



HUMAN RIGHTS POLICY STATEMENT

- [CAN AM PEPPER COMPANY LTD.] -

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I. TRACK OF CHANGES

EDITION	DATE	CHANGE DESCRIPTION	JUSTIFICATION	PREPARED BY:	APPROVED BY:
01		First Edition	New	[T.J. Bauer]	[Jammie Underhill]

II. CAN AM PEPPER COMPANY LTD.'S COMMITMENT

Respect for human rights must be considered the cornerstone of sustainable and intergenerational progress over time. Businesses are responsible for positively impacting society and, specifically, the communities in which they operate. Corporate social purpose refers to a company's stated role in society, related to long-term value, and how the company fulfills that role in the communities in which it operates.

The respect and protection of Human Rights are no longer an exclusive obligation of the States. Companies play a decisive role in preventing violations and facilitating access to Human Rights for all those involved in the value chain and the communities in which they operate.

In this context, [Can Am Pepper Company LTD.] its affiliates and subsidiaries (collectively referred to as the "**Corporate Group**"), are committed to respecting and promoting Human Rights in all its operations, and with respect to its shareholders, employees of any type, and hierarchical level, representatives, administrative personnel, customers, suppliers, contractors, other companies and business associations, the financial community, civil society, indigenous and Afro-Mexican communities, national and international institutions, the media and organizations and institutions that represent them (collectively referred to as the "**Stakeholders**"),

The Human Rights Policy Statement (the "**HR Policy Statement**") was approved by [Jammie Underhill], on [10-18-2022].

III. INTERNATIONAL AND INTERNAL FRAMEWORK

The United Nations defines Human Rights as those inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other condition. Human Rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, and the right to work and education, among many others.

On July 6, 2011, the United Nations Human Rights Council, through resolution A/HRC/RES/17/4, approved the Guiding Principles on Business and Human Rights. The above is within the framework of the United Nations' efforts to protect, respect, and

remedy, which has been established as the highest international standard on business and human rights.

On October 10, 2010, the Edinburgh Declaration was adopted during the 10th International Conference of the International Coordinating Committee of National Institutions for the Promotion and Protection of Human Rights held in Scotland. This HR Policy Statement reaffirms the mandate of National Human Rights Institutions to promote and protect Human Rights, under the Paris Principles, as they relate to business and calls upon the Special Representative of the Secretary-General to recognize, in his Guiding Principles, the centrality of National Human Rights Institutions in business and human rights under the three pillars of the framework "protect, respect and remedy." The HR Policy Statement follows the guidelines of, among others, the following international instruments:

1. The International Bill of Human Rights:
 - a) Universal Declaration of Human Rights.
 - b) International Covenant on Civil and Political Rights.
 - c) International Covenant on Economic, Social and Cultural Rights.
2. The fundamental conventions of the International Labor Organization (“**ILO**”), N° 29, 87, 98, 100, 105, 111, 138, 182, 190 and the Declaration on Fundamental Principles and Rights at Work.
3. The United Nations Convention on the Rights of the Child.
4. The Conventions n° 107, 160 y 169 of the ILO on the Rights of Indigenous and Tribal Populations.
5. The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.
6. The Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” Framework.
7. The Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises.
8. The Ten Principles of the UN Global Compact.
9. The Equator Principles.
10. Standards of Conduct for Business for Tackling Discrimination against Lesbian, Gay, Bi, Trans, and Intersex People.
11. The UN Principles for Responsible Investment.

12. International Finance Corporation's Performance Standards on Environmental & Social Sustainability Standard No. 5.
13. Stockholm Declaration on the Human Environment: Declaration of the United Nations Conference on the Human Environment.
14. Convention on Biological Diversity.
15. The Nagoya Protocol on Access and Benefit-sharing.
16. AKWÉ: KON Guidelines.

Finally, the HR Policy Statement seeks to strengthen the principles established in the Corporate Group's Compliance Programs, available at [Canamfresh.com](https://www.canamfresh.com).

