

OFFSITE PEELING SHEDS

The allegations about the offsite peeling sheds are also baseless and defamatory. **Both facilities only were used to process non-BAP shrimp.** One facility belongs to a copacker, Sri [REDACTED]. Accordingly, the shrimp in this facility are not owned nor sold by Choice, they are sold by Sri [REDACTED]. This is why we did not mention the facility in our letter to Outlaw.

The remaining shed that we did mention was only temporarily used for a brief period of time and NEVER used for the processing of ANY BAP-certified shrimp. Your allegations to the contrary are wrong and knowingly false. In fact, your sole source of information, Joshua Farinella. In fact, Joshua Farinella visited the offsite peeling shed and found sanitation to be satisfactory, and Choice can prove this too.

You and Outlaw's failure to be aware of such basic facts continues to demonstrate an agenda to print a story at the cost of the truth and that you are intending to print a story that is knowingly false in reckless disregard for the truth.

PAY, WORK CONDITIONS, AND ASSOCIATES

Choice highly values its associates. Its CEO, Jose Thomas, has clarified that Choice does not call them "workers" and instead "associates" to further show respect and dignity to the building blocks of Choice's organization. Regarding your false allegations to the contrary, once again, Joshua Farinella has misled you, and you have blindly followed his word despite purporting to minimize the impact that he has had on your and Outlaw's "reporting."

You claim that Choice paid its associates underneath the applicable Indian minimum wage, claiming that the law requires they be paid 450 rupees per day and they were only paid 350 rupees a day. This claim is false, at all times Choice has paid at least the minimum wage to all of its associates. Specifically, India's applicable minimum wage, varies based on skillset, industry, city and state.

Moreover, Joshua Farinella *only showed you one aspect of the associate wage pay and misled you about the remainder of the document.* As you can see in **Exhibit J**, (page 2 of the PDF) in November 2023, Choice paid 450 rupees per day for its male associates (denoted as "boys"). *See, e.g.*, p.1. Choice paid 450 rupees per day for its female associates as well (found on page 3 of the PDF), just that the payment was broken up into 350 rupees for "per duty" and 100 rupees for "transport." Critically, Joshua Farinella did not tell you that certain employees' wages were broken up into "per duty" and "transportation" on the contractor's invoices, but Choice nonetheless paid 450 rupees per day for its associates which fulfilled its legal responsibilities.

Moreover, beginning in January 2024 — and long before hearing from you or Outlaw — Choice dramatically increased its female associate pay *above* the minimum wage. As you can see in **Exhibit K**, from January 2024 onwards, each female associate was now paid 350 + 145 + 100 daily rupees, a total of 595 rupees per day. This is consistent with Choice's continued commitment