

Tricon Corporate Social Responsibility Policy

While we run our business with the clear goal of ensuring complete customer and supplier satisfaction by addressing the needs of the physical commodity industry and adding material value to the overall supply chain, we are also keenly aware that *corporate responsibility* is key to managing risks and maximizing on the opportunities available to all of us in a changing world.

Our strength indeed lies in working effectively with others to deliver products in the most cost-efficient way around the world. When doing so, however, we don't forget and are always committed to understanding, monitoring and managing the social, economic and environmental impact we have on the places we go and communities we touch. *We, at Tricon, endeavor that our growth and the economic benefits we create to all who work with us be always aligned to an increasingly stronger, safer, cleaner and sustainable world.*

This Corporate Social Responsibility Policy forms part of Tricon's governance framework and adherence to it and related operating procedures is the responsibility of every Tricon Manager, Director, Officer and Employee.



At Tricon, Corporate Social Responsibility is defined as follows:

- ✓ Conducting business in a socially responsible, ethical and legal manner;
- ✓ Protecting the safety of people and the environment;
- ✓ Engaging, learning from, respecting and supporting the communities and cultures within which we work.



Tricon will implement this Corporate Social Responsibility Policy every day as follows:

1. This Policy is to apply to activities undertaken by or on behalf of Tricon International Ltd. and/or any of its affiliates.
2. Tricon's leaders are to act as role models by incorporating this Policy into their decision-making and business activities.
3. Tricon will work so that this Policy is considered and supported in all its operations and administrative matters.
4. Tricon will advise its business partners, contractors and suppliers of this Policy, and will work with them to foster and implement standards in line with this Policy.
5. Tricon will work to ensure that appropriate organizational structures are in place to effectively manage, audit and track the performance of this Policy and its programs.

Tricon's Corporate Social Responsibility Actions:

Business Ethics

Tricon is committed to maintaining the highest standards of integrity:

- Tricon will conduct its business in an open, honest and ethical manner.
- Tricon will act to protect its and its partners' human, financial, physical, informational, social, environmental, and reputational assets.
- Tricon will operate in compliance with local laws and regulations of the countries where it conducts business in, including those related to ethical, corporate governance, commercial, labor, health, safety and environmental compliance.

Health, Safety and the Environment

Tricon is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public.



- Tricon will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. This means that we will work with our partners, stakeholders, peers and others to avoid all accidents and promote responsible environmental practices.
- Tricon recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into its business decision.



Fair Labor Practices

As a global supplier and purchaser of products worldwide, Tricon operates across a diverse range of cultures and international markets and is committed to working well with all the communities we do business with.

- Tricon will apply fair labor practices and provide equal opportunity in all aspects of employment. We will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.
- Tricon will not tolerate human rights abuses, human trafficking and/or slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

Community Involvement

Tricon is committed to understanding and respecting the cultural values of the communities where our employees live and work. Through our organization “Tricon Cares” we have developed a framework through which Tricon and its partners and employees can participate and give back to communities in need.



- Tricon will endeavor to grow Tricon Cares and through it provide contributions of financial, equipment and volunteer support.
- Tricon will encourage its employees to contribute their time and energy in leadership and other roles in community organizations, and will facilitate employees with paid time so that they can participate in projects to develop and assist their communities.