

Introduction

Nature's Pride aims to contribute to a better world through good labor conditions, care for the environment and economic development in the countries of origin. Good working conditions for the people that grow, harvest and pack our fruits and vegetables are a priority to us.

We are deeply committed to making a positive impact on the ground by working with our growers and other partners. The situation in the countries we source from is often complex. Within our area of influence and the resources at our disposal, we do our very best every day to make real improvements together with our growers. Yet, sustainability is never finished for us, but is an ongoing process.

Principles

The following principles are based on the ETI Base Code, an internationally recognized set of labour standards based on the ILO conventions.

- Employment is freely chosen and the terms of employment are documented
- Working hours are not excessive
- Working conditions are safe and hygienic
- Environment
- Regular employment is provided
- Fair wage is paid
- No discrimination is practiced
- No harsh or inhumane treatment is allowed
- Freedom of association and right to collective bargaining is respected
- Child labour shall not be used

Our Approach

Compliance

We see social audits as the beginning of the dialogue and an instrument for prioritization. Social audit results give our growers and Nature's Pride a roadmap to create awareness, improve processes, and build further capacity. All our suppliers in high and low risk countries must undergo an independent third-party audit as part of our social due diligence policy. High risk countries must attain one of the Sustainability Initiative Fruit & Vegetables (SIFAV¹) basket of standards. If a grower in a high risk country doesn't yet have an audit from the SIFAV basket of standards because they are a new supplier they must have a minimum of a GRASP certification to start delivering produce to Nature's Pride. On the other hand, low risk countries are requested to have a minimum of a GRASP certification.

Note: SIFAV¹ <https://www.idhsustainabletrade.com/initiative/sifav/>

High and Low Risk Countries Classification

The risk classification of countries relies on the Worldwide Governance Indicators, being aggregate indicators of Governance 1996-2011. These determine the level of risks related to Governance in sourcing countries, this classification is done yearly, therefore is always crucial to consult the latest version in the BSCI Amfori webpage.

To find latest Amfori BSCI: Go to: <https://www.amfori.org/resources>, and search for Country risk Classification, pick the latest version.

Accepted Standards

High Risk Countries Accepted Standards

By signing the SIFAV covenant, Nature's Pride has committed to purchasing 100% socially certified product.

By promoting transparency and comparability among relevant standards, the SIFAV basket of accepted standards supports the alignment of market requirements and helps to reduce audit duplications and costs for growers.

The accepted high-risk countries standards are those that have been successfully benchmarked against the Global Social Compliance Program (GSCP). This is an independent benchmark for social auditing practices developed by the Consumer Goods Forum. The GSCP reference tools are applicable globally and across sectors.

The accepted high risk countries social standards are the following:

- (Fair) For Life
- SMETA (4pillar)
- BSCI
- SIZA
- Rainforest Alliance
- SA8000
- Fairtrade
- Sustainably Grown

Stepping Stone for New Suppliers from High Risk Countries.

For a new supplier, we understand that the transition and implementation period to become socially certified with one of the SIFAV basket standards is rigorous. Therefore, we have adopted a stepping stone procedure, in which the supplier during 1st year is allowed to be certified with GRASP (Fields and Pack house) and advances towards certification of one of the SIFAV basket of standards. Meaning that by the second year the supplier must be socially certified with one of the SIFAV basket of standards.

Note: If the supplier has a pack house that cannot be certified with GRASP due that it doesn't own fields than the pack house must be socially certified with one of the SIFAV Basket of Standards.

Low Risk Countries Accepted Standard

Those countries that rank low risk in the Amfori BSCI must conduct a GRASP certification as a minimum requirement (Producer and Pack house).

About Standards

Validity of the Social Standard

Depending on non-compliances, the audit frequency for monitoring standards is 1 to 3 years. All non-compliances must be solved within the timeframe outlined by the auditor and are followed up by our team of experts. For certification systems, the audit frequency is determined by the standard. All non-compliances must be solved within the timeframe outlined by the auditor.

Requirements for Social Standards

- The audit shall be conducted by a third party auditor.
- Certificates and audit reports shall cover the supply chain up to Natures Pride. This means the production site(s) ('fields'), outgrower(s) and packhouse(s).
- Certificates and audit reports shall be valid during the period products are supplied to Nature's Pride.
- The report shall be complete.
- The report shall be specific (ex. Including the number of workers, working hours, salaries, overtime, etc.)
- The certificate and audit report shall be provided by the supplier to Nature's Pride (Sustainability Department & Buyer) and uploaded to the Supply Chain Information Management (SIM) portal.
- The following table describes all the social documentation that must be sent and uploaded in SIM.

Standard	Certificate	Report	CARP Report	Product List	Grower List
(Fair) For Life	X	X		X	X
SMETA (4 pillar)		X	X		
BSCI		X			
SIZA	X	X	X		
Rainforest Alliance	X	X			
SA8000	X	X			
Fairtrade	X	X	X		
Sustainably Grown	X				
GRASP		X			





Beyond Compliance

We believe social audits are a good first step to identify challenges and continuously improve working conditions.

However, we want to go beyond compliance and make a long-term, positive contribution to the communities that grow and harvest our fruits and vegetables. To achieve this, we work in partnership with our growers, Non-governmental organizations (NGOs), and other value chain partners.

We gather information from social audit reports to identify regional priority issues, best practices, and trends in social management and continuously look for new ways to improve transparency in our value chains, empower workers and communities, and make a positive impact. Our aim is to make good living and working conditions a standard business practice.

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Israel – Occupied Territories

All Nature's Pride suppliers from Israel confirmed through a suppliers agreement, that all products are grown, produced and packed in the state of Israel, as defined by the United Nations, and are not sourced or manufactured in areas considered as occupied territories (Borders pre 1967). Additionally, all products need to carry a label stating the country of origin as required by law.

At the same time, on a yearly basis, before the season starts, the supplier updates the SIM portal in order to identify each location and we follow-up by conducting a verification check on all locations in order to guarantee that the product is not from any of the occupied territories.

We are using the following European Union List with reference: Ref. Ares(2019)6018944 - 27/09/2019; nevertheless this can always be updated by the European Union.