



Corporate Responsibility Policies

July 26, 2022

Obeying Applicable Laws

MFK conducts business globally through international humanitarian organizations, such as UNICEF, through are partner organizations, such as Nutriset in France, and Edesia in the United States. We purchase our raw materials from many different countries. As a result, our business activities are subject to the laws of many different jurisdictions. Some laws extend beyond a specific country's borders. For instance, certain U.S. laws concerning imports and exports, bribery and trade sanctions apply not only to our U.S. operations, but to our operations in Haiti or in other countries. We are each responsible for following all the laws that apply to our business interactions.

Third Parties and Legal Conduct

Assisting a third party to engage in illegal activities can damage our reputation and result in serious legal consequences for MFK, including charges that we aided or conspired with the third party. In addition to obeying the laws that apply directly to MFK, we cannot take actions that we know, or ought to know, will assist a third party in violating the law. We are responsible for recognizing signs that indicate third parties are possibly engaging in illegal activities and using MFK to assist them.

Anti-Bribery

MFK does not offer or accept bribes, kickbacks, or other corrupt payments, regardless of local practice or perceived customs. Bribery is illegal in most places where we do business, including Haiti, and it can cripple MFK's long-standing reputation of conducting business with integrity.

A bribe is giving or offering to give something of value to someone in exchange for getting or keeping business or for any other business advantage. Never directly or indirectly offer, give, solicit, or accept any form of bribe, kickback, or other corrupt payment.

Dealing with Government Officials: The anti-corruption rules that apply to our dealings with government officials are especially strict. Under the U.S. Foreign Corrupt Practices Act (FCPA), it is a crime to offer or give anything of value, either directly or indirectly, to a government official to improperly influence the official. The FCPA, along with many other similar laws, applies to all MFK employees and third parties acting on our behalf around the world. Any employee who interacts with Haitian or U.S. government officials must understand and strictly follow all anti-corruption laws.

Safety and Health

At MFK, we believe all jobs can be done safely, and that zero injuries and fatalities are possible. Ensuring everyone returns home safely from work every day is core to our operations. This requires an unwavering commitment from leaders, employees and contractors who come to work at MFK's facility in Quartier Morin.

To help us do this, we

- comply with all health and safety laws in addition to our own strict programs and safety requirements, which often go beyond the requirements of Haitian law;
- continuously improve our safety performance through learning from others, both inside and outside our organization, establishing aggressive goals and recognizing people for improving safety processes; and
- insist on a culture that requires all work, however urgent, be done safely.

All employees are responsible for following health and safety laws and company requirements that apply to their jobs. Employees must also take precautions to protect themselves, their fellow employees and visitors to our facility and report any incidents or unsafe practices they witness to their manager. MFK managers must provide people with training, programs, and resources to do their jobs safely and design and maintain our processes and facilities in a manner that ensures safe working conditions. Personal Protective Equipment, where specified, is not optional; it is required.

Human Rights

As part of the global community, we recognize the important role we play in helping to address some of the world's most significant challenges. We partner with governments and social welfare organizations to address concerns related to human rights, including forced labor, human trafficking, and other illegal practices.

We respect human rights and support global efforts to protect them, including:

- Following all employment laws and regulations, including rules about the employment of minors, and supporting equal rights and the elimination of discrimination in employment.
- Paying regular and competitive wages and appropriate benefits and investing in resources to assist employees who want to develop to their full potential.
- Striving to ensure that child labor and illegal, abusive, or forced labor have no place within our operations or our supply chains, anywhere in the world.

Environmental Standards

We strive to reduce the environmental impact of our Haiti operations and help conserve natural resources. We are committed to protecting the environment in Haiti through waste minimization, efficient resource management including our move to the use of renewal energy sources.

Christopher Greene



CEO, Meds & Food for Kids