IV. SCOPE OF APPLICATION

The HR Policy Statement applies to the Corporate Group and Stakeholders in all countries in which we operate. The Corporate Group is committed to establishing a due diligence process to maintain business relationships that share the values of respect and protection of Human Rights.

Since the HR Policy Statement reflects the best international practices, it should be considered a foundation and reference document for the elaboration of the Corporate Group's Compliance Programs. The internal policies and controls in force on the date of publication of the HR Policy Statement must be adjusted to it within a period not exceeding two (2) months.

V. PRINCIPLES AND COMMITMENTS

The principles and commitments described below are based on the absolute respect and protection of the Stakeholders' Human Rights. These principles and commitments were analyzed in light of the risks that may arise in the context of our operational and corporate activities.

The Corporate Group is committed to respecting these principles in all the countries where we operate, taking into account cultural, social, and economic diversity, requiring each of our Stakeholders to act based on these principles, especially in high-risk contexts.

1. Labor Human Rights

1.1 Prohibition of forced and child labor

The Corporate Group, without exception, rejects all forms of forced labor¹ and slavery - including modern forms of slavery - and human trafficking.

Furthermore, the Corporate Group strictly prohibits the use of child labor. In any case, the age must not be lower than the minimum age stipulated in Article 3 of ILO Convention No. 138 - 18 years as a general rule and 16 years in certain exceptions - or the minimum working age provided in the respective country's regulations.

1.2 Respect for diversity and non-discrimination²

The Corporate Group respects and promotes the rights of diversity, inclusion, equal treatment, and equal opportunities.

The Corporate Group is committed to protecting the physical and psychological integrity and individuality of each person. Any behavior that causes discrimination concerning gender, age, disability, nationality, sexual orientation, ethnicity, religion, worldview, beliefs, cultural identity, political opinions, and any other form of individual diversity or that is detrimental to the person, their beliefs or preferences and freedom of expression will be sanctioned under the parameters established in the Compliance Programs of the Corporate Group.

¹ Article 2 of Convention No. 29 of the ILO:

1. For the purposes of this Convention the term *forced or compulsory labor* shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.

2. Nevertheless, for the purposes of this Convention, the term *forced or compulsory labor* shall not include:

- a) any work or service exacted in virtue of compulsory military service laws for work of a purely military character;
- b) any work or service which forms part of the normal civic obligations of the citizens of a fully self-governing country;
- c) any work or service exacted from any person as a consequence of a conviction in a court of law, provided that the said work or service is carried out under the supervision and control of a public authority and that the said person is not hired to or placed at the disposal of private individuals, companies or associations;
- d) any work or service exacted in cases of emergency, that is to say, in the event of war or of a calamity or threatened calamity, such as fire, flood, famine, earthquake, violent epidemic or epizootic diseases, invasion by animal, insect or vegetable pests, and in general any circumstance that would endanger the existence or the well-being of the whole or part of the population;
- e) minor communal services of a kind which, being performed by the members of the community in the direct interest of the said community, can therefore be considered as normal civic obligations incumbent upon the members of the community, provided that the members of the community or their direct representatives shall have the right to be consulted in regard to the need for such services.

² Article 1.1 of the Convention No. 111 of the ILO:

1. For the purpose of this Convention the term *discrimination* includes:

- a) any distinction, exclusion or preference made on the basis of race, color, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation;
- b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organizations, where such exist, and with other appropriate bodies.

1.3 Freedom of association and collective bargaining

The Corporate Group respects, promotes, and protects the right of our employees to form or participate in organizations aimed at defending and promoting their interests. Furthermore, we respect their right to be represented, within the different production units, by unions or other chosen types of representation according to the legislation and practices in force in each country. The Corporate Group is committed to open communication channels with the respective representatives, to strengthen the relationship and facilitate the employees' access to Human Rights, and address their doubts and concerns.

1.4 Health, safety, and welfare

The Corporate Group is committed to developing, disseminating, and enforcing a strong culture of health, safety, and well-being throughout its value chain to ensure a work environment free of health and safety risks and to promote work-life integration behavior, with special emphasis on activities that, if applicable, may involve the use of tools or products classified as risky.

