



AMERICAN FRUITS AND FLAVORS, LLC **HUMAN RIGHTS POLICY**

One of the core values of American Fruits and Flavors, LLC, a subsidiary of Monster Beverage Corporation (“AFF” or “we”), is the respect for human rights. It is vital to always conduct business in a way that respects and promotes human rights. This commitment drives the AFF Human Rights Policy.

This policy is guided by the international human rights principles set forth in the United Nations Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and AFF is committed to respecting the human rights that the International Labor Organization has declared to be fundamental rights at work. The policy also aligns with the AFF Code of Business Conduct and Ethics and the AFF Supplier Code of Conduct.

The Human Rights Policy applies to all of AFF and its employees regardless of location. AFF expects its suppliers to uphold these principles, and encourages them to adopt similar policies within their own businesses.

This policy addresses the following issues:

- Diversity and Inclusion
- Forced Labor and Human Trafficking
- Child Labor
- Workplace Health and Safety
- Workplace Security
- Work Hours, Wages, and Benefits
- Freedom of Association and Collective Bargaining
- Employee Reporting

Diversity and Inclusion

We value diversity and inclusion in our workplace. We are committed to equality of opportunity, and do not tolerate discrimination or harassment, particularly on the basis of race, religion, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, military or veteran status, or any other characteristics protected by federal or state law. The basis for recruitment, hiring, placement, training, compensation, and advancement should be qualifications, skills, performance, and experience.



Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, bonded labor, indentured labor, military labor, slave labor, and any form of human trafficking. We do not tolerate physical abuse of employees.

Child Labor

Our policy is to adhere to the minimum age provisions of applicable laws and regulations, and prohibit the hiring of individuals under the age of 18 for positions in which hazardous work is required.

Workplace Health and Safety

Our policy is to provide a safe and healthy workplace for our employees, and to comply with applicable health and safety laws and requirements. We minimize the risk of accidents, injury, and exposure to health risks as far as reasonably practicable to create a safe, healthy, and productive workplace.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats.

Work Hours, Wages, and Benefits

Our policy requires compliance with applicable wage, work hours, overtime, and benefits laws. We compensate employees competitively relative to the industry and the local labor market.

Freedom of Association and Collective Bargaining

We respect our employees' right to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment.

Employee Reporting

We believe in fostering a workplace in which open and honest communications among all employees are valued and respected, and comply with applicable labor and employment laws wherever we operate.

If we identify adverse human rights impacts resulting from or caused by our business activities, we are committed to providing for or cooperating in their fair and equitable remediation.



Any employee who believes that a conflict arises between the language of the policy and the laws, customs, and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a violation or suspected violation of the Human Rights Policy, should raise these concerns, without fear of retaliation or reprisal, through one of the available channels, including:

- Contacting his or her direct manager or next-level manager
- Contacting his or her human resources business partner
- Writing to AFF at the following address:

American Fruits and Flavors, LLC
ATTN: Executive Vice President, Legal
1 Monster Way
Corona, CA 92879

- Calling the anonymous Monster Beverage Corporation compliance hotline:

(800) 506-4310 (U.S.) or (844) 815-4398 (international)

The hotline is available globally 24 hours a day, 365 days a year.

- Submitting a report at [HTTPS://WWW.MYCOMPLIANCEREPORT.COM/](https://www.mycompliancereport.com/), utilizing the access code, "MEC".

A handwritten signature in blue ink, which appears to read "William Haddad". The signature is written in a cursive style with a long horizontal flourish extending to the right.