



PPF GROUP

SUPPLIER CODE OF CONDUCT

Partner in Pet Food group of companies (hereinafter PPF Group) is committed to high standards of integrity and sustainability and respect fundamental human rights and the ethical principles of integrity, honesty, trust, respect, humanity, tolerance and responsibility. We have a zero tolerance regarding unethical business behavior, such as bribery and corruption. We expect all of our suppliers to adhere to similar standards and to conduct their business ethically.

Our suppliers should do their best to ensure compliance with all applicable laws and regulations, the requirements set out in this Supplier Code of Conduct and in their contractual obligations concluded with us.

Although the Supplier Code of Conduct only applies to direct suppliers of PPF Group, we encourage our suppliers to invite their own suppliers to comply with its terms.

Human rights

PPF Group expect all of our suppliers to support and respect the protection of internationally accepted human rights and make sure that they are not involved in human rights abuses to any internal or external stakeholder. Human rights violations are regarded as extremely serious breaches of ethical norms and PPF Group will not tolerate any form thereof.

Labor

PPF Group expects its suppliers to comply, as a minimum, with all applicable local laws and regulations related to labor and employment including, but not limited to child and forced labor, minimum wage, working hours, remuneration, freedom of association and right to collective bargaining.

The supplier is expected to treat all employees fairly, ethically, respectfully and with dignity. The supplier has to be committed to prohibiting and preventing any form of discrimination and support cultural, ethnic and all other form of diversity. The supplier must protect its employees from harassment in the workplace, including all forms of sexual, physical and psychological abuse.

In particular, you as a supplier will:

- Refrain from employment discrimination on the grounds of race or ethnic origin or skin color, gender, language, religion, political or other beliefs, national or social origin, pecuniary circumstances, trade union membership, education, social standing, marital or family status, age, health condition, disability, genetic inheritance, gender identity, expression or sexual orientation
- Respect the rights of employees to freely associate and bargain collectively
- Not tolerate or use child labor in any stage of your activities
- Not use any forced and compulsory labor
- Comply with the applicable laws on working hours, breaks and public holidays
- Wages paid for a normal work week/month shall always meet the legal and industry minimum standards and be sufficient to meet the basic need of employees and their families
- Work is always performed on the basis of a recognised and documented employment relationship, established in compliance with national legislation, custom or practice and international labour standards.
- Only workers with a legal right to work in the country should be employed.

Health and Safety

PPF is committed to business activities with a safe and healthy work environment in which nobody is exposed to unnecessary risks.



PPF Group expects that the occupational health and safety of employees is a continuous priority for the supplier through-out all significant aspects of its activities.

As a minimum, the supplier must comply with all applicable health and safety laws, regulations and standards. Safe business activities depend not only on technically sound facilities and equipment, but also on qualified employees and an active HSE culture.

In particular, you as a supplier will

- formally appoint a competent person to manage health, safety and environmental programs and improvements
- must identify and report the possible hazards, perform job safety analysis and regularly scheduled inspections
- corrective measures (safety rules, protective equipment and clothing, training etc.) should be put in place
- preferably precautions are taken before incidents occur.

Environment

PPF Group conducts its operations in a sustainable way and in compliance with environmental laws and regulations. PPF Group expects that environmental protection is a continuous priority for the supplier in all significant aspects of its activities.

As a minimum, the supplier must comply with all applicable Environmental laws, regulations and standards.

In particular, you as a supplier will

- formally appoint a competent person to manage health, safety and environmental programs and improvements
- must identify and report the possible hazards, perform job safety analysis and regularly scheduled inspections
- corrective measures (safety rules, protective equipment and clothing, training etc.) should be put in place
- preferably precautions are taken before incidents occur.

Material Compliance

At PPF Group we are determined to comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances. Therefore, suppliers shall ensure that the goods provided to PPF Group are in compliance with the requirements covered under the scope of all applicable regulations on local and international level.

Anti-Bribery and Anti-Corruption

PPF Group acts in good faith and in an honest manner, in compliance with all applicable regulations of the countries in which they have business operations and expects the supplier to comply with all applicable laws and regulations on corruption, bribery and they only use permissible business practices. Furthermore, the supplier must never provide or accept any bribery in violation of any applicable domestic or foreign laws or regulations.

Additionally, PPF Group expects from its suppliers that they will

- adhere to anti-trust and other competition laws,
- protect all confidential information provided by PPF Group and our respective business partners,
- respect intellectual property of others, including PPF Group.

Governance

In order to ensure and demonstrate compliance with PPF Group's Supplier Code of Conduct, the supplier shall keep record of all relevant documentation. Furthermore, provide supporting documentation to PPF Group upon request.



To verify your compliance, we reserve the right to audit and inspect your operations and facilities upon reasonable notice, with or without support of a third party.

Compliance with the principles contained in the Supplier Code of Conduct is a criterion that is taken into consideration in PPF Group's supplier selection process. Whenever a situation of non-compliance is identified, PPF Group may work with the supplier to develop and implement a corrective action plan to improve the situation.

General Data Protection Regulations (GDPR)

The protection of privacy and personal data is an important matter we pay attention to in all our business relations. We respect the confidentiality of personal data and always act in accordance with the provisions of data protection law and our Privacy Policy.

Suppliers, who collect and process personal data shall ensure compliance with GDPR and any other applicable EU legislation regarding data privacy too. Only the necessary information required to perform their duties must be collected. The supplier shall have strong policies and procedures in place to be able to demonstrate its commitment to the GDPR and other EU legislation.

Supplier Responsibility

If any ethical or legal compliance issues arise that are likely to cause a breach of this supplier Code of Conduct, the supplier is obliged to bring them forward. Please contact compliance@ppfeurope.com. Ensuring the principles of the present policy in our supply chain is important to us. For this reason, PPF informs the suppliers about the present policy in writing (basically via e-mail, but the Code of Conduct is available at www.ppfeurope.com) and considers these clauses are accepted by the supplier until the supplier expressly refuses the application thereof in writing.