

HEALTH, SAFETY & LABOR POLICY

At Integrity Ingredients Corporation, it is recognized that it is the people who make the work and the industry what they are. We hire and work with people who are sons, daughters, parents, significant others and we recognize the importance of promoting a healthy, safe and fair working environment. We also strive to provide competitive working conditions that exceed the standards implemented by local laws as well as the standards of our industry. We are fully committed to:

- ❖ Employing industry standards to provide a safe working environment.
- ❖ Exceeding local/state/federal labor laws, to include but limited to:
 - Pay, Hours & Benefits
- ❖ Being an equal opportunity employer.
- ❖ Providing equal pay based only upon experience and results.
- ❖ Eliminating any and all possibilities for bias and conflicts of interest.
- ❖ Maintaining open communication at all levels within the company in order to incorporate any ideas that may make the company a safe and better place to work.

We also recognize the need to ensure the same ideals are followed throughout the supply chain. Working with even one company who does not support a healthy labor force can jeopardize the entire industry. We:

- ❖ DO NOT partner with those found to have unsafe working conditions.
- ❖ DO NOT partner with those who use forced/compulsory labor.
- ❖ DO NOT partner with those who use any form of child labor.
- ❖ ONLY partner with those who have similar values to our own.

David Howell
CEO