treatment of workers, or their working conditions within any tier of the Company’s supply chains may constitute any form of modern slavery, they are encouraged to seek guidance and support from their immediate supervisor, manager, or a member of the Human Resources Department for assistance.

No reprisal or retaliatory action will be taken against anyone for raising legitimate concerns in line with Newly Weds Foods’ Whistleblowing Policy. Any individual who reports concerns about modern slavery in good faith will be protected from any form of retaliation or adverse treatment as a result of their disclosure.

If a violation is identified, Newly Weds will investigate any such incident and take immediate corrective action. Not only will such incidents be treated with the utmost seriousness, but also with compassion and sensitivity to ensure the well-being of the affected individuals. Any employee found to be in violation of this policy will be subject to disciplinary action up to and including termination of employment. The Company reserves the right to terminate its relationship with any third party working on the Company’s behalf found to violate this policy.



The Corporate Human Resources Department holds primary responsibility for overseeing the implementation of this policy, ensuring its effective use, and monitoring its impact. If there are any questions or concerns related to this policy, please contact a member of the Corporate Human Resources Department.

Contacts as of the date of the policy:

Corporate Human Resources Director	Tanuja Shanmugasundaram (773) 292-7575 TShanmugasundaram@newlywedsfoods.com
Confidential and Anonymous Reporting Options	Whistleblower Hotline: (833) 202-3740 Ethics Email: ethics@newlywedsfoods.com

Bert Rodriguez, Vice President – Human Resources