

## NEW MARKET ESG BENEFIT COMPANY

### ENVIRONMENTAL AND SOCIAL GOVERNANCE POLICY

March 2022

#### Statement of Principles

New Market's mission is to support improvements in the way farm animals are bred, raised, transported and processed. Our company will balance purpose and profit. We will consider the impacts of our decisions on workers, suppliers, customers, society and the environment. We will also treat our social and environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

#### Environmental and Social Governance Policies

##### Governance

1. We will review our environmental and social governance performance every year during the annual shareholder meeting.
2. We will measure our success against Key Performance Indicators in a company environmental and social governance assessment framework approved by the State of Maryland as part of their Benefit Corporation Requirements.
3. We will publish the results of our assessment on our website.
4. We will report our financials to full-time employees every quarter.

##### Community

1. We will give preferences to suppliers with ownership from underrepresented populations, unless such preferential treatment is in violation of the local, regional or national law.
2. We will provide community or pro-bono service annually.
3. We will create and maintain partnerships with charitable organizations or memberships with community organizations.
4. We will offer discounted fees to nonprofit organizations and other entities with traditionally limited resources.
5. We will endeavor to work with significant suppliers who do not create an unreasonable risk of negative social and environmental impact.
6. We will seek to ensure significant suppliers comply with local laws and regulations, have good governance, and meet third party certifications for environmental and social issues.
7. We will review our suppliers every two years to determine if they create unreasonable risks of negative social and environmental impacts.
8. We will ensure all full and part employees and independent contractors are paid at minimum a living wage.

##### Environment

1. We will encourage environmentally preferred products and practices in employee virtual offices.

2. We will share resources with employees regarding environmental stewardship in home offices.
3. We will expect employees to ensure the safe disposal of e-waste and other hazardous materials purchased for home offices.

#### Clients

1. We will guarantee the work we produce and offer refunds to clients if they are not satisfied.
2. We will ask for feedback from clients at the end of each business year.
3. We will monitor and assess the satisfaction of our clients and the outcomes produced for our clients.
4. We will be transparent to clients and potential clients in our marketing, advertising and engagement.
5. We will seek to retain all our clients and will measure our success towards that goal yearly.
6. We will charge fees that reflect the financial means of our clients, for example, a lower rate for nonprofit organizations than for private companies.

The above policy is effective immediately.

Martin Zerfas  
President & CEO

A handwritten signature in black ink, appearing to be 'MZ', is written over a horizontal line.

Date: March 1, 2022