1.5 Fair and favorable working conditions

The Corporate Group is committed to ensuring that our employees have conditions that respect health, safety, well-being, and dignity, a maximum working day, rest periods during the day and week, and paid vacations per year.

In this context, the Corporate Group will promote a work policy that seeks to reconcile the work life of its employees with other interests and personal responsibilities, without harming the development of the Corporate Group and the achievement of the work goals of each employee, which are closely related to the salary received.

The remuneration of the employees of the Corporate Group will always be based on the principle of fair compensation for work and equal remuneration between male and female labor for work of equal value, according to an objective evaluation of the work to be performed.³

³ Article 2 of the Convention No. 100 of the ILO

1. Each Member shall, by means appropriate to the methods in operation for determining rates of remuneration, promote and, in so far as is consistent with such methods, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value.

2. This principle may be applied by means of:

- a) national laws or regulations;
- b) legally established or recognized machinery for wage determination;
- c) collective agreements between employers and workers; or
- d) a combination of these various means.

Following the provisions of the ILO Conventions, the minimum wage of the employees of the Corporate Group will never be less than the minimum established by the collective bargaining agreements and labor regulations applicable in each country.

1.6 Fair treatment of customers

The Corporate Group will pay special attention to offering customers only those products and/or services that suit their circumstances and needs, facilitating the understanding of their terms and conditions, benefits, risks, and costs, and avoiding any unjustified discrimination in the recipients of its product offerings.

2. Social Human Rights

2.1 Environment

The Corporate Group is committed to preventing the violation of and facilitating access to the Human Right to a healthy environment and to preventing, mitigating, and remedying the impact of the activities carried out along the value chain.

The Corporate Group respects and promotes the right of communities to enjoy a clean and healthy environment and is committed to acting under the precautionary principle and the internalization of externalities derived from the activities carried out along the value chain to minimize any negative environmental impact. This is done through a periodic risk analysis to predict, identify and propose measures to prevent, mitigate and compensate for any negative impacts, as well as to enhance positive impacts.

2.2 Respect for the rights of communities

The Corporate Group is committed to respecting and protecting the Human Rights of the communities in which we operate. Furthermore, the Corporate Group is committed to contributing to economic and social development to promote community resilience with cultural relevance.

The Corporate Group will regularly monitor the potential impacts and influence of its activities in the communities in which it operates. However, the Corporate Group is aware that the impact of its activities goes beyond the communities in which it is directly based, consequently, the assessment of such impact and the protection of Human Rights will be guaranteed to any community whose rights may be impacted, regardless of the physical presence of the Corporate Group.

2.3 Respect for the rights of indigenous and Afro-Mexican communities⁴

⁴ Article 6 of the Convention N. ° 169 of the ILO:

1. In applying the provisions of this Convention, governments shall:

The Corporate Group is committed to respecting the Human Right to free, prior, and informed consultation recognized in ILO Convention No. 169 concerning Indigenous and Tribal Communities in Independent Countries, as well as the Human Right to benefit sharing. The Corporate Group, when developing new projects, undertakes to carry out Socio-Environmental Impact Studies and implement the corresponding Social Management Plan, in all cases with cultural relevance.

If the governmental authorities of the Mexican State determine the need to develop the Human Right to free, prior and informed consultation, if any direct impact is identified on the rights of an indigenous or Afro-Mexican community, the Corporate Group will collaborate with the Mexican State, as the local legal framework allows, in the development of the human right to free, prior and informed consultation. Derived from the agreements reached in the development of such human right, the Corporate Group will adjust the Social Management Plan accordingly.

In the event of actual damage resulting from the projects of the Corporate Group, we commit to fully repair the damage caused directly or indirectly to any indigenous and Afro-Mexican community.

2.4 Anti-Corruption

Corruption significantly affects the provision of public services, economic development, respect for Human Rights, and the rule of law. Organized civil society is an important factor in mitigating and reducing corruption.

