

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 sustainable 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 future needs. 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 we expect from products, manufacturers, service providers and others to allow us to achieve this goal.

Obey the law

At Kemin, we expect our suppliers to:

- Know and follow the laws that apply to them and their business, including without limitation and only by way of example, privacy laws, human trafficking laws, anti-corruption laws, antitrust laws and environmental laws.
- Notify Kemin to any material issues with the goods and services that are being supplied. Reporting health and safety issues allow Kemin to comply with global regulations

Integrity

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

We expect our suppliers to:

- Compete fairly and ethically for Kemin's business
- Never offer or accept bribes, kickbacks, inappropriate gifts or hospitality, or other improper incentives in connection with Kemin's business
- Avoid any potential conflicts of interest regarding financial interests or other arrangement 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

We expect our suppliers to

- Maintain books and records that reflect all transactions in an accurate, honest, and timely way
- 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 communications, mutual response and delivering on commitments

We expect our Suppliers to:

- Conduct business honestly and transparently
- Honor business obligations and manage unanticipated events in a proactive, timely, and open manner

Treating People with Dignity and Respect

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

We expect our Suppliers to:

- Provide safe and healthy working conditions at all their operations
- 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)
- Foster an inclusive work environment that is free of harassment and discrimination
- Respect employees' rights to organize and bargain collectively
- Meet or exceed all legal requirements for compensation and working conditions

Security

We require our Suppliers to 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

We expect our Suppliers to:

- 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 situations 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

We expect our Suppliers to:

- Uphold strict standards to promote product, food, and feed safety
- Strive to reduce environmental impact through efforts such as ending deforestation, minimizing greenhouse gas emissions and waste, and using resources efficiently
- Protect water resources by using the least amount of water possible in their operations, avoiding contamination from their operations.
- 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