



ARCHAEOLOGICAL POLICY
-CAN AM FRESH MEXICO, S. DE R.L. DE C.V.-

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I. TRACK OF CHANGES

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01	November, 2022	First Edition	New	[T.J. Bauer]	[Jammie Underhill]

II. HISTORICAL ANTECEDENT

Stemming from an appreciation of the historical value of cultural works of the pre-Hispanic era from 1827 to 1896, authority was established for the Federal Executive Power to regulate excavation and exportation of archeological assets, both movable and fixed assets.

The laws of 1930 and 1934, the jurisprudence that the Mexican Supreme Court established in this era, and an addition to Article 73 of the Political Constitution, created in 1966, clearly defined federal jurisdiction in matters pertaining to historical, artistic, and archeological monuments, consistently with the Mexican legal tradition.

The publication of a specialized law caused shockwaves through Mexico, since thereafter the possession, exploration, destination, use, etc., of archeological, artistic, and historical assets would be regulated; and the law would address national assets in the public domain. In this way, national assets remain under State protection.

The term protection commonly means to safeguard, to care for an object's integrity whether material or immaterial. Legal protection consists of allocating to cultural heritage a special legal regime with the aim of guaranteeing their integrity in any circumstance that could affect them, given their inherent value and social significance.

Protection should be understood as the legal action initiated by one or more parties acting on behalf of the heritage, especially the State, through an institutional structure. For Bolfo Cottom, cultural inheritance is as a set of material or immaterial assets which, having relevant significance due to their historic or artistic value, must be protected by law with detail and be the object of actions by the State, through suitable means.

Fundamentally, assets—movable and fixed, tangible or intangible—deserve legal protection, which from the moment the Mexican Political Constitution recognized their relevance as national assets, regulatory laws would be expanded to either directly or indirectly determine their protection by means of adequate institutions.

Therefore, in Mexico, a series of legal provisions (laws, regulations, agreements, decrees, etc.) are promulgated which lay down guidelines, conditions, or restrictions regarding the

occupation or use of the nation's movable or fixed assets, regulating their use, or in any case, specific procedures, authorizations or requirements that must be followed.

III. INTRODUCTION

Derived from the characteristics, location, and dimensions of the project "Can-Am Pepper Mexico", there is the possibility of fortuitous discoveries of vestiges and/or archaeological sites in the construction and operation stages of the Company's agricultural project at Campeche, México (the "**Project**"). Therefore, it is essential to implement a procedure that establishes the administrative and technical processes that should be carried if such event occurs, in order to actively cooperate with the protection of Mexican national assets and Mexican heritage.

The purpose of the Archaeological Policy of CAN AM FRESH MEXICO, S. DE R.L. DE C.V. (the "**Company**"), is to establish the guidelines to be followed by employees and third parties associated with the Company under the Project regarding Mexican cultural heritage protection. For the Company, protection of Mexican cultural heritage represents not only a regulatory obligation, but rather a commitment to celebrate and actively cooperate with the protection of Mexican heritage as an intergenerational human right.

Furthermore, through the Company's Archaeological Policy (the "**Archaeological Policy**"), we consolidate the commitments of the Human Rights Policy Statement of Can Am Pepper Company, Ltd and its affiliates and subsidiaries (the "**HR Policy**").

For purposes of this policy, it is essential to state that, at all times, the Mexican Institute of Anthropology and History (*Instituto Nacional de Antropolgía e Historia* ("**INAH**")) is the Mexican governmental body vested with authority to investigate, protect, and preserve remains, monuments, and archaeological sites.

Therefore, this must be understood as a technical and legal policy which aims at establishing the precautionary measures and protection of archaeological sites located within the area of the Project, as well mitigation measures (Fortuitous Findings Procedure) regarding those that could happen fortuitously during the performance of activities on site.

IV. SCOPE OF THE ARCHAEOLOGICAL POLICY

This Archaeological Policy applies to our shareholders, members of the board of directors, employees, customers, suppliers, business partners, visitors, officers, contractors, subcontractors, service providers, social groups with whom we interact under the Project, and, in general, to those who act on behalf of and/or represent the Company (the "**Stakeholders**"). The policy is applicable during the construction and operating stages of the Project and always in connection with the Project's facilities, located near Hopelchen, Campeche .

