



The trū Shrimp Companies Supplier Code of Conduct

The trū Shrimp Companies, Inc. ("trū Shrimp") strive to conduct business with the highest level of integrity and ethics, and in accordance with all applicable laws and regulations. The following principles have guided our thought processes and decisions since our origin in 2015.

We seek partners and suppliers who share and practice these values and have incorporated similar policies into their businesses.

Legal Compliance

As a responsible company, we demand our partners and suppliers to share our commitment to following the law.

We expect our partners and suppliers to:

- Conduct business in full compliance with industry best practices
- Follow all applicable federal, state, provincial, and local laws, including any regulations in the locations in which we operate and where our products are sold.
- Notify trū Shrimp of any material issues with the goods and services they supply-especially health and safety issues.

Business Relationships

We work with partners and suppliers to cultivate mutually beneficial relationships.

We expect our partners and suppliers to:

- Honor business obligations with transparency
- Conduct business with honor and integrity
- Work together to resolve conflicts and issues that may arise

Business Ethics

We seek partners and supplier relationships based on trust, transparency, and mutual respect.

We expect our partners and suppliers to:

- Compete fairly and ethically for business
- Never offer or accept bribes, kickbacks, inappropriate gifts or hospitality, or other improper incentives in connection with trū Shrimp business
- Avoid any conflict of interest relating to financial interests or other arrangements with our employees that may be considered inappropriate
- Work with their own suppliers to promote business conduct consistent with the principles in this Code

Human Rights

We strongly encourage our partners and suppliers to address any human rights violations they knowingly or unknowingly have contributed to

We expect our partners and suppliers to:

- Prohibit any form of child labor, forced labor, or human trafficking
- Provide a workplace free from discrimination, harassment, and violence
- Celebrate the dignity of work and the role it plays in the life of an employee, their family, their community, and to their colleagues in the workplace
- Respect employees' rights to organize and bargain collectively
- Comply with applicable wage, hour, and benefits laws
Provide safe and healthy working conditions

Confidentiality and Privacy

We expect our partners and suppliers to protect trū Shrimp's reputation and confidential information

We expect our partners and suppliers to:

- Ensure confidential information is never disclosed to any other person or entity without prior written consent.
- Safeguard confidential information by keeping it secure, limiting access, and avoiding discussing or revealing such information in any public space.
- Ensure data and information security procedures are in place to protect our information technology environment

Stewardship

We count on our partners and suppliers to assist trū Shrimp in the delivery of safe, sustainable, and superior shrimp products

We expect our partners and suppliers to:

- Maintain strict standards to promote product, food, and feed safety
- Strive to reduce environmental impact through management of chemicals, solid and hazardous waste, and energy
- Minimize greenhouse gas emissions and waste, and using resources efficiently
- Minimize the use of water resources and avoid contamination

Reporting Concerns:

Please let us know as soon as you see or suspect any conduct or business practices that may be in violation of this Supplier Code of Conduct by either:

- contacting your trū Shrimp representative
- emailing us at codeofconductconcern@trushrimp.com

We will handle all concerns promptly and confidentially