

Compliance Statement with AB 3234 California Law - FY2024



C&H Sugar Company, Inc. (“C&H”) is dedicated to conducting business in a lawful and ethical manner. C&H undergoes annual Sedex Members Ethical Trade Audits (SMETA 4 Pillars) <https://www.sedex.com/solutions/smeta-audit/>. SMETA is one of the most widely used social auditing protocols in the world, using social and ethical standards based on the Ethical Trading Initiative’s principles. C&H conducts business in a lawful, humane, and ethical manner. C&H is formally and voluntarily audited by SMETA. SMETA audits the following four pillars:

- Labor Standards: confirming absence of child and forced labor and compliance with legal requirements.
- Health and Safety: ensuring that the workplace is safe and healthy for employees;
- Environment: assessing the environmental impact of the organization's operations; and,
- Business Ethics: evaluating the organization's business practices and ethics to including bribery and corruption prevention, conflict of interest policies, and supplier relationships.

Accordia Global Compliance Group, an independent auditing firm, completes the audit, based on the SMETA standard, to ensure objectivity and transparency. Accordia Global Compliance Group is not a government agency and is not authorized to verify compliance with state and federal labor laws or other health and safety regulations.

C&H’s SMETA Audit Findings: FY2024 (Oct 1, 2023 - Sept 29, 2024) conducted by Accordia Global Compliance Group:

- Audit conducted on November 28th – 29th, 2023, for both the day and night shifts.
- Audit was conducted from 9:00 a.m. to 5:00p.m. on day 1 and from 8:30 am to 4:30p.m. on day 2.
- There were no Child labor related non-conformities found by the audit.

C&H is opposed to the use of child labor. The minimum age of employment is 18 years old. Job applicants are asked whether they are under the age of 18.

C&H affirms its adherence to California AB 3234. C&H is committed to ethical conduct and undergoes audits to ensure compliance with child labor laws and other federal and state employment laws. C&H is dedicated to upholding the highest standards of labor practices and promoting a safe, fair, and respectful work environment for all individuals involved in our operations.

C&H Sugar Company, Inc. is part of ASR Group. To view ASR Group’s policies, click on ASR Group – <https://asr-group.com/documentdownload>