The Company reserves the right to terminate the contractual relationships it has with any of the Stakeholders referred to in the immediately preceding paragraph, in case of violation of the provisions set forth in the Archaeological Policy, in addition to initiating any legal action that may be appropriate.

The content and implementation of the Archaeological Policy shall in no case be contrary to national and international regulations. In case of contradictions, the Archaeological Policy shall be amended without delay.

V. Purpose

The purpose of this policy is to establish the specific measures and strategies that should be implemented by any Stakeholder in the event that a fortuitous discovery of presumed archaeological remains protected by the applicable Mexican legislation.

VI. RESPONSIBILITIES

1. Board of Directors

- a) Ensure compliance with the Archaeological Policy.
- b) Demonstrate leadership and commitment to the Company's HR Policy Statement.
- c) Provide the financial, material, and human resources for the effective implementation of the Archaeological Policy.
- d) Designate the Archaeological Officer to supervise the operation and implementation of the Company's Archaeological Policy.
- e) In case of default with the Archaeological Policy and other internal provisions of the Company, determine the sanctions applicable to internal personnel and/or third parties, as appropriate.

2. Archaeological Officer

- a) Implement and supervise compliance with the Archaeological Policy.
- b) Periodically verify the implementation and effectiveness of the Archaeological Policy.
- c) Continuously train employees on the content of the Archaeological Policy.

- d) Address doubts, clarifications and/or comments related to the content, scope, and implications of the Archaeological Policy.
- e) In case of potential default with the Archaeological Policy and other internal provisions of the Company, initiate the corresponding internal investigation in accordance with established protocols.
- f) In case of a Fortuitous Finding, *laissez* with INAH in order for such authority to carry out the appropriate recovery and salvage procedure. In its case, represent the Company in the execution of the collaboration agreement to be entered into with INAH for such purposes.
- g) Prepare a report on any Fortuitous Findings occurred at the Project and submit it to the Board of Directors.

3. Human Resources Department

- a) Promptly follow up on compliance with the Archaeological Policy.
- b) Provide training to employees, contractors, subcontractors, and visitors on the Archaeological Policy.

4. Internal Staff/ Third Parties/Contractors/Subcontractors

- a) Abide by the Archaeological Policy.
- b) Report any act or omission that contravenes the provisions of the Archaeological Policy.
- c) Cease any activities being performed and inform the Fortuitous Findings to the Archaeological Officer and Human Resources.

VII. LEGAL FRAMEWORK

The legal framework applicable to the Archaeological Policy includes, among others, the following:

Constitución Política de los Estados Unidos Mexicanos	Mexican Constitution
Ley del Instituto Nacional de Antropología e Historia	Law of the Anthropology and History Institute
Ley Federal sobre Monumentos y Zonas arqueológicas, Artísticas e Históricas	Federal Law on Monuments and Archaeological, Artistic, and Historic Areas.
Ley de Bienes Nacionales	National Assets Law
Reglamento de la Ley Federal sobre Monumentos y Zonas Arqueológicas, Artísticas e Históricas	Regulations of the Federal Law on Monuments and Archaeological, Artistic, and Historic Areas.
En su caso, convenio de Colaboración Específica celebrado con el INAH.	In applicable, specific collaboration agreement entered into with INAH.

VIII. GUIDELINES

1. Chain of Command

Every Stakeholder who has access to the area of the Project during any of its stages must comply with and enforce compliance of this Archaeological Policy and perform the activities related herein. Any such actions must at all times be ultimately compliance with the applicable Mexican laws.

Any Fortuitous Finding that occurs within the site, must follow the Fortuitous Findings Procedure and report the event to the Archaeological Officer and Human Resources, who, in turn will report to INAH and the Board of Directors.

2. Training

The Company through the Archaeological Officer and Human Resources must build a specific archaeological training program. Every Stakeholder who might have access to the Project site must receive the Archaeological Training as part of the standard Company onboarding process. This training will be applied on a yearly basis.

3. Fortuitous Findings Procedure

Fortuitous Findings are defined as the unexpected finding of potentially archaeological or paleontological movable or fixed assets, whether pre-Hispanic or colonial.

