

Alltech Coppens responsible sourcing policy

Alltech Coppens will engage in ethical trading with emphasis on not only effort of its own, but also a committed partnership with suppliers, to ensure top-quality products and services using leading-edge and proprietary technologies. We request your cooperation in applying these details to activities within your company. The suppliers with whom Alltech Coppens wishes to build stronger partnerships are businesses that comply with laws, regulations, and social standards. Alltech Coppens will conduct its procurement based on below concepts, while building mutual trust and high-quality partnerships with suppliers:

- a. The products delivered to Alltech Coppens are in compliance with the requirements of the EU legislation.
- b. The products delivered to Alltech Coppens are in compliance with the requirements of the local laws in the country of origin.
- c. The products delivered to Alltech Coppens are in a quality standard as mentioned in the supplier product specification.
- d. The products delivered to Alltech Coppens are free from genetic manipulated organisms¹, exceptionally Alltech Coppens indicates otherwise.
- e. All plant ingredients delivered to Alltech Coppens are sourced via supply chains that will protect ecosystems from land conversion and deforestation with a cut of date no later than January 2021.
- f. The feed ingredients delivered to Alltech Coppens do not come from fish species that are categorized as vulnerable, endangered or critically endangered according to the IUCN Red List of Threatened Species.
- g. The used packaging of the delivered products is conform to the actual EU legislation.
- h. The working conditions in the country of origin of the products delivered to Alltech Coppens are in compliance with the Ten Principles of the United Nations Global Compact (see: <https://www.unglobalcompact.org/what-is-gc/mission/principles>).
- i. The bulk where the product is delivered in is in a hygienic condition. This means the bulk is cleaned properly (according to IDTF) after each transport. It is dry and in a visibly good condition.
- j. Alltech Coppens is to be informed immediately if there is any risk reporting of one of the delivered products.

Alltech (Coppens) supplier code of conduct

Alltech (Coppens) is committed to conducting business in accordance with all applicable laws and regulations of countries in which it operates and also in accordance with international standards of ethics. This commitment is extended through to our supply chain and any other service provider which is involved in business with Alltech.

Key Principles

1. Employment is to be freely chosen.
2. Health and Safety Measures
3. Ethics
4. Environment
5. Managerial System and Procedure

By signing this document you declare that you comply to the Alltech (Coppens) supplier code of conduct

<https://www.alltech.com/corporate-responsibility>

If the Supplier fails to meet the standard required within this Code, fails to rectify any issues or improve performance, then Alltech (Coppens) reserves the right to suspend purchasing from the Supplier, or in severe cases, terminate our relationship with that Supplier for contractual breach. The first payment from Alltech Coppens to the supplier will not exceed 500€ and will function as a control mechanism to proof all bank details. After the confirmation of receipt from the supplier that he/she has received the money, Alltech Coppens will transfer the remnant of the outstandings.

¹ According to directive EG/1829/2003