

Royal is committed to providing working conditions at all our facilities that are appropriate under applicable laws and are in-line with Royal's culture and Code of Conduct and Business Ethics Policy. Likewise, we expect our supply-chain partners to comply with applicable laws in the communities in which they operate and align with the principles outlined in Royal's Code of Conduct and Business Ethics Policy.

Child Labor is Prohibited. We will not employ anyone who is not at least 17 years old except as part of a government allowed job training or apprenticeship program.

Forced Labor is Prohibited. We will not use forced labor in any form and will not tolerate physically abusive practices. We will not tolerate acts of modern slavery and human trafficking within our business and supply chain and encourage suppliers to follow the same high standards.

Anti-Retaliation. We prohibit any retaliation against any employee who, in good faith, has registered a complaint or who cooperates with an investigation. Employees shall be able to communicate openly with management regarding working conditions without fear of retaliation, intimidation or harassment.

Compensation. Compensation and benefits paid to employees shall be competitive and consistent with applicable laws, including those relating to minimum wage, overtime hours and legally required benefits.

Working Hours. We will comply with applicable laws regulating hours of work.

Anti-Harassment and Discrimination. All our employees have the right to work in an environment that is free of inappropriate discrimination and harassment.

Equal Opportunity Employer. Royal supports an environment of equal employment opportunities and will maintain and conduct all practices relating to recruitment, hiring, promotion, discipline and other terms and conditions of employment in a manner which does not discriminate on the basis of race, color, religion, national origin, ethnicity, age, sex (including pregnancy, gender identity, gender expression, and sexual orientation), disability, marital status, military service, height, weight, genetic information, or any other characteristic protected by law.

Training. All employees receive information regarding the guidelines for basic working conditions at the start of their employment and information is included in the handbook.

Policy feedback. Royal is committed to regularly reviewing these guidelines with relevant stakeholders to further develop the policy, confirm its implementation, and evaluate the effectiveness of the policy's implementation.

Reporting. Royal operates with integrity, which is included in our Code of Conduct. We have multiple channels for reporting, including reporting human rights, business ethics violations or other concerns using the form on the website.