If during any of the works or activities of the Project and at any of the Project stages (construction, operation, or decommissioning) any employee or Stakeholder discovers remains, objects, or structures potentially archaeological or paleontological in nature (i.e. pottery, structures, bones, fossils, precious metals, vases, sculptures, gemstones, books,

codex, cave painting, etc.) such individual must immediately cease activities and report the incident to the site supervisor.

Some of the elements that could potentially be considered as archaeological remains are the following:

Pottery	Edges, lips, handles, decorated fragments, etc.
Botanical	Remains of crops, wild species, etc.
Malacology	Remains of mollusks: conchs, exoskeletons, etc.
Ichthyology	Remains of fish
Carved lithic	Arrowheads, chips, sharpened stones, etc.
Polished lithic	Grinding stone devices such mortars, metates, etc.
Human Osseous	Complete skeleton or isolated fragments
Fabric	Pieces or fragments of vegetal or animal fabric
Animal Osseous	Complete skeleton or isolated fragments
Charcoal	Remains of vegetable charcoal, bonfires, for example
Metallic	Remains, metallic objects
Major structure	Buildings, foundations, walls or fragments thereof

The site supervisor shall immediately take the following steps:

1. Immediately vacate the area from machinery and workers;
2. Immediately document the site, through pictures or video of the finding and the surrounding area;
3. Immediately identify and protect the area where the finding occurred in order to prevent further damage from workers, machinery, or the elements.
4. No activity shall be resumed within the protected area until it is discarded that the findings have an archaeological value and, in its case, until INAH has issued a formal release.

The supervisor shall implement the necessary measures to ensure that no personnel manipulate, grab, retrieve, unearth, move, or in any way interfere with any artifact, remains or object found.

The supervisor will immediately thereafter draft and send a report on the Archaeological Finding. Such report must include a succinct description of the facts, provisional preventive measures, and include pictures thereof (the “Fortuitous Findings Report”). The Fortuitous Findings Report will be submitted to the Archaeological Officer and Human Resources as quickly as possible.

Human Resources and the Archaeological Officer shall *laisse* based on the Fortuitous Findings Report and notify INAH through a formal writ as soon as possible about the fortuitous finding of potentially relevant archaeological remains, in order for such authority to issue provisional steps, recommendations, and urgent measures to prevent damage to the objects. The writ must request the immediate presence onsite of an archaeologist designated by INAH.

Once designated, the Archaeological Officer shall cooperate with the INAH Archaeologist in order to carry out a site inspection as soon as possible. The Archaeological Officer shall obtain a copy of the INAH Officer's technical opinion on the Fortuitous Finding.

4. Steps with INAH Archaeologist on-site

Upon arrival of the INAH Archaeologist, the Archaeological Officer shall implement the next steps:

- Provide assistance and facilities to INAH personnel and state that the Company requested INAH's participation and confirm that such facts are included in the minutes of the site visit drafted by INAH's personnel;
- Company's employees must refrain from assisting INAH's personnel unless a prior written request is submitted by INAH;
- No workers shall be present at the area where the Fortuitous Finding occurred;
- The Archaeological Officer shall request INAH to determine in writing the urgent measures required to protect the site;
- The Company shall provide the necessary elements to INAH personnel to facilitate the identification, registration, and preservation of the findings;
- Works cannot be resumed until INAH confirms in writing if the findings have archaeological value and until the site is fully released by INAH through official resolution; and
- Under no circumstance workers present on site may move, interfere, or tamper with any artifact or object found.

5. Further steps

- All the measures imposed by INAH required to protect the site must be complied with;
- Works cannot be resumed until INAH confirms in writing if the findings have archaeological value and until the site is fully released by INAH through official resolution;
- If required by INAH, the Company shall enter into a Specific Collaboration Agreement, in order to cooperate with INAH in the recovery and protection of the Fortuitous Findings;
- The Company shall comply with the terms and conditions agreed to with INAH under the Specific Collaboration Agreement;
- Under the Specific Collaboration Agreement, INAH may agree to determine partial releases of the Project area, subject to completion of recovery activities onsite. Company, through the Archaeological Officer, shall document partial releases adequately and thereafter resume works of the Project;
- In the event that INAH determines that certain areas of the project site shall remain protected under the Specific Collaboration Agreement, the Company shall take the

necessary steps to modify the Project's areas in order to comply with the terms of the Specific Collaboration Agreement.

