



3/30/2026/a

Local Community & Indigenous Grievance Mechanism

1. Purpose

To provide a clear, accessible, and culturally appropriate channel for the local community (including the **Haliwa-Saponi Indian Tribe** and residents of **Battleboro/Nash County**) to raise concerns regarding our site's impact on their human rights, land, or resources.

2. Scope

This procedure covers all external complaints related to environmental impact (water/air), land use, and the rights of indigenous peoples.

3. Communication Channels

The site will maintain the following contact points for the community:

- **Phone:** 252-442-4016 (Ask for the HR Manager).
- **Email:** info@poppies.us
- **Physical Mail:** 6610 Corporation Parkway, Battleboro, NC 27809.

4. The Grievance Process

- **Receipt:** All grievances (verbal or written) must be documented in the **Community Grievance Log** within 48 hours.
- **Acknowledgment:** The site management will acknowledge receipt of the concern to the affected party within 5 business days.
- **Investigation:** The site will conduct an internal review (e.g., checking water discharge logs or land boundaries) to determine the validity of the concern.
- **Resolution:** A formal response or mitigation plan will be shared with the complainant within 30 days.
- **Cultural Sensitivity:** If a grievance is raised by a member of the Haliwa-Saponi Tribe, the site will offer a face-to-face meeting to discuss the impact on traditional lands or livelihoods.

5. Non-Retaliation

The company strictly prohibits any form of retaliation against a community member or organization for raising a good-faith concern.