

# **Corporate Social Accountability Program (CSR)**

## **POLICY PURPOSE**

Lone Star Bakery, Inc.'s CSR refers to our responsibility toward human rights and a safe and environmental friendly workplace. Our policy, which is outlined below, details the areas we focus on to ensure we are giving back to a greater community.

## **SCOPE**

This policy applies to our company and may also refer to suppliers/vendors.

## **POLICY ELEMENTS**

Our company strives to meet the highest standards of ethics and professionalism. In achieving this, we have broken down our social responsibility into two categories: **compliance** and **proactiveness**.

### **COMPLIANCE**

Our company will:

1. Follow its internal policies
2. Respect all laws, rules, and regulations
3. Ensure all business operations are legitimate

### **Business Ethics**

Our company will always conduct its business with respect to human rights. We will promote:

1. Fair and safe dealing
2. Treat customers with respect
3. Anti-bribery and anti-corruption practices

### **Protecting the Environment**

Our company recognizes the need to keep our environment clean and unpolluted. We follow best practices when disposing waste product and using chemical substances. We stay in compliance with the EPA.

## **Protecting People**

Our company will ensure that we:

1. Do not risk the safety and health of our employees and the community.
2. Avoid harming the lives of local and indigenous people.
3. Support inclusion and diversity.

## **Human Rights**

Our company is dedicated to protecting human rights. We are an equal opportunity employer and we comply with all laws under Title VII, the Equal Pay Act, the Age Discrimination in Employment Act, and all other anti-discrimination laws. We do not discriminate in hiring, remuneration, training, promotions, firing or any other condition that could give rise to discrimination. We comply with the Fair Labor Standards Act; we are not engaged in any violation of the child labor laws. We ensure that all our activities do not directly or indirectly violate human rights in any country, i.e. forced labor/human trafficking.

## **PROACTIVENESS**

### **Donations and Aid**

Our company strives to give back to our community in various ways as follows:

1. Our company donates to the local community through the San Antonio Food Bank to feed those people in need.
2. Our company sells food products at a substantially discounted rate to feed prisoners.
3. Our company donates to the local volunteer fire department and various other organizations in need.

### **Volunteering**

Our company encourages employees to volunteer through programs organized internally and externally.

### **Preserving the Environment**

In addition to complying with all legal requirements, our company proactively protects the environment in the following ways:

1. Recycling
2. Reclaiming our gray water
3. Conserving energy

### **Learning**

Our company actively invest in Research and Development, and remains open to new ideas and ways to improve.