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, legal and ethical 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:

- We will work so that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters.
- This Policy is to apply to activities undertaken by or on behalf of Tricon International Ltd. and all its affiliates.
- All Tricon employees, suppliers and contractors are to adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities.
- Tricon's Leaders are to act as role models by incorporating these considerations into decision-making in all business activities.
- Tricon Management will ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our business.

Tricon will focus its Corporate Responsibility in the following areas:

Business Ethics and Transparency

Tricon is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in its governance systems.

- Tricon will conduct its business in an open, honest, legal and ethical manner.
- Tricon will act to protect its and its partners' human, financial, physical, informational, social, environmental, and reputational assets.
- Tricon will advise its partners, contractors, and suppliers of its Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.
- Tricon is committed to measuring, auditing and tracking the performance of its Corporate Social Responsibility programs.

Environment Health & Safety

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 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-making.
- Tricon will work with its employees and contractors to encourage, monitor and manage their contribution to a safe working environment, to fostering safe working attitudes, and to operating in an environmentally responsible manner.

Legal Framework

Tricon is committed to following all laws that apply to its businesses around the world.

- Tricon will operate in compliance with local laws and regulations regarding the ethical, corporate governance, labor, health and safety, and environmental compliance of the countries within which it conducts business.

Stakeholder Relations

As a global supplier and purchaser of product 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 work with its suppliers to help them treat their workers and employees fairly and with dignity and respect, maintain safe working conditions, and conduct manufacturing activities in an environmentally safe and responsible manner.
- 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.
- Tricon will actively manage our supplier base to foster and implement standards in line with this Policy.

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.