



## HUMAN RIGHTS POLICY

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Vital Farms, Inc. (the “*Company*”) is committed to respecting, upholding, and promoting human rights across our operations and throughout our entire supply chain, and promoting and protecting the rights of all workers, including at-risk populations such as minors, women, and underrepresented minorities.

We strive to conduct our business in accordance with following principles:

- We compensate our crew members competitively relative to our industry and local labor markets. We work to ensure full compliance with all applicable labor and employment laws and regulations in the locations where we operate, including all applicable wage, work hours, overtime, and benefit laws.
- We value and advance the diversity and inclusion of the people with whom we work. We abide by all labor laws and regulations and do not tolerate any form of discrimination or harassment based on gender, race, color, ethnicity, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, veteran status, citizenship, national origin, genetic information, or any other characteristic protected by law.
- 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.
- We prohibit the use of all forms of forced labor, including prison, indentured, bonded, and military labor, and we oppose modern forms of slavery and any form of human trafficking.
- We prohibit the hiring of children younger than the minimum age of employment required by the laws of the jurisdictions in which we operate.
- We respect freedom of association and the rights of our crew members to lawfully and peacefully associate, organize, and bargain collectively.
- We promote and take pride in our practices to ensure the safety, health, and well-being of all our crew members. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our crew members, by addressing and remediating identified risks of accidents, injury and health impacts.
- We recognize access to water as an essential human right and are committed to providing appropriate access to safe water, sanitation, and hygiene to all crew

members.

- We are committed to giving back to the communities around us through donation of food and monetary resources and support of various crew volunteer initiatives.
- We support human rights practices as outlined in the United Nations Guiding Principles on Business and Human Rights, International Labour Organization Conventions, and the United Nations Declaration of Human Rights.

This Human Rights Policy shall be subject to the oversight of the Nominating and Corporate Governance Committee of the Board of Directors (the “*Committee*”). The management of the Company is authorized to revise this Human Rights Policy from time to time with stakeholder engagement as a part of the process. This Human Rights Policy shall be subject to review by the Committee on an annual basis.

**Effective: December 1, 2021**

**Amended: December 20, 2022**