



Palmyra Bologna Company, Inc.
d.b.a. Seltzer's Lebanon Bologna Company
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Palmyra Bologna Company, Inc. Social Compliance Policy Statement

Palmyra Bologna Company, Inc. (hereinafter referred to as the "Company") has chosen to comply with the SA8000 International Standard regarding Social Compliance. The Company is committed to conform to all requirements of the SA8000 Standard and to respect all International Labor Laws as well as Labor Laws of The United States and those of Pennsylvania and other applicable requirements.

1. Child Labor

The Company shall not engage in or support the use of workers under the age of 15 years old.

Should the Company find itself in the employment of workers under the age of 15, the Company will remediate the situation by confirming the child has adequate financial resources to attend school. Full details are contained in the Palmyra Bologna Company, Inc. Child Labor Procedure Statement.

The Company's minimum hire age requirement is 18 years old.

2. Forced or Compulsory Labor

The Company shall not engage in or support the use of forced or compulsory labor, including prison labor, shall not retain original identification papers and shall not require personnel to pay 'deposits' to the Company upon commencing employment.

Neither the Company nor any entity supplying labor to the company shall withhold any part of personnel's salary, benefits, property or documents in order to force such personnel to continue working for the Company.

The Company shall ensure that no employment costs or fees are borne in whole or in part by workers.

Personnel shall have the right to leave the workplace premises after completing a standard workday and be free to terminate their employment provided they give reasonable notice to the organization.

Neither the Company nor any entity supplying labor to the Company shall engage in or support human trafficking.

3. Health and Safety

The Company shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of, associated with or occurring in the course of work. It shall minimize or eliminate, so far as is reasonably practicable, the causes of all hazards in the workplace environment, based upon the prevailing safety and health knowledge of the industry sector and of any specific hazards; all of which also in compliance with OSHA standards.

The Company shall assess all the workplace risks to new, expectant and nursing mothers including those arising out of their work activity, to ensure that all reasonable steps are taken to remove or reduce any risks to their health and safety.

Where hazards remain after effective minimization or elimination of the causes of all hazards in the workplace environment, the Company shall provide personnel with appropriate personal protective equipment as needed at its own expense. In the event of a work-related injury the Company shall provide first aid and assist the worker in obtaining follow-up medical treatment.

The Company shall appoint a senior management representative to be responsible for ensuring a safe and healthy workplace environment for all personnel and for implementing the SA8000 Standard's Health and Safety requirements.

A Health and Safety Committee, comprised of a well-balanced group of management representatives and workers, shall be established and maintained. Its decisions shall be effectively communicated to all personnel. The Committee shall be trained and retrained periodically in order to be competently committed to continually improving the health and safety conditions in the workplace. It shall conduct formal, periodic occupational health and safety risk assessments to identify and then address current and potential health and safety hazards. Records of these assessments and corrective and preventative actions taken shall be kept.

The Company shall provide to personnel, on a regular basis, effective health and safety training, including on-site training and, where needed, job-specific training. Such training shall also be repeated for new and reassigned personnel, where incidents have occurred, and when changes in technology and/or introduction of new machinery present new risks to the health and safety of personnel.

The Company shall establish documented procedures to detect, prevent, minimize, eliminate or otherwise respond to potential risks to the health and safety of personnel. The Company shall maintain written records of all health and safety incidents that occur in the workplace and in all residences and property provided by the Company, which it owns, leases or contracts the residences or property from a service provider.

The Company shall provide, for the use of personnel, free access to: clean toilet facilities, potable water, suitable spaces for meal breaks, and, where applicable, sanitary facilities for food storage.

All personnel shall have the right to remove themselves from imminent serious danger without seeking permission from the organization.

4. Freedom of Association & Right to Collective Bargaining

All personnel have the right to form, join or organize trade unions of their choice and to bargain collectively on their behalf with the Company. The Company shall respect this right and shall effectively inform personnel that they are free to join a worker organization of their choosing without any negative consequences or retaliation from the Company. The Company shall not interfere in any way with the establishment, functioning or administration of workers' organizations or collective bargaining.

The Company shall ensure that union members, representatives of workers and any personnel engaged in organizing workers are not subjected to discrimination, harassment, intimidation or retaliation for being union members, representatives of workers or engaged in organizing workers, and that such representatives have access to their members in the workplace.

5. Discrimination

The Company shall not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, nationality or territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could give rise to discrimination. The Company adheres to all aspects of the Pennsylvania Human Relations Act. The Company also operates within International Norms as listed in the SA8000 International Standard section II regarding Normative Elements.

The Company shall not interfere with the exercise of personnel's rights to observe tenets or practices or to meet needs relating to race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, union membership, political opinions or any other condition that would give rise to discrimination.

The Company shall not allow any behavior that is threatening, abusive, exploitative, or sexually coercive, including gestures, language and physical contact, in the workplace and in all residences and property provided by the Company, whether it owns, leases or contracts the residences or property from the service provider.

The Company shall not subject personnel to pregnancy or virginity tests under any circumstances.

6. Disciplinary Practices

The Company shall treat all personnel with dignity and respect. The Company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

7. Working Hours

The Company shall comply with applicable laws and industry standards on working hours, breaks and public holidays. The normal work week, not including overtime, shall be defined by law but shall not exceed 40 hours.

Personnel shall be provided with at least one day off following every six consecutive days of working.

All overtime shall be voluntary, except as provided in the next paragraph, shall not exceed 12 hours per week and shall not be requested on a regular basis. Exception to the 12 hour per week maximum is made in the case that personnel have notified the Company in writing of their intent to work hours beyond 52 per week with another employer. The Company shall allow additional overtime to those personnel so as to responsibly monitor performance as well as provide maximum remuneration to those personnel. The Company will maintain records of all such communication.

In cases where overtime work is needed in order to meet short-term business demand the company may require overtime, but the overtime shall not exceed 12 hours per week and shall not be requested on a regular basis.

8. Remuneration

The Company shall respect the right of personnel to a living wage and ensure that wages for a normal work week, not including overtime, shall always meet at least legal or industry minimum standards. Wages shall be sufficient to meet the basic needs of personnel and to provide some discretionary income.

The Company shall not make deductions from wages for disciplinary purposes.

The Company shall ensure that personnel's wages and benefits composition are detailed clearly and regularly to them in writing for each pay period. The Company shall lawfully render all wages and benefits due in a manner convenient to workers, but in no circumstances in delayed or restricted forms, such as vouchers, coupons or promissory notes.

All overtime shall be reimbursed at a premium rate as defined by national law.

The Company shall not use labor-only contracting arrangements, consecutive short-term contracts and/or false apprenticeship or other schemes to avoid meeting its obligation to personnel under applicable laws and regulations pertaining to labor and social security.



Craig Seltzer (President: Palmyra Bologna Company, Inc.)



Date



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