

At Trace, our purpose, vision, mission, and values help guide us in every decision we make, aligning our people and uniting us as a team. In support of our core value of balancing our commitment to work, life, environment, and community, our internal Sustainability and Social Responsibility (SSR) Program reinforces Trace's commitment to contributing to society's welfare. Trace commits to the following:

- Focus on practical priority topics and tie our metrics to these priorities.
- Treat our people, clients, and vendors respectfully and equitably.
- Provide high standards for ethics, transparency, human rights, client and supplier relations, and unique-to-each-community investments.
- Strive to apply the Two-Eyed Seeing approach.
- Volunteer and contribute 1% of pre-tax profit to charities, regardless of economic conditions. Trace's Community Investment program supports family and community wellness; environment; education; sports and recreation; community enhancement and the literary, performing, and visual arts; and employee support.
- In all our work, external and internal, consider sustainability alongside safety and financial factors.
- Provide transparent internal and external reporting.
- Regularly revisit SSR topics and metrics that are material to Trace's stakeholders.
- Provide the necessary resources to reach our targets, including staff orientations, training, and creating an environment that fosters sustainability.
- Continually improve SSR at Trace in a meaningful way.

Senior leadership team members are responsible for ensuring SSR principles are embedded within their respective teams and divisions, while the Director of Sustainability and Social Responsibility leads company-wide awareness and is ultimately accountable for the program. The President and Chief Operating Officer will ensure senior leadership has the resources to implement the program. By fulfilling our SSR responsibilities, everyone who works at Trace will share the benefits. This policy and the associated HSEQ Management System will be reviewed regularly to ensure continual suitability and effectiveness. Trace's SSR objectives, targets, and performance are regularly monitored and reported internally as well as publicly.

Adopted 2011. Dated this 31<sup>st</sup> day of August 2023.



President and CEO  
Darrell J.I. Haight, B.Sc., P.Ag.



Chief Operating Officer  
Rhonda L. Smith, B.Sc., P.Ag.