



Subject: **GLOBAL ENVIRONMENTAL POLICY**
Effective Date: August 9, 2018

1.0 AUDIENCE AND SCOPE

All Trident employees at every level, function and location of the organization are responsible within the scope of their position for the successful implementation of this Global Environmental Policy. All business partners who act on Trident's behalf, including suppliers, consultants, sales representatives and contractors are also responsible.

2.0 POLICY STATEMENT

Trident Seafoods Corporation has a responsibility and commitment to ensure industry-leading environmental practices and sustainable resource use in all its business operations. Trident is committed to complying with environmental law and continuously improving its environmental performance.

This responsibility will be achieved through:

- Incorporating environmental responsibility into all business operations by considering and minimizing where practical the potential environmental impacts of our activities during planning processes, establishing and periodically reviewing policies, setting performance metrics, and ensuring competence and accountability measures.
- Providing adequate personnel and other resources necessary to meet our environmental compliance requirements.
- Expecting that all employees, contractors, and other partners worldwide comply with the requirements of all applicable local, state, and federal environmental laws.
- Implementing operational and process solutions throughout our business that ensure regulatory compliance and minimize health and safety risks to the community.
- Maintaining effective communication of our environmental policies and expectations to employees, suppliers, sub-contractors, and making information about our policies and performance available to our customers and the public.
- Acting as good neighbors in our communities by fulfilling our responsibility to promptly address, correct, and notify the public of any incidents that endanger health, safety, or the environment.
- Striving to continually improve Trident's environmental performance by enhancing its environmental management system to enable rigorous self-assessment.

- Providing environmental compliance and performance reports to the Senior Management Team to inform resourcing decisions and changes to improve the environmental management system.

3.0 POLICY ENFORCEMENT

Any violation of this policy and/or other relevant policies is grounds for discipline up to and including termination, and/or legal action.

4.0 REPORTING AND QUESTIONS

Any known or suspected violations of this policy should be reported immediately to Trident's Legal Department. Anonymous reports may also be provided via the confidential EthicsPoint hotline (<http://www.tridentseafoods.ethicspoint.com>, 1-855-284-6740 (USA), 400-661-2119 (China), 0800-181-0252 (Germany), or 0800-888-3040 (Japan)). EthicsPoint is available 24 hours a day, 7 days a week. Trident will not tolerate retaliation against any employee who makes a report in good faith.

Questions about this policy should be directed to Trident's Legal Department or by contacting LegalNotice@TridentSeafoods.com.

5.0 RELATED DOCUMENTS

This policy and related documents are published on Trident's Global Policy Center intranet site.