

I. Introduction

At Alltech Fennoaqua, we are committed to conducting business responsibly, with a focus on respecting human rights, labor rights, protecting health, safety and the environment as well as preventing corruption. This Supplier Code of Conduct (CoC) sets clear expectations for all suppliers to comply with national and international laws, ethical business practices and sustainability standards. The supplier shall be in possession of all required legal licenses and permits and ensure that all employees are familiar with their labor-related rights.

Alltech Fennoaqua will consider compliance with this CoC in supplier selection, alongside other commercial aspects. Suppliers are expected to align their practices with both the requirements and the spirit of this CoC and engage in an open dialogue with Alltech Fennoaqua regarding any challenges they encounter. This CoC is part of the contract between Alltech Fennoaqua and the supplier and must be adhered to in full.

II. Requirements

1. Labor Standards and Human Rights

1.1 No Forced Labor

There shall be no forced, bonded or involuntary labor. Employees are free to leave their workplace at the end of their workday and are not required to lodge deposits or identity papers with the supplier. The supplier or agencies involved in recruitment processes, shall not charge employees any fees for recruitment or during employment and the supplier ensures that also the recruitment agency complies with labor-related laws and regulations. Prison labor is not allowed.

1.2 Freedom of Association and Collective Bargaining

Suppliers shall inform employees about trade unions and respect their right to freely form and join trade unions and engage in collective bargaining. Where this is legally restricted, suppliers must support independent means of association.

1.3 Child Labor and Youth Employment

Child labor is strictly prohibited. Suppliers shall take steps to ensure that no child labor is used in their operations or supply chain. Employees under 18 should not be engaged in hazardous work, including night shifts, and should be allowed to attend and complete compulsory education.

1.4 Non-Discrimination

Suppliers shall provide equal opportunity to all employees, regardless of ethnicity, gender, religion, age, disability, sexual orientation or union membership. There shall be no discrimination or harassment in hiring, compensation, training, promotion or termination. Possible disciplinary procedures must be transparent and cannot be the reason for wage or benefit deductions.

1.5 Wages and Benefits

Wages must meet or exceed national legal standards or industry benchmarks, whichever is higher. Suppliers must provide employees with a written contract, including work- and wage-

related terms and conditions as well as payment methods in a language they understand. Employees must be granted annual leave, sick leave and maternity leave as per national law.

1.6 Working Hours and Overtime

Working hours must comply with national laws and collective bargaining agreements. Overtime should be voluntary, not required regularly. Overtime should be compensated at a premium rate. Suppliers must respect employee rights to have one day off per seven-day period.

1.7 Occupational Health and Safety

The working environment must be safe and hygienic, minimizing risks such as accidents, fires and injuries. Suppliers must provide free of charge clean water, sanitary facilities, appropriate personal protective equipment as well as relevant health and safety training for all employees. When accommodation is provided for the employees, it should be clean and safe.

The supplier shall provide and pay for insurance for all employees in case of work-related accidents or injuries.

1.8 Health and Safety Risk Assessment

Occupational health care should be available for the employees when needed. The supplier can perform medical tests only if required for health and safety reasons, according to a risk assessment, which shall be part of a general risk management framework.

1.9 Compliance with International Standards

Suppliers are expected to comply with internationally recognized conventions, including those of the International Labor Organization (ILO) and United Nations on human rights and decent working conditions.

2. Environmental Responsibility

2.1 Environmentally Sustainable Practices and Waste Management

Suppliers shall minimize their environmental impact, reduce pollution and optimize the use of resources such as energy, water and raw materials. Suppliers must have a management plan, which complies with all environmental regulations and according to which they actively work on reducing greenhouse gas emissions and ensure proper waste management. Environmental responsibility includes ensuring that no operations or supply chain activities degrade or exploit local ecosystems.

2.2 Chemical Use

Suppliers must maintain a system for tracking the use of hazardous chemicals, evaluate alternatives and ensure safe handling, storage and disposal.

2.3 Sustainable Resource Use

Suppliers must strive to use sustainable resources, including fish sourced from sustainable fisheries and farming practices. The fish species used in marine based products supplied to Alltech Fennoaqua, cannot be categorized as vulnerable or endangered according to the IUCN Red List of Threatened Species.

Soy products supplied to Alltech Fennoaqua must be proven to be deforestation-free and environmentally certified, in accordance with the ProTerra Standard or similar.

The use of Genetically Modified Organisms (GMO) in products supplied to Alltech Fennoaqua is prohibited.

3. Responsible Animal Welfare

3.1 Animal Welfare

In the production of animal-based products, animal welfare should be prioritized throughout the entire value chain. Suppliers must ensure that animals are not subjected to unnecessary suffering and are handled according to animal protection regulations.

Suppliers guarantee that any antibiotics given to animals used in the production of animal-based products, have been used solely for control or treatment of infectious diseases and under veterinary supervision.

4. Business Integrity

4.1 Anti-Corruption

Suppliers shall comply with all laws related to bribery, corruption and fraud. Bribery, facilitation payments or any improper financial incentives are prohibited. Suppliers should adopt a policy to prevent such practices within their operations.

4.2 Fair Competition

Suppliers must compete within the framework of applicable competition laws, ensuring transparency and fairness in all business dealings. Suppliers' procurement processes should demonstrate impartiality and fairness.

4.3 Anti-Money Laundering

Suppliers must ensure that all financial transactions comply with anti-money laundering laws and regulations. No economic crimes are allowed.

5. Local Communities

5.1 Community Impact

Suppliers should positively contribute to the social and economic well-being of local communities, including respecting indigenous and tribal people's rights, cultures and traditional territories.

5.2 Grievance Mechanism

Suppliers must have a grievance mechanism in place that enables local communities and employees to report complaints

VAT number

Date and place

anonymously without fear of retaliation. The grievance process must be transparent and track responses and remedies.

6. Management Systems

6.1 Continuous Improvement

Suppliers are expected to continually review and improve their operations in line with this CoC. Regular assessments and corrective actions should be taken when non-compliance is identified.

6.2 Sub-supplier Transparency

Suppliers must obtain Alltech Fennoaqua's consent before outsourcing any part of their production and provide full transparency regarding second- and third-tier suppliers upon request.

7. Confidentiality

7.1 Information Security

Suppliers must protect and maintain confidentiality regarding Alltech Fennoaqua's business information and ensure that appropriate processes are in place to safeguard such data.

III. Compliance

1. Audits and Evaluations

Alltech Fennoaqua reserves the right to conduct audits of suppliers and their operations to assess compliance with this CoC. Suppliers should maintain appropriate records to demonstrate compliance and provide access to this information upon request.

2. Corrective Actions and Non-Compliance

If the supplier does not comply with the CoC requirements, Alltech Fennoaqua expects immediate corrective actions to be taken. Failure to implement these corrective measures may lead to the termination of the business relationship. If full compliance with the CoC is not achieved, Alltech Fennoaqua reserves the right to end its business partnership with the supplier.

IV. Agreement

By signing this document, we confirm that we have read and understood this CoC and agree to comply with its terms and conditions. We ensure that also our sub-suppliers adhere to these terms.

Company name

Signature
