

HUMAN RIGHTS POLICY

Having no boundary of time or space, the letter and spirit of the words of the **Declaration of Independence**; “. . . We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness. . . .” and its further codification by the U.S. **Constitution, Bill of Rights, Amendments, and laws** are the foundation of the Human Rights Policy of The trū Shrimp Companies, Inc. (trū Shrimp).

We hold that the [United Nations Declaration of Human Rights](#) and the [Ruggie Principles](#) further enumerate these “unalienable rights.”

Dignity of Work

trū Shrimp celebrates 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. Regardless of rank or position, trū Shrimp respects the contribution that every employee makes to serve our customers and their colleagues.

Diversity and Inclusion

trū Shrimp is committed to be a high-performing organization requiring the foundation of a diverse and inclusive workforce, with individuals and teams working to incorporate a wide range of talents, preferences, and perspectives in pursuit of shared purposes. Employees are expected to be open to dialogue and tolerant of others’ differences and opinions assuming the positive intent of others.

An open and honest communication culture allows employees to bring concerns, suggestions, and ideas forward. This produces improved methods, safety, products, operations, and efficiencies which promote continued growth and prosperity for all stakeholders. We respect employees’ right to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment.

Discrimination and Harassment



trū Shrimp prohibits discrimination based on age, race, color, creed, sex, national and/or social origin, marital status, disability, citizenship, sexual orientation, gender identity or expression, military service, or other characteristic protected by law. Indigenous people, with their unique dual citizenship, enjoy the same rights and protections under national, state, and local laws.

Everyone has the right to work without fear or intimidation generated by discrimination, abusive conduct, or harassment - a policy made clear from the first day of orientation. Employees are expected to report situations that compromise their ability to work. trū Shrimp has established formal channels for employees to seek advice and/or resolution. Our policies strictly prohibit retaliation against employees who express concerns.

Forced Labor, Human Trafficking, and Child Labor

trū Shrimp will not use, nor tolerate commercial partners who use slave or involuntary labor, whether bonded, prison, military, compulsory, or indentured labor, including debt servitude or human trafficking, with respect to any aspect of its operations. trū Shrimp will not employ, nor tolerate, commercial partners who employ child labor, consistent with the principals relevant to United States or international laws. Specifically, the Company prohibits the hiring of individuals under the local legal minimum working age or the compulsory schooling age, whichever is higher.

Workplace Safety and Security

We are committed to providing a safe and healthy workplace for employees, contractors, and visitors and will comply with applicable safety and health laws and regulations. trū Shrimp prohibits all violence, harassment, intimidation, and other unsafe or disruptive conditions.

Working Hours, Wages, and Benefits

trū Shrimp compensates employees competitively within industry and local labor markets. We are in full compliance with applicable Federal and State wage, work hour, overtime, and benefit laws. If applicable, in accordance with terms of collective bargaining agreements.