

ALLTECH SUPPLIER CODE OF CONDUCT

Founded in 1980 by Irish biochemist and entrepreneur Dr. Pearse Lyons, Alltech is a leading global biotechnology company whose mission is to improve the health and performance of people, animals and plants through natural nutrition and scientific innovation. We pursue this mission guided by what we call the ACE principle, our promise that in doing business we have a positive impact on the Animal, the Consumer and the Environment.

Alltech 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. We hereby expect our suppliers of goods and services (hereafter referred to as ("**Suppliers**") to comply with all laws and regulations of the countries in which they operate. We also require our Suppliers to conduct business in an ethical, responsible manner and in accordance with this Supplier Code of Conduct (hereafter referred to as the ("**Code**").

This Code is maintained and reviewed regularly in order to comply with all international and local laws and regulations to reflect Alltech's standards required of our Suppliers. It is intended that if one of our Suppliers fails to meet the standard required within this Code, fails to rectify any issues or improve performance, then Alltech reserves the right to suspend purchasing from the Supplier, or in severe cases, terminate our relationship with that Supplier for contractual breach.

Our Key Principles are as follows:

1. Employment is freely chosen
2. Child labour shall not be used
3. Reasonable working hours
4. Fair wages
5. No inhumane treatment
6. Freedom of association
7. Appropriate Health and safety measures
8. Integrity
9. Transparency
10. Data Protection and Privacy standards
11. Environmental management systems
12. Internal management systems

KEY PRINCIPLES

1. EMPLOYMENT IS TO BE FREELY CHOSEN.

There shall be no forced labour of any kind, including forced, bonded, trafficked or imprisoned labour. This is to include but not limited to harbouring, transporting against their will, recruiting or receiving persons by means of force, violence, deceit, abduction or misleading practices for labour.

All work shall be voluntary and workers are free to leave their employment and place of work at any given time without restriction. No worker shall be denied any documentation relating to their person, including passport, national ID cards, work permits, VISAs or employment contracts.

Employees must be provided with the relevant and appropriate employment documentation and remuneration, in accordance with local laws. No money owed to the employee shall be unreasonably withheld by the Employer.

2. CHILD LABOUR

Child labour is to be strictly avoided and forbidden in all forms. By "child" this means any person, female or male, under the age of fifteen (15) years old, or under the minimum age of employment in the particular country, and the most appropriate is to be applied and adhered to.

Workers under the age of eighteen (18) should be supervised closely, and no work is to be undertaken by them which may damage or put in danger their health and safety and shall conform to the relevant International Labour Organisation standards (ILO).

3. HOURS OF WORK

Working hours are not to exceed the maximum set by any local laws. Included in that total number of working hours is any over time that has been offered, worked and paid for and shall run consecutively not concurrently to the contracted working hours.

Overtime must be on a voluntary basis and shall not exceed the maximum set by any local laws.

1.1. WAGES

Wages paid to workers shall be in accordance with the statutory minimum wage applicable to that particular country.

Any increase in wage for over time must be paid as a rate higher than the base standard working wage for those additional hours worked.

All employees must be provided with understandable information detailing their hourly rate of pay, and total wages earned for that specific period of time.

1.2. TREATMENT

Workers shall not be subjected to any inhumane or harsh treatment, including any violence, bullying, harassment, sexual assault, mental or physical abuse or intimidation. There must be procedures and policies in place to manage and assess such concerns in the work place.

1.3. DISCRIMINATION

The employer shall show no discrimination towards any potential or current employee or colleague in any form, including but not limited to sex, orientation, faith, race, religion, disability, pregnancy, ethnicity, marital status, or political affiliation when it comes to employment practices

1.4. FREEDOM OF ASSOCIATION

All workers shall have the freedom to converse, associate and join any and all Trade Unions as they so wish as well as the right of collective bargaining as per local laws. Employees shall be able to openly and honestly communicate any grievances they may have personally or know of regarding working conditions and practices without any fear of consequences, harassment or punishment.

2. HEALTH AND SAFETY MEASURES

Alltech insists that Suppliers hereby recognise that in addition to taking precautions against work related injuries, a safe and sufficient work place enhances the quality of services and goods within the business sector.

3. ETHICS

Suppliers conducting business with Alltech must uphold the highest possible standards in relation to ethical behaviours and practices, all of which include:

3.1. INTEGRITY

Suppliers must have a firm stance and zero tolerance for bribery and corruption within the business sector. All bribes shall be rejected by the Supplier, no matter the value of the same.

All legislation across the globe must be adhered to in relation to this, including the UK Bribery Act 2010 and the USA Foreign Corrupt Practices Act 1977. Please refer to our Global Compliance Policy for further details on our anti-bribery policy.

3.2. DISCLOSURE

Misrepresentation of the business and its practices is strictly forbidden. Disclosure should always be frank. Alltech reserves the right to withdraw from business relations with any Supplier which represents their business inaccurately.

3.3. DATA PROTECTION AND PRIVACY

Suppliers must take all measures and precautions to protect the privacy and personal information of everyone involved with Alltech including other suppliers, customers, contractors, agents, employees and consumers. When data is collected, processed and stored, Suppliers must adhere to this Code and with all national and international Data Protection laws.

4. **ENVIRONMENT**

Suppliers must realise and respect that safe guarding the environmental elements which result from work practices leads to a safe and healthy work environment for workers and consumers. Alltech requires that Suppliers make best efforts to adhere to the following:

4.1. PERMITS

All required permits, registrations and certifications are to be obtained and maintained at all times.

4.2. POLLUTION, HAZARDOUS MATERIALS AND WASTE

All types of waste, including water, energy, solid waste, water waste and chemicals generated from operations, production or sanitation shall be managed, contained and disposed of in the appropriate and safe manner at all times whilst adhering to any safety regulations and procedures which are required by law locally.

4.3. EMISSIONS

Any omissions of a dangerous, volatile, corrosive nature which may damage and deplete the ozone which are generated by any operations or production shall be monitored and managed appropriately and all reasonable efforts shall be taken by the Supplier to lower the same.

5. **MANAGERIAL SYSTEM AND PROCEDURE**

Alltech recognises that it is vital that all Suppliers must have a robust and structured procedure and managerial system in place in order to ensure compliance and risk management, both of which should be under constant review and improvement. This managerial system should include the following:

5.1. MANAGEMENT ACCOUNTABILITY

Senior roles and representatives should be clearly identified by the Supplier and made responsible for implementing this management system. Suppliers should make sure at all times that key roles and procedures are reviewed on a regular basis in order to ensure sufficient improvement continues.

5.2. RISK MANAGEMENT

Suppliers should have firmly in place processes and procedures in which to ensure corporate compliance over all areas including but not limited to ethics risks associated with the operation of the Supplier. Relevant policies should be in place and should be under constant review.

5.3. INTERNAL OBJECTIVES

Suppliers should have in place a system to identify, understand and review all laws and regulations which relate to the Supplier's business. It is in this form that the Supplier shall bear in mind performance improvement objectives and make any relevant changes to processes and procedures which will enable the Supplier to succeed in managing this risk area.