



## **HUGHSON NUT, INC.**

Hughson Nut, Inc. fully supports the aims of the California Transparency in Supply Chains Act of 2010. As a family founded company, we have built our reputation on integrity, quality, service, and trust. As such, Hughson Nut strives to establish and maintain ethical and upstanding relationships with our suppliers, employees, and customers, and part of that relationship is built upon ensuring that we practice and require good human rights and labor practices throughout our business activities.

### **Verification.**

Our almond growers, their orchards, and their farm operations are routinely monitored by our team of grower representatives to ensure that all our growers' are providing a safe and healthy working environment to their employees. Our own facilities are audited regularly by a third party company which ensures that Hughson Nut establishes and maintains the highest level protocols regarding social and ethical compliances, food safety, and food quality.

### **Audits.**

Hughson Nut, Inc. regularly undergoes unannounced third party audits which check for our social compliance with all labor, safety, and food regulation laws. In addition, we conduct unannounced internal investigations of our growers operations to look for any possible violations in food, health, safety, or labor laws.

### **Certifications.**

All of our growers are required to certify that they comply with federal and state labor laws that prohibit human trafficking and slavery. In addition, Hughson Nut is in the process of implementing a certification process for any other suppliers that demonstrates their compliance with all applicable laws preventing the employment or benefit from human trafficking or slavery.

### **Accountability.**

Hughson Nut is highly committed to ending human trafficking and slavery. As such, non-compliance with our company standards regarding slavery and trafficking will result in corrective action or termination, depending on the number of non-compliances found and/or their severity. Hughson Nut, Inc. will work with employees and contractors to develop action plans to resolve any instances of non-compliance should one arise; however, we also reserve the right to immediately terminate a business relationship with a contractor or employee if it is deemed necessary.

### **Training and Prevention.**

All of our growers are provided with and encouraged to follow the industry's good agricultural practices which encourage and promote fair labor practices and food quality and safety. Additionally, Hughson Nut is in the process of updating our training and prevention programs for company employees and management to provide additional training and support on recognizing and eliminating possible issues associated with human trafficking and slavery within the supply chain.