6. Training, Sensitization, and Qualification.

The Project's success requires that everyone involved in the works to understand that at any time a discovery of archaeological remains may happen. Therefore, the Archaeological Officer and Human Resources will be responsible to disseminate this Archaeological Policy.

The Company, through the resources created for this purpose, will inform the Stakeholders of the content and scope of the Archaeological Policy and any changes or updates that may be implemented to it. All employees and third parties must acknowledge and sign the Archaeological Policy.

The Company will conduct at least one mandatory training per year for internal personnel regarding the content and scope of the Archaeological Policy and best practices in this matter. All new employees must be trained during the corresponding induction regarding the Archaeological Policy.

Two levels of training courses for archaeological awareness are proposed:

a) Level 1:

Addressed to every worker and/or Stakeholder who may have access to the Project's Site and consequently requires specific training. These shall include courses on basis sensitization regarding:

- General training on the history of Campeche's pre-Hispanic cultures and Mexican heritage;
- Training on identification of possible archaeological remains or sites that could be found on the Project's area;
- Understanding and relevance of the procedures to be followed in the event that a Fortuitous Findings.

b) Level 2:

Detailed training directed to managers, supervisors, staff chiefs, and officers of the Company:

- Training to identify sites where the occurrence of a Fortuitous Finding would be more prone;
- Understanding of this Fortuitous Findings Procedure in order for the personnel to be duly trained should the event happen;
- Managing INAH inspection visits and applicable procedures;

- Basic understanding of legislation pertaining to the protection of Mexican cultural heritage.

7. Audits

Designated personnel and/or independent third parties shall conduct periodic audits and monitoring of the Company's relevant operational and corporate activities to verify and ensure compliance with the guidelines established in the Archaeological Policy and other policies and controls of the Company's Compliance Program.

Monitoring and audits must have mechanisms that allow the correct follow-up, evaluation, and measurement of the implementation and compliance with the Archaeological Policy and other policies of the Company's Compliance Program. The evaluation periods shall be in accordance with the following:

- a) Audits: annual;
- b) Monitoring: biannual.

IX. PROTOCOL IN CASE OF BREACH

The initiation of an internal investigation for potential default with the Archaeological Policy and/or other policies of the Company's Compliance Program may occur in the following cases:

- a) **Complaint:** when an anonymous or subscribed complaint is received from an employee and/or third party through the reporting channels established by the Company.
- b) **Detection of default:** when the Compliance Officer and/or Archaeological Officer detects a violation of the Archaeological Policy and/or other policies of the Company's Compliance Program.

In both cases, the Compliance Officer must analyze the facts and report them to the Board of Directors, in order to evaluate whether they represent a potential violation of the Company's Compliance Program and, consequently, whether they should be formally investigated.

If necessary given the seriousness of the facts reported or detected, the Compliance Officer and the Board of Directors may decide to proceed immediately -before the internal investigation is initiated- with the filing of a criminal claim before the competent public prosecutor's office.

Every internal investigation has its particularities. However, the following are the general stages of any internal investigation, which will be led at all times by the Compliance Officer and/or a third-party expert hired by the Company, in coordination with the Board of Directors.

i. Delimit the nature of the research

- a) Analyze the facts under investigation.
- b) Identify the individuals directly or indirectly involved (perpetrators, witnesses, and individuals who could help to clarify the facts).
- c) Analyze the relationship of the individual(s) under investigation with the Company.
- d) Identify the internal policies and controls applicable to the specific case.
- e) If necessary, hire independent experts (i.e., forensic experts).
- f) Follow the guidelines established in the laws or regulations that could be relevant to the investigation process (i.e., personal data protection laws, labor laws, etc.).

ii. Implementation of measures to prevent the destruction of evidence

- a) Protection of whistleblower, if any.
- b) Preservation of documents: document retention notice and chain of custody.
- c) Removal of the individual under investigation from the work area during the investigation if necessary for the preservation of evidence and/or protection of the victim and/or whistleblower
- d) Restricting access to certain records, systems and/or information.
- e) Manage all information derived from the investigation as confidential.
- f) Analyze the documentary support obtained, in order to clarify the facts investigated and the seriousness of the conduct reported.
- g) Request the support of various departments and/or areas of the Company, if necessary to collaborate in the investigation.

iii. Obtaining evidence

a) Document Review.

