



Social Responsibility Policy

Bascom Maple Farms is committed to providing safe, high-quality maple products to its customers and consumers. As part of that commitment, the Company recognizes certain responsibilities to its stakeholders and the community. In order to meet these responsibilities, Bascom Maple Farms is continually developing and revising its operating policies and procedures to ensure the Company is operating responsibly in key areas; these areas are summarized below and represent an overview of the Company's operating standards.

EMPLOYEES & PEOPLE

As a family-owned and oriented company, Bascom Maple Farms takes seriously its responsibility to provide a safe, healthy, and productive environment for its employees. The Company operates in compliance with applicable employment laws and regulations, including but not limited to: human trafficking/slavery, Equal Employment Opportunity, child labor, discrimination, living wages, and other fair labor practices.

Bascom Maple Farms, Inc. is committed to preventing the accidental loss of any of its resources, including employees. In fulfilling this commitment, management will provide and maintain a safe and healthy work environment, in accordance with industry standards and in compliance with legislative requirements, and will strive to eliminate any foreseeable hazards which may result in accidents or personal injury/illness.

ETHICS

Bascom Maple Farms is committed to operating in a legal, ethical, and trustworthy manner. Company representatives are expected to adhere to our Conduct Policy and procedures, which provides mechanisms to prevent dishonest or unethical conduct while fostering a culture of accountability.

COMMUNITY ENGAGEMENT

As a local business, Bascom Maple Farms prioritizes the support of local organizations and initiatives that impact the lives of our employees, customers, and local community. Where feasible, the Company supports programs that provide services locally as well as organizations dedicated to promoting local agriculture.

ENVIRONMENT AND SUSTAINABILITY

Bascom Maple Farms recognizes its shared responsibility to protect the environment and natural resources. Although its operations have a small ecological footprint, the Company strives to reduce its environmental impact through conservation practices and technological improvements. Bascom's continually monitors industry advancements to ensure its production practices and equipment supports sustainable sugaring and minimizes environmental impact.