



Subject: GLOBAL HUMAN RIGHTS POLICY
Effective Date: April 30, 2021

1.0 PURPOSE

Trident is committed to treat every employee, supplier, and partner with dignity and respect. We strive to ensure everyone can pursue meaningful employment in a safe and positive environment. The purpose of this Global Human Rights 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's Human Rights Policy is aligned with our Code of Conduct and provides guidance to uphold basic human rights to safeguard a work culture that prohibits forced, slave, or child labor, supports freedom of association rights, and enforces equality to all persons.

3.1 Forced Labor and Human Trafficking

Trident prohibits all forms of forced, bonded, and slave labor, as well as human trafficking. Inhumane treatment such as threats of violence, physical punishment, confinement, or any other form of sexual, psychological, or verbal abuse as a method of discipline or control will not be tolerated. The use of government sanctioned forced labor for political and economic purposes, such as labor discipline or punishment is unacceptable.

3.2 Child Labor

Trident prohibits the employment of individuals under the local legal age in any facility. Employees under 18 years of age are not permitted to work in hazardous conditions, confined spaces, or excessive hours, and must provide a current work permit where it is required. Work performed cannot threaten or hinder the child's education, health and safety, or mental or physical development.

3.3 Freedom of Association

Trident respects employees' right to engage in free association without fear of reprisal or harassment.

3.4 Wages, Work Hours and Benefits

Employees shall receive wages and mandated benefits in accordance to all applicable laws. Compensation shall be paid within the timeframe stipulated in the labor contract and under no circumstances will wages be withheld as a disciplinary action.

Employees shall have daily and weekly work schedules that comply with applicable laws and regulations. Any overtime requirements and compensation shall be thoroughly explained prior to signing employment contracts.

3.5 Community and Stakeholder Engagement

Trident engages in matters that are important to each community in which we operate. We are committed to listening and learning from those in the community and being a part of the dialogue to address issues at the local level when appropriate. We all share responsibilities to conserve resources, protect the environment and community, and promote respect for human rights.

5.0 REPORTING AND QUESTIONS

Trident encourages employees, suppliers, and partners to report any violations of this Human Rights Policy without fear of reprisal. If the employee is not comfortable raising questionable or unethical behavior to the attention of a direct supervisor or manager, we offer an option to remain anonymous through a confidential website and hotline that are provided uninterrupted at <http://www.tridentseafoods.ethicspoint.com>, 1-855-284-6740 (USA), 400-661-2119 (China), 0800-181-0252 (Germany), or 0800-888-3040 (Japan). Interpreters are available upon request. All reports are investigated thoroughly, and appropriate corrective actions will be taken in a fair and timely manner.

Retaliation against anyone who reports concerns regarding this Human Rights Policy is a violation to our Trident Code of Conduct and non-retaliation policy.

Questions about this policy should be directed to Trident's Corporate Social Responsibility Department by contacting CSR@tridentseafoods.com.

6.0 RELATED DOCUMENTS

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