



LYKES BROS. INC.

Lykes Bros. Inc. Corporate Responsibility and Sustainability Policy

Lykes Bros Inc. is dedicated to conducting business with integrity, responsibility, and competence. Success is dependent upon creating value through each employee's demonstrated dedication to hard work, ethical business practices, and the highest standards of quality and customer satisfaction. All employees are entrusted to uphold the company's business ethics, and to represent the company as a respected customer and supplier of the highest quality products and services in the market.

Lykes operates with a spirit of cooperation, appreciation for each employee's efforts and ideas, and enthusiasm to meet the challenges of the future without compromising our integrity. These fundamentals have been the cornerstone of the company's philosophy. Through our policies and practices, we will constantly try to provide our employees with the opportunity to develop their skills, abilities, and potential.

After a century of prosperous growth and profound change, the company is still guided by the basic principles upon which it was founded; hard work, honesty, integrity, and family values while managing a successful business. This is a great strength of Lykes Bros. Inc., a testament to past practices and a guiding principle for the future.

Lykes Bros. Core Values

- Conduct all of our activities with integrity, responsibility, and competence.
- Honor our heritage of good stewardship practices and community involvement.
- Produce quality goods and services that result in economic success and industry leadership.

Objectives:

The following are Lykes Bros.' long-term sustainability goals.

Land Stewardship. The company has a proven track record of responsible land stewardship and is committed to maintaining the balance between economic, environmental and social responsibilities with regard to its real property assets.

Health and Safety. Lykes Bros. has the utmost respect for its employees and is committed to fostering an atmosphere which promotes the health and well-being of its employees. The company will strive to manage workplace health and safety risks at every level, with the goal of reducing or eliminating risks.

Community Involvement. Lykes Bros. Inc.'s commitment to the communities in which we operate has been instrumental in our long-term success. The company is dependent on the community and local environment where it operates. The company will continue to support, financially and in active participation, community groups and organizations that foster a better, healthier community.

Profitability. The long term tradition and success of Lykes Bros. Inc. has been built upon consistent profits and sustainable business improvement. In order to be sustainable, we must be profitable. As a result, we aspire for each business unit and the company as a whole to be consistently profitable and provide a competitive return on investment.