

TRI-K INDUSTRIES RESPONSIBILITY CHARTER

This charter confirms TRI-K Industries Inc.'s commitment to comply with all applicable Federal, State and Local Laws and regulations governing environmental responsibility, code of conduct, business ethics and corporate social responsibility. This is intended for all locations where TRI-K Industries Inc. business activities are conducted.

TRI-K Industries, has comprehensive policies in regard to

- Social responsibility
- Business ethics
- Safety, health, and environment
- Sustainability
- Equal employment opportunity
- Anti-harassment and anti-offensive behavior
- Protection of personal data

SOCIAL ACCOUNTABILITY

TRI-K Industries Inc, is committed to meeting the international expectations as outlined in the "Social Accountability 8000" (SA8000) Standard regarding:

- Discrimination
- Disciplinary practices
- Working hours and compensation
- Health and safety
- Child labor
- Forced or Compulsory labor
- Freedom of association

BUSINESS ETHICS

TRI-K Industries Inc. is committed to business ethics and integrity that reflect the highest degree of honesty and fairness and thus places honesty and fair dealings in business transactions over profit considerations or unfair competitive advantage for the following reasons:

- Is to provide a framework to promote responsible and secure reporting of concerns regarding suspected illegal or unethical conduct. It also protects employees who raise good-faith concerns about suspected illegal or unethical conduct within the Company.

TRI-K INDUSTRIES RESPONSIBILITY CHARTER

- TRI-K Industries is committed to conducting business with the highest ethical standards in a fair and transparent manner by adopting strict standards of professionalism and ethical behavior.
- TRI-K Industries is committed to developing a culture where all employees can raise concerns about illegal or unethical conduct or practices, without fear of retaliation or reprisal by the Company.
- Dealing honestly and fairly with customers, suppliers, and contractors, as well as with co-workers, management, and the general public
- Adhering to our integrity policy advances our stature within the business community and the public at large
- Preserving our reputation for integrity that preserves our credibility with regulatory and law enforcement authorities

Employees are required to act lawfully and ethically at all times and to follow all laws, rules, regulations, policies, and practices.

SAFETY, HEALTH, and ENVIRONMENT

Environmental protection is a primary management responsibility, as well as an individual responsibility of every employee.

- TRI-K Industries shall uphold its leadership position by protecting the environment during its operations, ensuring the health and safety of people in its premises and with its stakeholders.
- TRI-K Industries shall make safety, health, and environment protection a priority in development of new products and processes that are manufactured and transported.
- TRI-K Industries shall ensure a safe, healthy and environment friendly workplace as our first culture with focus on sustainability. We are committed to complying with all SHE legal and other requirements and shall continually work to improve our performance.

SUSTAINABILITY

TRI-K Industries shall conduct business in an economically viable, environmentally sound and socially responsible manner.

TRI-K is committed to

TRI-K INDUSTRIES RESPONSIBILITY CHARTER

- Assess and review the sustainability of our products and operations to develop strategies with the aim of creating value, mitigating risk, and maximizing opportunities.
- Set, monitor and review goals towards water, energy and waste, in order to reduce our environmental footprint.
- Continually improve sustainable performance and practices by adopting global approach.
- Responsibly source key materials required for our operations.
- Develop safe, sustainable & eco-friendly products, processes, technologies and services.
- Annually report sustainability performance to stakeholders based on sustainability reporting frameworks.
- Comply with all the applicable statutory and regulatory requirements.

EMPLOYMENT

TRI-K Industries Inc. is an “Equal Opportunity Employer”. It is our policy to provide an equal opportunity to all qualified employees and applicants without regard to race, religion, creed, color, sex, sexual orientation, age, disability, veteran status, national origin, citizenship status, or marital status.

Our policy of providing an equal opportunity encompasses all phases of employment, including recruitment, selection, assignment (or classification), promotion, demotion, transfer, layoff and recall, and selection for training. Similarly, all salaries, wages, other compensation, insurance programs, retirement programs, and all other benefits or privileges of employment will be administered in conformity with this policy and other company policies.

We seek to hire individuals who are qualified for positions of employment by virtue of job-related standards of education, training and experience, and comply with good employment practices. We try to employ the best people for each position. All personnel decisions are based on merit.

HARASSMENT, DISCRIMINATION & OFFENSIVE BEHAVIOR

TRI-K Industries Inc. is committed to provide an environment free of discrimination, and any form of harassment and offensive behavior related to:

- Race

TRI-K INDUSTRIES RESPONSIBILITY CHARTER

- Color
- Religion
- Age
- Sex
- Pregnancy
- Sexual orientation
- National origin
- Disability or marital status.

It is our policy that all employees are responsible for keeping the workplace free from all forms of such harassment, discrimination, or behavior and to uphold our cultural values.

PROTECTION OF PERSONAL DATA

TRI-K Industries Inc. is committed to the protection of every individual's privacy where TRI-K Industries Inc. does business.

TRI-K Industries Inc. adheres the following guidelines when collecting or storing any personal data of individuals:

- Only stores personal data if there is a legitimate purpose and interest in accordance with the requirements of the business
- Will not collect, use or disclose personal information without individual's consent
- Is committed to full transparency and accountability
- Is committed to ensure that all personal data that is stored and managed in its systems is accurate
- Is committed to data security
- Is committed to Right to Object and Unsubscribe
- <https://www.tri-k.com/privacy-policy>

Approved by: **Shirish Sawale**



Title: Chief Operating Officer

Date January 12, 2023