

## Our Freedom of Association Policy

We want the best for all our employees. We strive to sustain an open and empowering corporate culture where people communicate openly and treat each other with dignity and respect. We are committed to paying every employee at least a GMCR Livable Wage (as defined by an independent third party), providing access to affordable medical care, and creating opportunities for professional and personal growth.

To that end, we are a signatory of the United Nations Global Compact. The Compact's principles address protection of human rights and freedom of association, as well as the elimination of all forms of forced or compulsory labor, child labour, and discrimination in respect of employment and occupation.

Additionally, we operate under applicable labor laws in states where we have operations. These laws prohibit a company from terminating an individual as a result of choosing to enter into a union or collective bargaining. We have not developed a written policy independent of these laws, which are regulated by state and government agencies.