

NEW MARKET ESG CORPORATE SOCIAL RESPONSIBILITY POLICY

January 1, 2024

Mission Statement

New Market ESG's mission is to support improvements in the protein supply chain, including by supporting improvements in the way farm animals are bred, raised, transported and processed and in the types of protein products produced, including by adding more alternative, plant-based protein choices and animal-sourced products created in holistic production systems. By doing so, New Market ESG aims to help food companies and other actors in the protein supply chain address serious environmental and social challenges of the food system, including greenhouse gas emissions, resource use, dangerous working conditions, and lack of access to affordable and nutritious protein sources experienced by marginalized communities.

Code of Ethics

For New Market ESG, ethical business conduct encompasses confidentiality, honesty, sincerity, straight-forwardness, transparency and delivering value to our clients by treating their business as seriously as they treat it. We will offer an open line of communication within our company, and between our company and our clients or vendors regarding any ethical issue that arises.

Environmental and Social Governance Policies

Governance

1. The Board of Directors will receive an update of New Market ESG's environmental and social governance performance every year during the annual shareholder meeting.
2. The Board of Directors will review New Market ESG's environmental and social governance performance every year during the annual shareholder meeting.
3. The Board of Directors will review New Market ESG's operational performance and business strategy every year during the annual shareholder meeting.
4. The Board of Directors will receive an update of New Market ESG's financial performance every year during the annual shareholder meeting.
5. New Market ESG will update full-time employees on New Market ESG's financial performance every quarter, including providing a yearly summary at the end of the calendar year.
6. The New Market ESG Chief Executive Officer will prepare all financial and non-financial reporting materials for the annual shareholder meeting and disclosures to employees.

Employees and Independent Contractors

1. We will ensure all full- and part-time employees and independent contractors are paid at a minimum a living wage.
2. All new full- and part-time employees will receive an onboarding meeting to learn about the New Market ESG's mission and ethos.
3. We will encourage internal promotions and hiring for full- and part-time positions.
4. We will provide cross-skills business training for full- and part-time employees.
5. We will provide life skills training to full- and part-time employees.
6. We will provide a yearly performance review to all full and part-time employees that includes peer and subordinate input, and a 360-degree feedback process.
7. The yearly performance review shall occur within 10 business days of the New Market ESG Annual Shareholder Meeting, whether before or after the date of the Shareholder Meeting.
8. We will provide full- and part-time employees with an overview of New Market ESG's operations and strategy one month before the Annual Shareholder Meeting and solicit feedback to incorporate their input into discussions about operations and strategy at the Annual Shareholder Meeting.
9. We will review full- and part-time employee complaints and the employee complaint mechanism at the Annual Shareholder Meeting.
10. All full- and part-time employees are provided with the opportunity to send any concerns or complaints to any one of New Market ESG's Board of Directors.
11. Any concerns or complaints submitted to any of New Market ESG's Board of Directors must be disclosed by that Board Member to the other Board Members. To the extent the concern or complaint involves another Board Member, the Board Member who receives the concern or complaint should take reasonable steps to ensure the confidentiality of the employee who submitted the concern or complaint.
12. We will calculate our full-time employee attrition rate every year.
13. We will conduct a workplace satisfaction survey among all our full-time employees every year.

Community

1. We will include a statement in all job descriptions about our commitment to diversity, equity and inclusion.
2. We will conduct blind reviews of job applications such that identifiable names and characteristics are not known.
3. We will analyze our job description language and requirements to make sure they are inclusive and equitable.
4. We will offer training to full-time employees in topics related to diversity, equity and inclusion on a yearly basis.
5. We will analyze the demographics of our employees and independent contractors on a yearly basis.

Environment

1. All employees are encouraged to use environmentally practices in their workspaces.
2. All employees must take reasonable steps to ensure any hazardous waste is disposed of responsibly.
3. We will reimburse any employees for the necessary disposal of hazardous waste associated with any product that New Market ESG purchases or otherwise provides to the employee.

Martin Zerfas

New Market ESG President, Chief Executive Officer, Treasurer and Majority Shareholder
January 1, 2024

This document supplements any corporate responsibilities contained in New Market ESG's corporate by-laws or in shareholder actions. This document replaces the New Market ESG's March 2022 Environmental and Social Governance Policy. For a copy of New Market ESG's March 2022 ESG Policy or for New Market ESG's 2023 Business Impact Score and Report, please email team@newmarketesg.com.