

Supplier Code of Conduct

Kemin is committed to improving the quality, safety and efficacy of feed, food and health-related products, and services in a safe, responsible, and environmentally friendly way. We believe the global food system supply chains must be sustainable; therefore, we strive to meet the current needs of the world's food system while being conscientious of the needs of the future. For us to meet this goal, we must work closely with those who supply goods and services to us. Kemin's Code of Conduct indicates what business practices and workplace standards we expect from suppliers, manufacturers, service providers, and their subsidiaries to allow us to achieve this goal.

Obey the Law

Reporting health and safety issues allows Kemin to comply with global regulations.

Suppliers shall operate in full compliance with all applicable laws, rules and regulations, including without limitation and only by way of example, privacy laws, human trafficking laws, anti-corruption laws, antitrust laws, and environmental laws. Additionally, Suppliers shall notify Kemin of any material issues with the goods and services that are being supplied.

Practice Integrity & Ethics

We enter into business relationships based on trust, transparency, and mutual accountability. Suppliers shall:

- Prohibit any and all forms of corruption, extortion, and embezzlement by its employees, officers, directors or agents.
- Avoid any potential conflicts of interest regarding financial interests or other arrangements with Kemin employees that could be deemed inappropriate
- Require their suppliers to conduct business consistent with this Code of Conduct

Keep Accurate and Honest Records

It is essential that our Suppliers maintain accurate and honest records. This allows us to make responsible business decisions and disclose truthful and timely information to our stakeholders. Suppliers shall:

- Maintain books and records that reflect all transactions in accordance with applicable laws and regulations as well as prevailing industry business practices.
- Have in place appropriate quality audit and compliance processes for matters such as products, food, and feed safety, worker health and safety, and labor and employment.
- Upon request, disclose the location of facilities and know materials to enable traceability.

Honor Business Obligations

We work with Suppliers who share our desire to build business relationships. This requires honest communication, mutual response, and delivering on commitments. Suppliers shall:

- Adhere to standards of fair business, advertising, and competition. Honor business obligations and manage unanticipated events in a proactive, timely, and open manner.
- Implement processes to address the confidentiality and protection of an employee who in good faith raises concerns, makes a report, or assists with an investigation related to potential ethical, environmental, or criminal violations.

Treat Employees with Dignity and Respect

We expect our Suppliers to prioritize the safety, well-being, and dignity of all individuals, regardless of their role. Suppliers shall:

- Meet or exceed all legal requirements for compensation and working conditions.

- Ensure a safe work environment and minimize physical and chemical hazards through proper design, engineering and administrative controls, preventative maintenance, and safe work procedures as well as ongoing safety training.
- Not engage in, condone, or tolerate physical, verbal, mental or sexual harassment against or among their workers.
- Never use or tolerate the use of human trafficking, forced labor, or child labor as defined by the international Labour Organization (ILO).
- Employ only workers who meet the applicable minimum legal age requirement.
- Treat employees with dignity and respect and will not engage in or permit corporal punishment, threats of violence, or other forms of harassment whether based on gender, race, color, religion, ethnicity, age, sexual orientation, national origin, disability, or any other legally protected characteristic.
- Respect employees' rights to organize and bargain collectively.

Security – Anti-corruption

Suppliers shall operate in compliance with our global security criteria, the Foreign Corrupt Practices Act (FCPA), the British Bribery Act, all other anticorruption laws, and all sanction regimens used by various governments globally, including but not limited to the sanction programs initiated by the United States, through the Office of Foreign Asset Control (OFAC) the UN, the EU and any other relevant jurisdiction where the Supplier or Kemin does business (Currently Kemin sells products in 110 countries globally).

Protect Kemin's Confidential Information, Assets and Interests

We expect our Suppliers to protect Kemin's reputation and any information or property we entrust them. Suppliers shall:

- Protect any of Kemin's confidential information to which they have access, including its intellectual property, trade secrets, or financial information.
- Safeguard any property belonging to Kemin while under their control.
- Avoid any situation that may adversely affect our business interests or reputation.

Be a Responsible Global Citizen

We count on our Supplier Partners to help Kemin nourish the world in a safe, responsible, and sustainable way. Suppliers shall:

- Uphold strict standards to promote product, food, and feed safety.
- Respect the principle of free, prior, and informed consent concerning the resources and tenure rights of indigenous communities.
- Work with Kemin to implement sustainable processes and correct problems to promote continuous improvement.

Environment

We expect our Suppliers to operate with care for the environment and ensure compliance with all applicable laws and regulations in the country where products or services are manufactured or delivered.

- Maintain all required environmental permits and registrations and follow the operational and reporting requirements of such permits.
- Manage, control, treat and/or dispose of non-hazardous solid waste, wastewater, and/or air emissions generated from operations as required by applicable laws and regulations, before discharge.
- Strive to reduce environmental impact through efforts such as ending deforestation, minimizing greenhouse gas emissions and waste, reducing pollution and using resources efficiently.
- Protect water resources by using the least amount of water possible in their operations, avoiding contamination from their operations.

Application to Subcontractors

This Code also applies to any sub-contractor(s) to the supplier, providing goods or services to the supplier. The Supplier Code of Conduct shall be cascaded down to all sub-tier subcontractors. The supplier is fully responsible for ensuring compliance by any such sub-contractor(s) as if it were the supplier itself. Company reserves the right to audit the supplier's sub-contractors for compliance to Company's Supplier Code of Conduct and supplier will accommodate Company's audit as required.

Event of Violation

Supplier shall promptly report to Company notice of known breach of this Code and implement a corrective action plan to cure the non-compliance within a specified time period (furnished to Company in writing). If the supplier fails to meet the corrective action plan commitment, Company may terminate the business relationship, including suspending placement of future orders and potentially terminating current production. Company reserves the right to hold supplier responsible for reasonable costs of investigating non-compliance.

Transparency

By signing this Code of Conduct, Suppliers agree that the Company may request more information and documentation in order to verify the information requested.