



ALLIANCE One

Non-Retaliation Policy

Alliance One International, Inc. requires all directors, officers, employees, and agents (collectively, “personnel”) to report suspected violations of the law or the Code of Business Conduct (CBC) to management, the Corporate Compliance Department, or the Compliance Helpline reporting system.

It is a violation of the CBC for any personnel to retaliate against or take other adverse actions against those who report a violation of the CBC in good faith. “Good faith” does not mean that you need to be right – but it does mean that you should be telling the truth as you understand it.

It is also against Company policy for any personnel to retaliate against or take other adverse actions against those who cooperate with any internal or government investigation as described in the CBC.

Retaliation can take many forms, including denial of promotion, refusal to hire, denial of job benefits, demotion, suspension, threats, reprimands, negative evaluations, harassment, or other adverse treatment. Those who retaliate against others in violation of the Alliance One Non-Retaliation Policy will be subject to disciplinary action up to and including dismissal. Please promptly report violations of this Policy.

Corporate Compliance Office
+1 919 379 4300
Compliance@aointl.com

8001 Aerial Center Parkway
Post Office Box 2009
Morrisville, NC 27560
United States
www.aointl.com