- ✓ Draft a document review protocol (or any other type of evidence), indicating the mechanism for classifying documents and information.
- ✓ The documents and information to be reviewed should be related to the nature of the facts, the internal structure of the Company, the Company's Compliance Program, electronic information to which the investigated parties have access, etc.)
- ✓ After analyzing the documentation and information considered relevant, it is possible to determine the need to broaden the scope of the investigation and, consequently, request and analyze more documents.
- ✓ Furthermore, at this stage it is possible to determine the individuals to be interviewed.

b) Interviews with witnesses and individuals under investigation.

- ✓ Draft interview protocols.
- ✓ If a lawyer is present, prior to the interview, the interviewee must be notified that the representation is in favor of the Company, and not for employees or third parties.
- ✓ When the interviewee is the whistleblower, the interview should be conducted in a place specifically designated for this purpose, to preserve his/her anonymity.
- ✓ If the interviewee is the individual under investigation, it is important to avoid confrontation during the interview. The interview should be conducted in an environment of professionalism and kindness, in order to learn the interviewee's version of the facts.
- ✓ Request the witnesses interviewed to only report facts of which they are directly aware and not opinions or assumptions. Indirect witnesses will not have the same evidentiary value.
- ✓ Be flexible to new facts revealed by the interviewee and be able to formulate questions in relation to the new facts.

iv. Findings report

Once the stages described in the previous sections have been completed, the Compliance Officer or hired third-party expert will prepare a final report with the steps of the investigation, the main findings, the risk mitigation strategies, and the suggested corrective measures, such as warnings or termination of the employment relationship of the investigated individual, reporting the facts to the competent authorities, etc.

If the findings of the final report indicate the need to file a complaint with the Public Prosecutor's Office or INAH, the Board of Directors shall instruct the Compliance Officer to that effect.

The Compliance Officer, or the individual designated by the Board of Directors, as long as he/she has the necessary authority, shall file the criminal claim and/or administrative report, and shall exhibit as evidence the findings report, as well as any documentation or information required by the Public Prosecutor's Office, to assist in the integration of the investigation file.

The Compliance Officer shall keep the Board of Directors informed of the status of the criminal claim and/or administrative report and the integration of the corresponding file.

X. SANCTIONS

If any conduct potentially breaching the Archaeological Policy or other policies and internal controls of the Company's Compliance Program is detected, the Compliance Officer shall initiate the corresponding investigation.

Once the investigation is concluded, the Compliance Officer and the Board of Directors shall determine the applicable sanction taking into account the following factors:

- a) Seriousness of the fact and/or conduct.
- b) Hierarchy of the offender.
- c) Recidivism of the offender, if applicable.
- d) Violation of any law or regulation in force.
- e) Economic and reputational damage caused to the Company and/or any other individual directly or indirectly related to it.

The sanction determined may consist of one or more of the following:

- a) Verbal warning.
- b) Sanction Report.
- c) Administrative Report.
- d) Termination of the employment relationship.
- e) Complaint with the corresponding authorities.

Note: For sanctions applied to third parties, they shall be assessed and imposed according to the seriousness of the breach and the interaction of the third party with the Company.

XI. REPORTING CHANNELS

Any conduct deemed a breach of the Compliance Program, or any applicable legal provision must be reported through the following channels:

- Phone: 519-773-3250
- E-mail: az@canamfresh.com
- Mail to the address: 52999 John Wise Line, Aylmer Ontario N5H2R5

The Company will at all times protect the confidentiality of whistleblowers and will not allow retaliation against them.

The Compliance Officer will analyze the report, ensuring equal treatment in compliance with the Company's policies, local legislation, and international best practices.

XII. CONTACT

In case of any questions or comments regarding the Archaeological Policy, please contact the Compliance Officer at 519-773-3250.