



Policy on Social Responsibility & Human Trafficking

Seabrook Brothers & Sons is committed to maintaining the highest standards of ethical conduct and respect for human rights. Employment is elective and abides by all local and federal laws regarding employment and wages. We do not engage in child labor, forced labor, prison labor or human trafficking, of any sort.

The Company expects that all vendors and suppliers maintain the highest degree of ethics and avoid any appearances of impropriety or violations of any such practice which could be considered human trafficking.

Seabrook Brothers & Sons values all its employees and team members. We respect employees' right of free association.

The Company is also steadfast in its commitment to the equal opportunity of all individuals and each person's right to be free from any sort of discrimination or harassment of any kind. We conduct training, both online and in person regarding our anti-harassment policies. If anyone feels that they have been subject to any type of discrimination, they are free to report the same without fear of reprisal. Upon an

investigation, the Company will take all appropriate prompt and remedial action if there is such a finding.

The Company is an equal opportunity employer and does not discriminate on the basis of sex, sexual orientation, sexual identification, race, color, disability, age, gender, gender identity, national origin, ancestry, citizenship, military or veteran status, religion, genetic information and any other characteristic protected by local, state or federal law.