

## **John B. Sanfilippo & Son, Incorporated**

### **Position on Upholding Human Rights**

As stated in the John B. Sanfilippo & Son, Incorporated (JBSS) **Code of Conduct**

#### **COMPLIANCE WITH LAWS AND REGULATIONS**

JBSS conducts business in accordance with all laws and regulations. Employees and agents must follow applicable laws, rules and regulations at all times. Mere compliance with the law does not encompass our entire ethical responsibility; rather it defines the minimum essential performance of our responsibilities. Our commitment is much deeper and more encompassing.

Further, JBSS, has established the following position with respect to upholding human rights.

#### **EXPECTATIONS FOR VENDORS**

Our subcontractors and vendors are subject to assessments or periodic inspections to ensure compliance to local laws relating to employment and specifically to human rights. Subcontractors and vendors should take appropriate actions to help assure human trafficking, forced labor and unlawful use of child labor does not exist in their supply chain.

#### **HUMAN TRAFFICKING**

JBSS strictly prohibits its employees and agents, and its subcontractors and vendors, from engaging in human trafficking-related activities. These activities include engaging in sex trafficking, procuring commercial sex acts (even if this practice is legal in the jurisdiction where it transpires), using slavery, using force, fraud or coercion to subject a person to involuntary servitude, using bonded (including debt bondage) or indentured labor, or obtaining labor from a person by threats of serious harm to that person or another person.

To help ensure heightened awareness, detection, prevention, and reporting of human trafficking, JBSS provides to its employees, managers and our third-party operators the following link to [Homeland Security Human Trafficking Awareness Webpage](#) published by the Department of Homeland Security to assist awareness. The National Human Trafficking Resource Center Hotline is: 1-888-373-7888.

#### **EMPLOYMENT OF CHILDREN**

No child shall be employed by JBSS or any of its subcontractors or vendors unless such employment is in compliance with all applicable laws and regulations concerning age, hours, compensation, health and safety. No person under the age of 16 shall be employed. No person between the ages of 16 and 18 shall be employed unless such employment is in compliance with the health, safety and morals provision of the International Labour Organization Convention 138 Concerning Minimum Age (ILO Convention 138). Notwithstanding the foregoing, the use of child labor on farms as permitted by local and national laws and regulations is not a violation hereunder.

#### **REPORTING OF INFORMATION**

Employees and agents of JBSS have many channels and avenues to report potential or alleged concerns; these include our Internal Audit Department or EthicsPoint (the JBSS anonymous reporting system). Employees may also report possible violations to line management or human resources. No reprisal or retaliatory action will be taken against any employee or agent for raising concerns under this policy. JBSS will take appropriate disciplinary action for violations of these rules, up to and including termination of employees, subcontractors, agents and vendors.

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