

Rice Fruit Company Human Rights Policy

Introduction

Rice Fruit Company is committed to respecting and promoting human rights in all aspects of our operations. This policy is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs) and reflects our commitment to upholding the fundamental rights of individuals impacted by our business activities.

Scope

This policy applies to all employees, contractors, suppliers, and other business partners of Rice Fruit Company. We expect all parties to uphold the principles outlined in this policy in their interactions with and on behalf of Rice Fruit Company.

Our Commitment to Human Rights

- **State Duty to Protect Human Rights:** We recognize the role of governments in protecting human rights and commit to complying with all applicable laws and regulations in the countries where we operate. We also support the rule of law and contribute to the development of legal frameworks that promote human rights.
- **Corporate Responsibility to Respect Human Rights:** We are committed to respecting human rights in all our operations and business relationships. This includes avoiding causing or contributing to adverse human rights impacts and addressing such impacts when they occur.
 - **Due Diligence:** We will implement human rights due diligence processes to identify, prevent, mitigate, and account for how we address human rights impacts in our operations and supply chain.
 - **Engagement:** We will engage with stakeholders, including employees, local communities, and civil society organizations, to understand and address human rights concerns related to our business.
 - **Training and Awareness:** We will provide training and resources to our employees and business partners to ensure they understand our commitment to human rights and their role in upholding this policy.

Human Rights Focus Areas

We recognize that our operations may have specific human rights risks, and we are particularly focused on the following areas:

- **Labor Rights:** We are committed to fair labor practices, including the prohibition of forced labor, child labor, and discrimination. We ensure safe and healthy working conditions and respect the rights of workers to freedom of association and collective bargaining.

- **Supply Chain Management:** We will work with our suppliers and business partners to ensure they share our commitment to human rights. We will communicate our expectations and take appropriate actions to ensure the protection of human rights throughout our supply chain.
- **Community Impact:** We will assess and address the potential impacts of our operations on local communities, including the rights to land, water, and health. We are committed to minimizing negative impacts and contributing positively to the communities where we operate.
- **Environmental Sustainability:** We recognize the link between environmental stewardship and human rights and commit to minimizing our environmental footprint to support the health and well-being of affected communities.

Access to Remedy

We are committed to providing access to effective remedies for individuals and communities whose human rights are impacted by our operations. This includes:

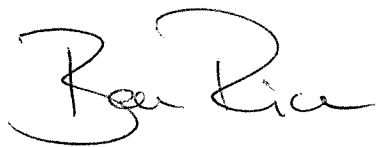
- **Grievance Mechanisms:** We will establish accessible grievance mechanisms for employees, suppliers, and communities to raise human rights concerns. These mechanisms will be transparent, confidential, and fair.
- **Corrective Action:** When adverse human rights impacts are identified, we will take prompt action to remedy the situation and prevent future occurrences.

Governance and Accountability

- **Responsibility:** The implementation of this policy is the responsibility of all employees and business partners of Rice Fruit Company. Final accountability for the successful implementation of this policy shall reside with the President.
- **Monitoring and Reporting:** We will regularly monitor our human rights performance and report on our progress to stakeholders. We will also review and update this policy as necessary to ensure its effectiveness.

Conclusion

Rice Fruit Company is committed to upholding human rights in all aspects of our business. We believe that respecting and promoting human rights is not only a moral obligation but also essential to our long-term success. We invite all stakeholders to join us in this commitment.



Ben Rice, President