

SOCIAL COMPLIANCE AUDIT REPORT

1. The social compliance audit of Mission Foods (the “Company”) at the Fresno, CA plant was conducted during a day shift on January 21, 2025 and January 22, 2025.

The social compliance audit of the Company at the Los Angeles, CA plant was conducted during a day shift on January 23, 2025 and January 24, 2025.

2. The Company does not employ individuals under the age of 18 years old. Furthermore, the Company does not engage in nor support the use of unlawful child labor at any time of day or night, much less exposed children or any individuals under 18 years old to any unsafe or hazardous working conditions that could impact their physical or mental health.
3. The Company has written policies and procedures barring the lawful and unlawful hiring of individuals under the age of 18 and prohibiting the use of child labor. The Company Human Rights Policy states, “[u]nder no circumstances is child labor permitted.”

In the event that an individual under the age of 18 is accidentally hired, the Company will immediately terminate the employment of the underage employee. If necessary, the Company will also direct the underage employee to appropriate services and provide them with adequate support.

Additionally, the Company will take remedial action to address any violations of Company policy, including deviations from the hiring process. Any employee found to have knowingly hired an individual under the age of 18 will face disciplinary action.

4. The local employee in the Human Resources Department that prepared this report certifies that the social compliance auditing company used for the above audit is not a government agency and is not authorized to verify compliance with state and federal labor laws or other health and safety regulations.