

## **REQUIRED REPORT FOR California AB 3234**

**Audit Type:** Visual Plant Audit

**Location: California Location:** Fresno, CA

**Date of Audit:** 12/30/25

**Time/s of Audit:** 5:56 am

**Applicable Shift Audited:**

**Finding:**

- The Employer did not engage in or support the use of child labor.
- The Employer did not expose children to any workplace situations that were hazardous or unsafe to their physical and mental health and development.
- Children did not work within regular school hours, nor during unlawful night hours, for the Employer.
- Minor/s worked allowable hours outside of regular school hours and in allowable hours and types of work.
- The auditing company/internal auditor is not a government agency and is not authorized to verify compliance with state and federal labor laws or other health and safety regulations.

**Employment of Minors Policy:**

Our company is committed to complying with all applicable federal and state laws regarding the employment of minors. By law, employment of minors in hazardous occupations is not permitted. The minimum age for employment in any hazardous occupations as defined by the US Department of Labor or similar state laws is 18 years of age. To learn more, visit our [Human Rights Policy](#).