



I'm pleased to introduce THX LLC's Code of Ethics and Conduct, a foundational document that underscores our unwavering commitment to ethical principles and values. At THX LLC, our mission is to create social impact by helping farmworkers achieve their dreams, forging emotional connections with consumers, and generating value for our business partners and the community

To achieve this mission, we recognize the paramount importance of maintaining the highest ethical standards in all aspects of our operations. Our Code of Ethics and Conduct sets forth the guidelines and expectations for all THX LLC employees, collaborators, business partners, and contractors, and aligns perfectly with our mission and core values.

Our Code of Ethics and Conduct encompasses a range of critical Principles:

Integrity and Honesty: We act with integrity and uphold the highest standards of honesty in all our interactions.

Respect and Diversity: We respect and value the diversity of individuals, treating all with dignity and equity.

Anti-Corruption and Fraud Policy: We maintain a zero-tolerance policy towards bribery, corruption, and fraud.

Sustainability and environment: We promote sustainability and environmentally responsible practices.

Independent Advisory Board: we have established an Independent Advisory Board to oversee our social impact mission and ensure compliance with this Code.

Our actions reflect our reputation, and by adhering to this Code of Conduct, we reaffirm our dedication to THX LLC's ethical principles and core values. These standards are crucial in achieving our mission and building enriching relationships with all our stakeholders.

Thank you for your unwavering commitment to these principles, which will guide us on our journey to create a better and more just world for all.

Martin Casanova

CEO & Chief Dream Maker

September 2023



Code of Ethics and Conduct

Our mission is to create **social impact** by helping farmworkers achieve their dreams, **emotionally connecting** them with consumers, and generating **value** for our business partners and the community.

OUR PRINCIPLES

We are committed to maintaining the highest ethical standards and fostering enriching relationships with all stakeholders.

Our Code of Ethics and Conduct set guidelines and expectations for all THX LLC employees, collaborators, business partners, and contractors, aligning with our mission and core values.

1. Integrity and Honesty:

1.1. We act with integrity in all interactions and business transactions.

1.2. We uphold high standards of honesty, avoiding any form of fraud, corruption, or dishonest behavior.

2. Respect and Diversity:

2.1. We respect and value the diversity of individuals, including their cultural, gender, religious, sexual orientation, and ability differences.

2.2. We treat all individuals with respect, dignity, and equity, avoiding any form of discrimination, harassment, or demeaning treatment.

2.3. We have zero tolerance for human rights violations and utilize all available tools to combat them.

3. Compliance with Laws and Regulations:

3.1. We comply with all applicable laws and regulations in every country where we operate.

3.2. We do not engage in any illegal activities or actions that violate recognized ethical standards.

4. Conflict of Interest:

4.1. We avoid situations where personal or third-party interests' conflict with the company's and its mission and values.

4.2. We disclose and appropriately manage real or potential conflicts of interest transparently and fairly.

5. Anti-Corruption and Fraud Policy:

5.1. We do not tolerate any form of bribery, corruption, or illegal activity in our operations.

5.2. We adhere to all anti-corruption laws and regulations and take measures to prevent and detect internal or external fraud.

6. Data Protection and Privacy:

6.1. We respect and protect the privacy and confidentiality of personal information of our employees, clients, business partners, and third parties.

6.2. We comply with applicable data protection laws and regulations and use personal information appropriately and securely.

7. Employee and Third-Party Relations:

7.1. We treat our employees with fairness, respect, and dignity, providing a safe, healthy, and collaborative work environment.

7.2. We maintain business relationships based on honesty, fairness, and respect with our suppliers, business partners, and other stakeholders.

7.3. We seek partnerships with responsible entities driven by sustainable development and positive impact on the communities around us.

8. Sustainability and Environment:

8.1. We promote sustainable and environmentally respectful practices in all THX LLC operations.

8.2. We encourage the conservation of natural resources and responsible usage in our activities.

8.3. We are committed to combating climate change and reducing our carbon footprint.

9. Transparency and Accuracy in Information:

9.1. We provide accurate, complete, and transparent information about our services, policies, and practices.

9.2. We do not engage in disclosing misleading or false information that could harm our employees, clients, the company, competitors, or partner companies.

10. Legal Compliance:

10.1. We comply with all applicable laws, regulations, and standards across all areas of our activity, always striving for the highest standards and best practices.

10.2. We do not engage in any illegal activities or actions that could harm the company's reputation.

11. Reporting Violations and Non-Compliance:

11.1. We foster an environment where employees feel safe to report any violations of this Code of Conduct.

11.2. We confidentially investigate and respond appropriately to all reports in a fair and timely manner.

12. Independent Advisory Board:

12.1. By adhering to this Code of Ethics and Conduct, we reaffirm our commitment to THX LLC's ethical principles and core values.

12.2. We have established an Independent Advisory Board to oversee the execution of our social impact mission and the compliance with this Code of Ethics and Conduct. This Board will ensure transparency in our processes and consider its recommendations to achieve best practices.

At THX LLC, we understand that our actions reflect our reputation. We commit to embodying our core values of honesty, integrity, and respect for people and the environment. Adhering to these standards is essential to achieving our mission and building enriching relationships with all stakeholders, contributing to a better and more just world for all.



For any concerns or reports of potential violations of this Code of Conduct or THX LLC's principles, we provide the email transparency@thxdreams.com. This email is managed directly by the Advisory Board, and we guarantee the confidentiality of personal data.



Thx!

FOR HELPING MY DREAM COME TRUE

A SHOPPER'S CHOICE. A LIFE FOREVER TRANSFORMED.
THE POWER OF MAKING DREAMS COME TRUE!

