



Labor and Human Rights Policy

The principles set forth in this statement reflect J & J Snack Foods Corp. (hereinafter “JJSF”) philosophy on how we conduct business on a global basis and indicate our broad support for internationally recognized human rights as expressed in the United Nations Guiding Principles on Business and Human Rights. This Policy is applicable to all directors, employees, contractors and suppliers of JJSF and its subsidiaries. The JJSF Board of Directors is responsible for overseeing this Policy.

Child and Forced Labor: JJSF will not permit child labor or labor practices utilizing prison, slave, forced, bonded, or indentured labor in our operations or the operations of our suppliers, and will not engage in any other form of compulsory labor such as human trafficking. Employees will not be required to pay any fees and costs associated with their recruitment. Employees will be made aware of the terms and conditions of their work in advance and paid regularly as agreed. Agencies and contractors who supply workers to JJSF are expected to follow the provisions of this Policy when supplying labor to JJSF. Practices that restrict workers’ freedom of movement or ability to terminate his or her employment are prohibited. Workers shall not be required to make deposits and/or financial guarantees and their identity documents (such as passports, identity cards, etc.) shall not be retained.

Diversity and Nondiscrimination: JJSF is an equal opportunity employer and prohibits unlawful discrimination against applicants for employment and employees on the basis of race, color, sex, gender, sexual orientation, gender identity, gender expression, national origin, ancestry, citizenship, marital status, pregnancy, military, or veteran status, physical or mental disability, medical condition, age, religion, genetic information or any other classification protected by federal, state or local law. Equal opportunities for all workers shall be provided in all aspects of training and personal and professional development.

Harassment and Abuse: JJSF is committed to treating employees with respect and dignity and providing a workplace free of sexual harassment or other unlawful harassment. All forms of violence and harassment in the workplace, including verbal, physical, sexual, or psychological abuse, are prohibited. Sexual harassment, including unwelcome sexual advances, unwanted touching, suggestive or lewd remarks, requests for sexual favors, or the display of indecent, derogatory, or pornographic pictures, posters, drawings, or videos, is prohibited. All workers are protected from retaliation for reporting or complaining about harassment. Key personnel (where relevant) are regularly trained to recognize signs of gender-based violence and discrimination and understand laws and organization policies on human trafficking and sexual exploitation.

Compensation and Benefits: JJSF is committed to providing fair and competitive wages. Included in the commitment of fair and competitive wages is a commitment to provide comparable pay for comparable work.



Health and Safety: JJSF will provide a safe and healthy work environment that complies with all applicable laws pertaining to health and safety in the workplace. In addition, effective steps shall be taken to prevent health and safety incidents and occupational injury and/or illness. On-the-job attention and accommodations shall be given to ensure that the reproductive rights of all workers are respected. Workers engaged in working with hazardous materials will be informed of the potential risks to their reproductive health. To prevent unsafe exposure to hazardous chemicals and hazardous substances, appropriate accommodations shall be made for pregnant women. The number of toilets within a reasonable distance of the workplace required under applicable laws shall be provided. The number of toilets shall also take into consideration the number of workers, privacy for each individual and gender, accessibility, and hygiene. Undue restrictions shall not be imposed on the time and frequency of toilet use. Workplace policies and practices shall be established to ensure that workers have the opportunity to take rest and water breaks and to take leave to see nonemergency services from on-site or off-site health service providers or childcare when needed.

Freedom of Association/Collective Bargaining: JJSF recognizes that in many of the locations in which we operate, employees have the right to freely associate, or not to associate, with third party organizations such as labor organizations, as well as the right to bargain collectively in accordance with local laws. Consistent with the ILO Declaration of Fundamental Principles and Rights at Work, employees of JJSF and its subsidiaries shall have the right to establish and join organizations of their own choosing, subject only to the rules of the organization concerned. Employers shall not use any form of physical or psychological violence, threats, intimidation, retaliation, harassment, or abuse against union representatives and workers seeking to form or join an organization of their own choosing. JJSF respects these rights and is further committed to creating an environment of open communication in which employees can speak with their managers about their ideas, concerns or problems, and work together to address workplace issues. We encourage our employees to share their ideas, concerns, or suggestions through a culture of cooperation and teamwork. JJSF retains the right to express its views, arguments and opinions concerning third party organizations such as labor organizations consistent with applicable law.

Training and Reporting: JJSF will periodically train on the contents of, and expectations under, this policy. Any violations of this policy should be reported to the applicable JJSF Human Resources representative or to the JJSF Legal Department at 350 Fellowship Road, Mt. Laurel, NJ 08054 (800-486-9533). Individuals may also make anonymous reports of potential violations of this policy directly to our Ethics Hotline as follows:

**jjsnackmobile.ethicspoint.com
jjsnack.ethicspoint.com
1-833-602-2012**

Effective Date: The effective date of this Policy is May 15, 2024.