

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

We conduct business in full compliance with industry best practices; we 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.

Human Rights

trū Shrimp has adopted a Human Rights Policy to express our belief in treating everyone with dignity and respect by:

- Complying with applicable wage, hour, and benefits laws
- Providing a workplace free from discrimination or harassment
- Prohibiting any form of child labor, forced labor, or human trafficking

Employee Health and Safety

Our employees’ health and safety are paramount to our success. We are committed to conducting business in a way that provides a safe and healthy work environment. We are guided by:

- Complying with all applicable health and safety laws, regulations, and standards
- Taking the necessary steps to protect workers from workplace accidents, illnesses, and injuries, including applicable training

Product Safety and Quality

We provide our customers with products that comply with government product safety requirements, industry best practices, and product specifications. We have established a company Quality Policy to guide our actions. We are guided by our mission: **Safe, Sustainable, and Superior Shrimp.**

Animal Well-being

We believe in the humane treatment of our shrimp. We comply with applicable laws and regulations of the countries, states, and localities in which we operate. We use humane procedures and sound animal husbandry practices to prevent the mistreatment of animals. We adhere to published industry standards and regulatory requirements.

Environment and Sustainability

As good stewards and a conscientious business, we conduct our business in a responsible and sustainable manner. We have adopted our Environmental Policy to express our commitment to managing our business in a manner that ensures environmental integrity.

Confidentiality and Privacy

We understand that all confidential information should not be disclosed to any other person or entity without prior written consent. Confidential information shall be safeguarded by keeping it secure, limiting access, and avoiding discussing or revealing such information in any public space. We ensure data and information security procedures are in place to protect our information technology environment.

Business Ethics

We are committed to operating our business with integrity, respect, accountability, and honor. Our values are the principles that guide our actions and interactions each day.

- Trust-Inspiring Integrity
- Purposeful Work
- Contagious Enthusiasm
- Transformational Growth
- Fearless Innovation
- Engaging Collaboration

Reporting Concerns

Any suspected violations of this Code shall be reported without fear of retaliation to any member of trū Shrimp management. All reports will remain confidential to the extent permitted by law.