

MISSION STATEMENT

Our goal is to be a global leader in the markets we serve by assembling a team of the finest people, systems and equipment, in order to provide our customers with the best quality, value and service.

CORE VALUES

Trend Technologies' core values are aligned to our mission, culture and policies, which define who we are and provide a framework for the way we conduct business in a sustainable manner. These values guide our decision making and help to provide direction to employees, business divisions and stakeholders.

Trust: We value the trust others have in us and consistently seek to live up to this

Respect: We show respect to our colleagues, customers, suppliers and the environment

Excellence: We strive for excellence in everything we do

iNnovation: We deliver innovative solutions to our customers and markets

Dependability: Our customers, colleagues and stakeholders can always depend on us.

QUALITY POLICY

At Trend Technologies, quality is central to our business and strategic vision. We are committed to delivering products that meet all applicable requirements and exceed customer expectations.

Our team is dedicated to the continual improvement of our Quality Management System while fostering a strong culture of quality throughout the organization.

CODE OF BUSINESS CONDUCT

At Trend Technologies we have established our reputation and market position based on trust. This Code of Business Conduct serves to guide our actions consistent with Company Values.

When conducting business with customers, suppliers, colleagues and other stakeholders, we encourage and expect our team to act with integrity, responsibility and professionalism at all times.

We value the reputation we have earned and are committed to conducting our operations sustainably and in compliance with all relevant laws and regulations.



HEALTH AND SAFETY COMMITMENT

Health and Safety is at the forefront of our business at Trend Technologies. Our goal is to create and sustain a safe and healthy working environment for our employees, customers and others who may be affected by our activities. We are committed to establishing safe working practices with the goal of zero accidents. Trend ensures compliance with all legal requirements, and all employees are responsible for following relevant laws, regulations and best practice concerning health and safety issues.

We deliver on this obligation by:

- A commitment at all levels to improve Health and Safety
- Setting Objectives and Targets
- Identification and control of hazards
- Reporting of occupational injuries
- Emergency preparedness, including response plans
- Sound operating procedures
- Awareness and training of employees
- Well maintained facilities and equipment
- Provision of PPE
- Performance monitoring.

ENVIRONMENTAL POLICY

At Trend Technologies we are committed to conducting our business in a sustainable manner that minimizes the impact of our operations on the environment. We have established environmental management systems, using risk-based thinking in accordance with the guidelines set out in ISO 14001, and in compliance with all relevant statutory and regulatory requirements. We acknowledge climate change and its adverse effects and endeavor to take steps to mitigate and adapt to its impact.

Trend Technologies fosters the concept of continual improvement in all aspects of our business including process optimization to enhance environmental performance. This is achieved by setting objectives, and developing plans to deliver improvements in areas including:

- Provision of all required permits
- Efficient energy management to minimize Greenhouse Gas emissions
- Increased use of renewable energy sources
- Advance decarbonization initiatives to reduce carbon footprint
- Optimal use of all finite natural resources, including Energy, Water and Materials
- Waste reduction programs and effective management of any hazardous materials and waste
- Recycling and reuse of materials, including packaging
- Prohibition on the use of specified restricted substances
- Control of pollution by minimizing emissions to air, landfill, water and noise
- Promoting environmental awareness among our employees and key supply partners
- Communicating environmental performance openly with relevant parties, including public reporting of environmental activities and performance
- Integration of environmental concerns and impacts into our decision making, risk assessment and planning activities.

ANTI-BRIBERY AND ANTI-CORRUPTION COMMITMENT

Trend Technologies complies with both the letter and spirit of the laws and regulations in the countries where we do business. We do not offer or accept any bribes, kickbacks, promises, nor do we provide anything to a customer, supplier or government official in exchange for an inappropriate advantage. At Trend Technologies we do not tolerate corruption or falsification of records in any business dealings. All transactions are conducted openly and transparently. Employees are encouraged to raise concerns without fear of retaliation, if they believe there are illegal practices or unethical activities, contrary to the principles as set out in this code of conduct.

COMMITMENT TO HUMAN RIGHTS

At Trend Technologies, we are committed to ensuring that all human rights are protected. To that end, Trend has adopted the following guiding principles, which apply to our employees and our supply chain partners:

Laws and Regulations: We comply with all applicable local and national laws, rules, regulations and requirements related to labor and human rights, and ensure that human rights abuses are not tolerated in any aspect of our business interactions.

Forced Labor: We ensure that we do not use or allow forced or bonded, prison, military or compulsory labor or any form of human trafficking.

Child Labor and Young Workers: We do not employ child labor and do not tolerate any form of exploitation of underage workers. In addition, student workers and interns are afforded appropriate working conditions and benefits.

Work Hours: We comply with all applicable local and national laws on working hours and overtime laws.

Wages and Benefits: We comply with all applicable local and national laws on wages and benefits.

Abuse of Labor: We do not tolerate physical or verbal abuse of employees or contractors and ensure an environment free from bullying.

Dignity at Work, Non-Discrimination and Anti-Harassment: We ensure that all employees are treated fairly and provide an inclusive non-discriminatory workplace, which embraces diversity, and is free from harassment.

Freedom of Association: We comply with all applicable local and national laws on freedom of association.

Health and Safety: We comply with all applicable local and national laws on health and safety. We ensure a safe and positive working environment and promote employee wellbeing.

Information Security: We are committed to preserving the confidentiality, integrity, authenticity and availability of all the physical and electronic information used throughout our company.