

Borton & Sons, Inc. has a long history of consistently striving for quality and excellence in all that we do. One way in which we accomplish this, is through a number of expectations that we have adopted within our company surrounding ethical business practices and human rights. Just as we are audited by customers and industry organizations for areas such as food safety and worker safety, we also have standards in which we uphold ethical business practices and human rights within our company. We encourage those of you visiting our site to review our Ethical Code and Human Rights Policy in more detail, below.

## **Ethical Code and Human Rights Policy**

**Borton & Sons, Inc.**

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This policy represents the commitment of Borton & Sons, Inc. to conduct business in an ethical and responsible manner and to ensure people are treated with dignity and respect. We recognize and acknowledge our responsibility and opportunity to promote human rights, above and beyond legal requirements, where we can make a positive contribution. Furthermore, we work with and encourage our business partners and suppliers to adopt similar policies within their businesses.

### **Non-Discrimination and Harassment**

We are committed to attracting, retaining, and developing the best qualified people available without regard to race, color, religion, national origin, gender, sexual orientation, gender identity, age, physical or mental disability, or veteran status. Our nondiscrimination policy applies to applicants as well as employees and covers all terms and conditions of employment, including recruiting, hiring, transfers, promotions, terminations, compensation and benefits. Discrimination or harassment based on any of the above factors is prohibited, as is retaliation against a person who has made a complaint or given information regarding possible violations of this policy.

### **Freedom of Association**

We recognize employee rights to join or not join any lawful organization of their own choosing. We are committed to complying with laws pertaining to freedom of association.

### **Environment, Health and Safety**

We are committed to providing employees with a safe and healthful workplace, protecting the environment wherever we conduct business and striving for excellence in safety, health and environment stewardship.

### **Work Hours, Wages and Benefits**

Borton & Sons, Inc. establishes work shifts and schedules as appropriate to meet business needs and to comply with applicable laws. Employees are compensated competitively relative to the industry and local labor market, as determined by management. We operate in full compliance with applicable wage, work hours, overtime and benefit laws.

### **Human Trafficking and Forced Labor Child Labor**

We believe that the employment relationship should be voluntary, and the terms of employment must comply with applicable laws and regulations. We are therefore opposed to slavery, human trafficking, forced labor and are committed to complying with applicable laws prohibiting such exploitation.

### **Child Labor**

Borton & Sons, Inc. prohibits the unlawful employment of children. Employment of individuals under the age of 18 complies with applicable state and federal laws.