



*Subject: GLOBAL WORKPLACE HEALTH AND SAFETY POLICY*  
*Effective Date: April 30, 2021*

## **1.0 PURPOSE**

Trident Seafoods Corporation is dedicated to fostering a zero-loss policy towards the health, safety and well-being of its employees, business partners, visitors and guests. The purpose of this Global Workplace Health and Safety Policy is to provide rules and guidelines to ensure Trident meets this commitment.

## **2.0 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 policy. All business partners who act on Trident's behalf, including suppliers, consultants, sales representatives and contractors are also responsible.

## **3.0 POLICY STATEMENT**

Trident policy requires a safe and healthy work environment be provided and maintained at all times. This environment must meet or exceed applicable safety and health laws, regulations and location-specific requirements in each of our workplaces.

To achieve its zero-loss objective, Trident is committed to developing and applying effective workplace health and safety systems, standards and practices to all aspects of the workplace. Key elements of the organization's health and safety program are to include the following at minimum:

- Establish clear lines of responsibility and authority for planning, developing, implementing, monitoring and enforcing a workplace health and safety program.
- Ensure all employees, at every level of the organization, have the skills, knowledge and resources required to be effective and safe in their work.
- Timely identify potential risks and hazards through an active self-inspection and risk assessment program.
- Encourage and support proactive communication about workplace health and safety. Trident will not tolerate retaliation against any individual who in good faith raises a concern regarding a potential or known risk or hazard.
- Act to eliminate, prevent or appropriately mitigate identified risks and hazards to avoid future harm.

## **4.0 MONITORING AND REVIEW**

The Global Health and Safety Steering Committee acts as the governing oversight and decision-making body for Trident health and safety policy and initiatives. The Steering Committee is supported by designated global leadership, subject matter experts and

local teams who are responsible for program development and execution within their respective locations.

The following protocols and related supporting documents have been defined to guide the efforts and interactions of the Steering Committee, designated support teams and the broader Trident workforce. These protocols link to, align with and support requirements and guidance as defined per Trident's Global Business Continuity Program Policy.

- Communication Protocol – Dictates the information that must be accurately maintained to aid team members in responding to health and safety events.
- Coordination Protocol - Prescribes a quarterly meeting cadence, at minimum, for the Steering Committee and designated local teams to ensure timely upward and downward communication.
- Awareness and Training Protocol – Defines minimum training, awareness and testing requirements for all workplace locations. A training and awareness calendar must be developed and maintained for each location.
- Policy Update Protocol – Requires this policy be reviewed annually at minimum. In addition, the Steering Committee will initiate a de-brief process as needed upon the occurrence of a health and safety event to determine lessons learned and areas for improvement.

## **5.0 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.

## **6.0 REPORTING AND QUESTIONS**

Any known or suspected violations of this policy should be reported immediately to Trident's Corporate Safety 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 Corporate Safety Department.

## **7.0 RELATED DOCUMENTS**

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