



ALLIANCE One
Non-Retaliation Policy

Alliance One International, Inc. wants you to know that, as long as you are acting in good faith, you may raise any question or voice any concern about any legal or ethical issue without fear that you will be discredited or that you will jeopardize your job. “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. If you feel you are being encouraged or pressured to violate the law, or observe anything you think may be a violation, you should bring it promptly to the Company’s attention

It is a violation of the AOI Code of Business Conduct (CBC) for any director, officer, employee, or agent to retaliate against or take other adverse actions against those who report a violation of the CBC in good faith. Directors, officers, employees, or agents who retaliate against others for reporting a problem will be subject to disciplinary action up to and including dismissal.

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