

2024

CODE OF ETHICS

chelan
freshTM

joyfullyTM
BY
CHELAN
FRESH
grown



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Purpose:

*Chelan Fresh is a multi-generational company that is committed to nurture, honor and protect Our People, Our Planet, and Our Food. Our commitment to Our People encompasses **all** Chelan Fresh employees and ensures that no one is left behind. We pride ourselves in treating everyone Equally, Respectfully, Trustfully, Ethically, Positively, and with Integrity.*

Chelan Fresh is committed to Our People by ensuring that we do right by every one of our employees by following set rules & guidelines and providing a safe, healthy, and positive workplace.

RESPECT FOR LAWS

Legal Compliance

At Chelan Fresh and all its enterprise members (Gebbers Farms, Crane Ranch, Apple House, Borton & Sons & Gilbert Orchards), we adhere to the laws and regulations established by our applicable jurisdictions.

Occupational Safety & Health

Chelan Fresh and all its enterprise members strive to provide a safe, hygienic, and sanitary environment at all work-related sites and all housing provided by the company. Chelan Fresh adopts reasonable measures to identify hazards and control occupational risk of injury and illness.

Equal Employment Opportunity

Chelan Fresh is an equal opportunity employer. Our goal is to provide an environment at our facilities that respects human dignity and is accepting of all individuals.

All employees and applicants for employment are extended equal employment opportunities without regard to race, color, religion, national origin, age, gender, pregnancy, childbirth or related medical conditions, physical or mental disability, genetic information, veteran status, sexual orientation, gender identity, gender expression, veteran, or current or future military status, or any other status protected by city, county, state, or federal law (collectively known as protected classifications).

RESPECT FOR PROFESSIONAL CONDUCT

Ethical Recruitment

At Chelan Fresh, we place utmost importance on recruiting all our workers responsibly, and treating all workers with dignity and respect.

At any time during the recruitment and selection process, Chelan Fresh prohibits abusive, deceptive, fraudulent, and corrupt practices. Chelan Fresh prohibits payment in any form in exchange for a job. Chelan Fresh bears the costs of recruitment and placement.

Chelan Fresh commits to a workplace where all workers have the right and responsibility to voice questions, report any improper or wrongful activity, or discuss opportunities and/or grievances. With the promise of a fair, transparent and accessible channel of communication, Chelan Fresh encourages a timely disclosure of concerns, and prohibits retaliation against anyone who reports concerns.

Reasonable Accommodation

Chelan Fresh will make a reasonable accommodations for a sincerely held religious belief, practice, observance, pregnancy, childbirth, or medical conditions as directed by city, county, state, or federal law.

We will make reasonable accommodations for disabilities that impact an employee's ability to perform the essential job functions. Chelan Fresh will not be discriminated against or retaliated against employees for asserting their right to seek reasonable accommodations.

RESPECT FOR HUMAN RIGHTS

At-Will Employment Status

Employment with Chelan Fresh is on an at-will basis. Chelan Fresh commits to a work environment where employment is freely chosen and not performed under threat, coercion, force, or menace of penalty.

Freedom of Association

Chelan Fresh follows applicable laws regarding freedom of association, collective bargaining, and workers' equal right to refrain from such activity.

Protection of Children and Young Workers

Chelan Fresh follows the Washington State Department of Labor & Industries and Department of Revenue's regulations and restrictions regarding the hiring of minors and prohibits the hiring of anyone below the legal age of employment.

Bullying, Discrimination and Harassment Prohibition

Chelan Fresh intends to provide a work environment that is respectful, pleasant, healthy, comfortable, and free from intimidation, hostility, or other offenses which might interfere with work performance.

Chelan Fresh prohibits any of the forms of harassment, discrimination, or bullying.

Chelan Fresh will actively enforce its policy against bullying, discrimination, and harassment. The policy applies to all conduct by any supervisor, coworker, subordinate, vendor, client, or customer that affects an employee's work environment.

These behaviors are unprofessional, inappropriate, disrespectful, and damaging to Chelan Fresh's business operations. Anyone who violates this policy will be subject to discipline, up to and including discharge.