SUSTAINABLE AGRICULTURE POLICY

Agriculture is the base and the future of our business. A Sustainable Agricultural supply chain is critical and a great challenge for us in **ASPIS**.

Sustainable Agriculture allows us to produce and enjoy healthy foods without compromising the ability of future generations to do the same. We manage today's resources so that they can also be available in the future. The key is finding the right balance between the need of food production and the preservation of environmental ecosystems. Sustainable agriculture also promotes economic stability for farmers and helps them to improve their quality of life.

Sustainable Agriculture integrates three main goals:

Environmental Health - Economic Profitability - Social Equity

Our aim is to help farmers to work and meet their goals towards Sustainable Agriculture, with the most notable benefits to be, the reduce of their reliance on nonrenewable energy, reduce chemical use, save scarce resources and keep the land healthy.

The implementation of sustainable farm practices will Protect, Preserve and Improve the quality of Water, Air and Soil and the abundance of biodiversity and the landscapes.

All our fruit suppliers are required to meet our ***Sustainable Agriculture Guiding Principles***, where we communicate our values and expectations from our fruit suppliers and provide the framework and guidance on the implementation and the verification of the Sustainable Agriculture Practices.

SUSTAINABLE AGRICULTURE GUIDING PRINCIPLES

CODE OF CONDUCT

Legal Compliance: Compliance with all applicable laws and regulations is a core principle that must be followed by all employees and business associates on the farm, especially those concerning the environment, health and safety standards and employment rights.

Bribery and corruption: Have a clear commitment to zero tolerance of bribery or corruption in all forms through increased transparency and governance.

Conditions of employment: All workers should have a clear understanding of their responsibilities, pay, rights and entitlements prior to employment.

Wages and renumeration: All workers should be provided with a total compensation package that includes wages, overtime pay, benefits and paid leave. This should meet, or exceed, the legal minimum standards or appropriate prevailing industry standards, whichever is higher.

Forced labour, child labour: Prohibit the use of all forms of forced, compulsory, bonded, indentured, and prison labour. The use or threat of physical or sexual violence, harassment, intimidation or withholding wages should be prohibited. All work has to be voluntary, and workers enter into employment freely and terms and conditions are agreed to voluntarily, without deception or threat of penalty. Adhere to minimum age provisions of applicable laws and regulations.

Freedom of Association and Collective Bargaining: Respect the right of workers to form, join or not to join a labour union so that they can bargain collectively for their rights.

Occupational health and safety: Take every reasonable precaution to protect the occupational health and safety of persons at, or near, the workplace. Maintain a productive workplace by minimizing the risk of accidents, injury and exposure to health risks.

Local Community: Respect the rights of the individual, and communities, and avoid violation of land use rights. Engage with the community on matters that may impact the community. Maintain positive community relations and contribute to local economic development.

ENVIRONMENT

Water Management: Ensure long-term sustainability of water resources in balance with community and ecosystem. Optimize water use according to plant needs and minimize water quality impacts from wastewater discharges, erosion and nutrient-agrochemical runoff. Be fully aware of regulations referring to water extraction, use and treatment. Use irrigation methods that balance farm economics and water efficiency for optimum performance.

Soil Management: Maintain and improve soils by preventing degradation, reducing runoff, minimizing related greenhouse gas emissions and protecting soil biodiversity.

Air Pollution and Greenhouse Gas Emissions: Consider all potential sources of air pollution in farm activities and take actions to manage them. Understand the main uses of energy. Maximize energy use efficiency, seek to maximize the use of renewable energy and work towards reducing energy use and lowering associated GHG emissions.

Biodiversity: Protect the ecological structures and reduce the negative impacts of agricultural activities on biodiversity. Protect natural habitats through the conservation of natural flora and fauna na the maintenance of important ecosystem services such as natural pest and disease controls, pollination, and freshwater flows.

Crop Protection and Agrochemicals: Use chemical products in accordance with applicable laws and regulations and the label guidance of product manufacturers. Minimize the potential harmful impacts on water quality and air quality. Use Integrated Pest Management techniques to protect crops from pests, weeds and disease whenever possible.

Waste Management: Use the "waste hierarchy" to reduce, re-use, and recycle waste wherever practical.

FARM AND FINANCIAL MANAGEMENT

Farm management: Allow objective decision making and aid the systematic review of farm practices to determine if they are suitable, for long term financial health of the farm, protection of the environment and people (workers, local communities etc.).

Financial Stability: Maintain a viable business. Develop a good farm business plan, highlighting the weaknesses of farm operations, providing helpful insight for continual improvements.

Land use: All land conversion activities must be legal, and all the required authorizations must be in place from local, regional and national authorities.
Select the most beneficial use for the resources of the environment in order to conserve those resources for the future.

Training and Technical support: Ensure that farmers and workers have sufficient training on farming technics, technical crop knowledge, business planning, engineering and maintenance.

Equipment Maintenance: Have a good maintenance plan that can help to keep the equipment in good working order that help to avoid any major repairs.

PLANTING

Variety Selection: Select the best varieties available for your biotic and abiotic conditions. Choose the growing material that can improve profitability and reduce environmental impacts.

Genetically Modified Organisms (GMOs): Do not plant genetically modified varieties and be aware of all legal responsibilities with regards to genetically modified crops.

Invasive species: Know the measures available to avoid introduction, cultivation and use of invasive species and assess the invasiveness of a species before use.

MARKET ACCESS

Communication and Planning: Ensure the flow of information along the supply chain, with respect to the timing of harvest, crop storage and crop delivery with the aim of producing higher volumes of better-quality product. Maintain records to show you keep open channels of communication with the buyer and others in the supply chain.

Food Safety and Quality: Take all necessary precautions in order to ensure that food is fit for human consumption and does not create an environmental health hazard.

Food Traceability: Using a properly designed and verified traceability plan to enable tracking of production back to the farm or field of origin.