



American Fruits and Flavors, LLC, a subsidiary of Monster Beverage Corporation
Supplier Code of Conduct

Monster Beverage Corporation and its subsidiaries (collectively, “Monster Energy”) are committed to conducting business responsibly. It is of the utmost importance to operate with the highest of ethical standards. Monster Energy holds its directors, officers, and employees to these standards, guided by our Code of Business Conduct and Ethics.

This commitment extends to all of our suppliers. The Monster Beverage Corporation Supplier Code of Conduct outlines our expectations for suppliers in a range of important areas, and applies to both a supplier’s own practices and the acts of a supplier’s employees. The values contained in this document reflect our respect for international human rights principles, including those articulated by the International Labor Organization Declaration on Fundamental Principles and Rights at Work. We encourage our suppliers to work toward implementing best practices and to exceed the requirements of this Supplier Code of Conduct.

The Supplier Code of Conduct contains general requirements applicable to all of our suppliers. Particular supplier contracts may contain more specific provisions addressing some of these same issues. Nothing in the Supplier Code of Conduct is meant to supersede any more specific provision in a particular contract, and to the extent that there is any inconsistency between the Supplier Code of Conduct and any other provision of a particular contract, the contractual provision will control. With prior notice, we may from time to time conduct reasonable audits to verify a supplier’s compliance with the Supplier Code of Conduct.



We expect our suppliers to conduct business responsibly, with integrity, honesty, and transparency, and to adhere to the following principles:

1. Compliance with the Law

Comply with all applicable local and national laws and regulations of the jurisdictions in which a supplier provides goods or services to Monster Energy.

2. Child Labor

Comply with all applicable local and national child labor laws.

3. Forced Labor

Prohibit the use of all forms of forced labor, including prison labor, bonded labor, indentured labor, military labor, or slave labor, as well as any form of human trafficking.

4. Physical Abuse

Prohibit physical abuse of employees, and comply with applicable local and national laws addressing abuse of employees.

5. Wages and Work Hours

Operate in full compliance with applicable wage, work hours, overtime, and benefits laws. Compensate employees relative to the industry and local labor market, and offer employees opportunities to develop their skills and advancement opportunities where possible.

6. Freedom of Association and Collective Bargaining

Respect employees' right to join, form, or not join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, establish a constructive dialogue with their freely chosen representatives, and bargain in good faith with such representatives. Observe all applicable local and national laws on freedom of association and collective bargaining.



7. Discrimination

Encourage a diverse workforce free of discrimination. The basis for recruitment, hiring, placement, training, compensation, and advancement should be qualifications, performance, skills, and experience. Comply with applicable local and national anti-discrimination laws.

8. Workplace Health and Safety

Provide a secure, safe, and healthy workplace. Minimize the risk of accidents, injury, and exposure to health risks as far as reasonably practicable. Comply with applicable local and national health and safety standards.

9. Environment

Conduct business in ways which protect and preserve the environment. Consider sustainable agriculture practices, waste management, and pollution control, as well as opportunities for conservation of natural resources, water, and energy. Meet all applicable environmental laws, rules, and regulations.

10. Confidentiality

Protect confidential information of Monster Energy, and do not share it unless authorized to do so by Monster Energy. Take all reasonable and necessary precautions to keep confidential information safe.

11. Business Integrity

Conduct business with integrity, avoiding bribes and fraudulent practices and respecting relevant

local and national laws, including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act. Refuse to, either directly or indirectly, pay, give, offer, promise, or authorize the payment or giving of money or anything of value to a foreign official in order to assist in obtaining, retaining, or directing business. Similarly, refuse to offer, make, promise to make, or authorize any payment or gift, regardless of value, to any foreign official.



12. Conflicts of Interest

Avoid any relationships with Monster Energy employees that might conflict or appear to conflict with an employee's obligation to act in the interest of Monster Energy. Take care that any personal relationship with a Monster Energy employee is not used to influence that employee's business judgment. When a supplier's employee has a close family relation (spouse, parent, sibling, grandparent, child, grandchild, in-law, or same or opposite sex domestic partner) with an employee of Monster Energy, or if a supplier has any other relationship with a Monster Energy employee that might be a conflict of interest, disclose this fact to Monster Energy or ensure that the Monster Energy employee does so. Recognize that Monster Energy employees cannot accept anything more than modest gifts from suppliers.

13. Internal Grievance and Reporting Procedures

Provide supplier's employees and workers with a mechanism to express grievances and violations or suspected violations of the Supplier Code of Conduct without fear of retaliation or reprisal. Ensure concerns are appropriately addressed in a timely manner. Elevate potential violations to management if necessary.

14. Reporting to Monster Energy

Report violations or suspected violations of the Supplier Code of Conduct to Monster Energy, submitting a report in one of the following ways:

- Write to the Monster Beverage Corporation at the following address:
Monster Beverage Corporation
ATTN: Senior Vice President and Deputy General Counsel
1 Monster Way
Corona, CA 92879
- Call the anonymous Monster Beverage Corporation compliance hotline:
(800) 506-4310

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

Any reporting should be permitted without fear of retaliation or reprisal.