



## Human Rights Policy

### **Purpose**

Versova, and its associated operating companies, (Versova) has a set of Guiding Principles and Core Values that include respecting and serving our employees, business partners, customers and communities while being stewards of our hens and the environment. Versova complies with all state and national laws and international treaties concerning human rights, social rights and labor rights, consistent with the principles of the United Nations Universal Declaration of Human Rights. Versova has adopted this Human Rights Policy to set forth our commitment to our values as they relate to working conditions and human rights. This policy applies to all of Versova's operations.

Versova seeks to do business with customers, suppliers and contractors who share this same commitment to human rights and working conditions.

This policy is posted on the Versova website and the websites of our operations. It is also communicated internally to all employees, who are responsible for complying with this policy. Non-compliance with this policy, depending on the circumstances, may result in disciplinary action, up to and including termination of employment.

The Versova Human Rights Policy is overseen by Versova Management's Director of Human Resources.

### **EEO**

Versova is an equal opportunity employer. As such, we prohibit discrimination based on race, color, religion, sex, national origin, age, disability, veteran status, pregnancy, genetic information, citizenship status, sexual orientation, gender identity or expression, or any other reason prohibited by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at Versova are qualifications, performance, skills and experience.

### **Forced Labor**

Versova will not use or tolerate the use of forced, debt-bonded, indentured, slave or harmful child labor or human trafficking in its business or supply chain, nor will it knowingly accept products or services from suppliers that employ or utilize child or forced labor in any manner. This includes recruiting, harboring, transporting, providing, receiving or obtaining of a person for labor services through the use of force, fraud, coercion or abduction for the purpose of involuntary servitude, peonage, debt bondage or slavery.

Versova will not destroy, conceal, hold or otherwise deny access by employees to their identity or immigration documents, such as passports, work permits or drivers' licenses, regardless of issuing authority, except where the holding of the work permit by the employer is required by law.

### **Child Labor**

Versova will not employ anyone under the age of 16 in any position. Versova will comply with all state and federal laws in the employment of people under the age of 18, including requiring proper work permits and enforcing restrictions from hazardous work and restricted work hours.



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### **Harassment**

One of Versova's core values is "Respect". All Versova employees are expected to treat their co-workers, as well as employees of our customers, suppliers, regulators and contractors, with respect. As such, we will not tolerate any disrespectful or inappropriate behavior, physical or verbal abuse or any other form of intimidation, unfair treatment or retaliation of any kind. Sexual harassment or any unlawful harassment will not be tolerated.

### **Wages**

Versova will comply with all applicable compensation laws, including those related to minimum wage, working hours, rest periods and overtime work. Employees will be provided with a digital or hard copy pay stub for each pay period worked.

### **Safety / Security**

Safety & Security is a core value of Versova. Versova is committed to providing a safe, clean and secure environment for all personnel, poultry, products and data, and provides recurring safety training to our employees. We will comply with all applicable laws that govern the safety and health of our employees. We are continuously striving to improve our efforts to prevent incidents and injuries in our workplaces.

### **Freedom of Association**

Versova values its relationship with its employees and believes those relations to be good. However, while we do not believe that employees need a third party to represent their needs, Versova recognizes our employees' right to choose which, if any, organizations they join.

### **Suppliers**

As stated previously, Versova and its operations seek to do business with suppliers and contractors who share this same commitment to human rights and working conditions. The expectation is that suppliers and contractors that wish to do business with Versova will follow all state and national laws and international treaties concerning human rights and employment, consistent with the United Nations Universal Declaration of Human Rights.

### **Reporting**

Any employee who has questions regarding this policy or would like to confidentially report a potential violation of this policy should communicate with their local management or Human Resources Department. There will be no reprisal or retaliatory action taken against any employee who raises a concern. All concerns will be thoroughly investigated. Versova will address and respond to any concern raised by employees and will take the appropriate action to remedy any violation of this policy.