

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 the environment's welfare. Trace commits to the following:

- Focus on practical priority topics and tie our metrics to these priorities.
- In all our work, external and internal, consider sustainability along with safety and financial factors.
- Meet and exceed the requirements of relevant environmental laws and regulations and apply responsible standards where laws and regulations do not exist.
- Work with our suppliers and contractors to develop a sustainable supply chain for goods and services.
- Provide transparent internal and external reporting.
- Regularly review 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 ensures senior leaders have the resources required to implement the program. By fulfilling our SSR responsibilities, everyone who works at Trace will share the benefits. This policy and the associated HSEQ (Health, Safety, Environment, and Quality) 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 2009. Dated this 22nd day of August 2024.



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



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