# BALAI NI FRUITAS, INC.
## POLICY ON CHILD AND FORCED LABOR

## PURPOSE

Balai ni Fruitas, Inc. is committed to conduct business by always complying with and respecting human rights and workers' rights as well as ensuring that employees have the right to enter work voluntarily and freely, without menace of any penalty. Therefore, Balai ni Fruitas, Inc. will act professionally, fairly and with full of integrity in carrying out business relations with every employee without giving tolerance to all forms of child labor and forced labor, either directly or indirectly.

## POLICY STATEMENT

The Company strongly believes it has the responsibility to engage in employment practices that meet the highest legal and ethical standards. Nowhere is this responsibility more important than in the company's policies governing the minimum age and working conditions of its own employees and the employees of its suppliers.

## DEFINITIONS

1. Child - a person below 18 years of age (or such other minimum age as may later be established by law) or one who is over 18 (or such other minimum age as may later be established by law) but is unable to fully take care of or protect himself/herself from abuse, neglect, cruelty, exploitation, or discrimination because of a physical or mental disability or condition;

2. Child Labor - the involvement in any service to be rendered for the Company of a person less than the age of 18 (or such minimum age as may later be established by law) or the minimum age as may be provided by law in applicable circumstances;

3. Forced Labor - the exaction of work or service from any person by means of enticement, violence, intimidation or threat, or use of force or coercion, including deprivation of freedom, abuse of authority or moral ascendancy, debt-bondage or deception, or under the menace of penalty; and

4. *Involuntary Servitude* - a condition of enforced and compulsory service induced by means of any scheme, plan or pattern intended to cause a person to believe that, if he or she did not enter into or continue in such condition, he or she or another person would suffer serious harm or other forms of abuse or physical restraint; or threat of abuse or harm; or coercion, including depriving access to employment documents and withholding salaries; or the abuse or threatened abuse of the legal process.

## IMPLEMENTATION

- This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood.

- The implementation of the policy is the responsibility of the HR Department. Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained at the HR Department and are open for verification by any authorized personnel or relevant statutory body.

- Collaborate with security guards to check the age of each applicant who has come to apply for any job at BNFI or its subsidiaries.

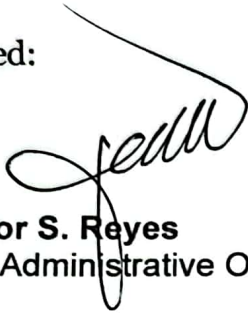## ACTIONS AGAINST PARTIES VIOLATING THIS POLICY

Parties found to have violated this Policy will be subject to one or more of the following actions:

- Employees, particularly those in-charge of recruitment or labor sourcing, who fail to follow the procedures set out in this Policy and other recruitment procedures, will be subject to disciplinary actions such as issuance of warning letters, suspension, demotion, and termination of employment.

- Employees who have been employed by the Group under false information will be terminated immediately if found to be underage.

- Suppliers and contractors who are found to have employed child labor and/or forced labor will be terminated within the terms and conditions of their contracts or agreements, unless they take immediate actions to comply with the Policy. Review of the Policy

## COMMITMENT

The Company and its subsidiaries will continue to comply with all applicable labor laws on Child Labor and Forced Labor and will be vigilant against any violations within the organization, including those involving its business partners and suppliers.

Signed:

**Leonor S. Reyes**
Chief Administrative Officer and Human Resource Director