	<b>Anti-Discrimination &amp; Anti-Harassment Policy</b>	
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## Anti-Discrimination & Anti-Harassment Policy

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### 1. Objective

Ferrara Candy Company (“Ferrara” or the “Company”) is an equal opportunity employer that is committed to maintaining a work environment in which all individuals are treated with respect and dignity. As employees of Ferrara, we have a duty to act responsibly and respectfully towards each other.

Ferrara does not tolerate any conduct—verbal, visual or physical— that is inappropriate, unwelcome or directed at someone based on his or her protected characteristics. This includes conduct that interferes with someone’s work or creates an intimidating, hostile, or offensive work environment. Discrimination and/or harassment, as defined in this Anti-Discrimination & Anti-Harassment Policy (the “**Policy**”), have no place at Ferrara, and those who engage in such prohibited behavior will be subject to disciplinary action up to and including termination of employment.

While it is not possible to list all situations in which discrimination or harassment may arise, this Policy highlights, for purposes of illustration, the definitions of discrimination and harassment as well as a few examples of situations that could constitute inappropriate conduct under this Policy. Additionally, this Policy highlights our protections against retaliation for those who report inappropriate conduct in violation of the Policy.

### 2. Scope of the Policy

This Policy applies to all Ferrara employees as well as independent contractors and persons acting on behalf of Ferrara.

Additionally, this Policy applies to conduct on or off Company premises and/or in connection with the Company’s business (including by telephonic, electronic, or paper-based communication). This includes work-related settings outside the workplace such as business trips, business meetings, business-related social events, or other Company-sponsored events such as parties, picnics, etc.


### 3. Definitions of Discrimination & Harassment

#### 3.1 Discrimination

Discrimination involves treating people less favorably based on their race, color, creed, religion, sexual orientation, gender identity and expression, marital or civil union status, national origin, ancestry, citizenship, age, military or veteran status, disability, genetic information, pregnancy (childbirth or related medical condition), or on any other basis prohibited by law.

#### 3.2 Harassment

Harassment is unwelcome conduct (verbal, visual, or physical) that is based upon a person’s race, color,

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creed, religion, sexual orientation, gender identity and expression, marital or civil union status, national origin, ancestry, citizenship, age, military or veteran status, disability, genetic information, pregnancy (childbirth or related medical condition), or on any other basis prohibited by law.

Harassment includes, but is not limited to:

- Intimidating, demeaning or offensive remarks, emails, photos or other printed materials;
- Racial or religious slurs or epithets;
- Jokes, pictures, comments or works with derogatory or sexual content; or
- Unwanted physical contact.

#### 4. Sexual Harassment

The Company’s prohibition against harassment includes sexual harassment. Sexual harassment is illegal in Chicago and throughout Illinois. Sexual harassment consists of (i) unwelcome sexual advances or unwelcome conduct of a sexual nature, (ii) requests for sexual favors and other verbal, visual or physical conduct of a sexual nature when:

- submission to such conduct is made explicitly, or implicitly a term or condition of an individual’s employment; or
- an individual’s submission to or rejection of such conduct is used as a basis for an employment decision affecting that individual; or
- the purpose or effect of such conduct is to interfere substantially with the affected individual’s work performance or to create an intimidating, hostile or offensive work environment;


(iii) sexual misconduct, which means behavior of a sexual nature which also involves coercion, abuse of authority, or misuse of an individual’s employment position.

No officer, manager, or supervisor has the authority to request or require an employee or applicant to submit to sexual harassment as a condition of receiving any job benefit (such as a raise or a promotion) or avoiding any job detriment (such as a pay cut or demotion).

Sexual harassment may include, but is not limited to:

- Sexual propositions;
- Suggestive comments;
- Sexually-oriented kidding, teasing, or joking;
- Offensive gender-based comments;
- Discussions of a sexual nature;
- Foul or obscene language or gestures;
- Pornographic, foul or obscene printed materials, pictures, emails or photographs; or
- Unwelcome physical contact such as patting, pinching, grabbing or brushing against another’s body.

All employees are required to take one hour of anti-sexual harassment training and one hour of bystander training annually. Supervisors and managers must take two (instead of one) hours of anti-sexual harassment training annually.

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## 5. Consequences for Violation of this Policy

Violation of Ferrara’s Anti-Discrimination and Harassment Policy will result in disciplinary action up to and including termination of employment.

## 6. Reporting Procedure

Any person who believes that he or she has been a victim of a violation of this Policy, or who becomes aware of conduct that may violate this policy, should immediately report the conduct to any of the following:

- The employee’s immediate supervisor or any member of management
- The employee’s Human Resource Manager
- The Office of Ethics and Compliance, which can be done anonymously through Ferrara’s Ethics and Compliance Hotline
  - Website: <http://ferrara.bz/ECHotline>
  - Hotline: 1-800 461-9330

Employees should not assume that the Company is aware of conduct that they fail to report. Employees experiencing or witnessing incidents of perceived harassment and/or discrimination are encouraged and expected to report the incident so that we can maintain a work environment free from such conduct. Similarly, those in management are expected to immediately bring any potential violations of this policy of which they become aware to the attention of the Office of Ethics & Compliance or Human Resources.

Employees who are victims of sexual harassment may also contact the Illinois Department of Human Rights (<https://www2.illinois.gov/dhr/Pages/default.aspx>) or the Equal Employment Opportunity Commission (<https://www.eeoc.gov/>).

## 7. Retaliation

In accordance with Ferrara’s Anti-Retaliation Policy, the Company will not retaliate against or discipline any person for making a good faith complaint under this policy, regardless of the outcome of the investigation. Similarly, the Company will not retaliate against or discipline any person (other than a person who is found to have violated this Policy) who provides truthful information in connection with an investigation, or for filing a charge of discrimination with the Equal Employment Opportunity Commission or a state or local government agency. It is illegal in Chicago and throughout Illinois to retaliate against an employee who reports harassment including sexual harassment. Retaliation against another person in violation of this Policy will result in disciplinary action up to and including termination of employment.