Through business ethics, a culture of integrity, transparency, the adoption of international best practices in this area, and active participation in the fight against corruption, companies will be able to meet the required standards of social responsibility.

In this context, the Corporate Group is committed to implementing Anti-Corruption Compliance and Crime Prevention Programs to prevent, monitor, and mitigate any risk related to acts of corruption within any stage of the value chain.

2.5 Confidentiality

a) consult the peoples concerned, through appropriate procedures and in particular through their representative institutions, whenever consideration is being given to legislative or administrative measures which may affect them directly;

b) establish means by which these peoples can freely participate, to at least the same extent as other sectors of the population, at all levels of decision-making in elective institutions and administrative and other bodies responsible for policies and programmes which concern them;

c) establish means for the full development of these peoples' own institutions and initiatives, and in appropriate cases provide the resources necessary for this purpose.

2. The consultations carried out in application of this Convention shall be undertaken, in good faith and in a form appropriate to the circumstances, with the objective of achieving agreement or consent to the proposed measures.

The Corporate Group is committed to guaranteeing the right of its employees and third parties related to the value chain to the protection of their data and privacy, in particular respect for private and family life, address and private communications, protection of personal data, freedom of thought, conscience and religion, freedom of expression and information.

VI. IMPLEMENTATION AND FOLLOW-UP

The correct implementation and monitoring of the HR Policy Statement will be a priority for the Corporate Group to evaluate potential residual risks. The HR Policy Statement will be implemented and monitored based on adequate due diligence⁵ processes both internally and prior to the formalization of any relationship with third parties, such as suppliers, contractors, third-party intermediaries, investors, etc., who shall also acknowledge and implement the HR Policy Statement.

The HR Policy Statement will be shared with external and internal Stakeholders through specific communication activities, such as publication in [[The Corporate handbook](#)] and promotion through [[the Can Am Fresh Website at Canamfresh.com](#)].

To ensure that all employees of the Corporate Group correctly understand the terms and scope of the HR Policy Statement, it must be individually signed and received, and the Corporate Group will organize and provide annual theoretical and practical training on Human Rights for all partners, employees of any type and hierarchy and administrative staff.

Any non-compliance with the HR Policy Statement will be investigated and, if applicable, sanctioned under the Compliance Program of the Corporate Group, as appropriate, and according to the laws and agreements.

The [[Board of Directors](#)], after analyzing the residual risks and any obstacles to the implementation of the HR Policy Statement, will evaluate the need to amend this statement. Any amendment shall be published and communicated to the Stakeholders for proper implementation.

VII. COMPLAINT CHANNELS

Any person related to the value chain is obliged to report any non-compliance with the principles and commitments described in the HR Policy Statement, through any of the following reporting channels:

⁵ Within the Guiding Principles on Business and Human Rights (Principles 17-21), human rights due diligence refers to an ongoing management system that a company implements in accordance with the industry in which it operates, its operating environments, the size of the company and other factors, to ensure that it respects human rights and is not party to human rights abuses. This involves "identifying, preventing, mitigating and accounting for" potential negative impacts generated by the company.

- Phone: [519-773-3250__]
- E-mail: [__humanresources@canampepper.com_]
- Electronic mailbox available on the site: [canamfresh.com__]
- Mailbox at the address [__52999 John Wise Line Aylmer Ontario N5H2R5__]
- In the case of indigenous and Afro-Mexican peoples and communities, according to the agreements reached in the minutes of the corresponding free, prior and informed consultation, based on their habits and customs.

The Corporate Group will at all times protect the confidentiality of whistleblowers and will not allow any kind of retaliation against them.

[Human Resources__] will analyze the complaint, ensuring equal treatment, in compliance with the Corporate Group's policies and with local legislation and international best practices.

Furthermore, the Corporate Group will at all times favor dialogue processes or other culturally appropriate mechanisms to reach negotiated solutions derived from conflicts related to the HR Policy Statement.

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