



# EARTH ANIMAL VENTURES: PARTNER CODE OF CONDUCT

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## **Partner Code of Conduct**

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# PARTNER CODE OF CONDUCT

At Earth Animal, our Passionate Purpose (mission) is to preserve and enhance quality of life for animals, people, and the Earth.

The Earth Animal Partner Code of Conduct ("the Code") brings together our Passionate Purpose, objectives of our existing environmental, social, and animal welfare frameworks and commitments; and the high standards set by B Lab and expected for Certified B Corporations™ for verified performance, accountability, and transparency.

Earth Animal's Partner Code of Conduct ("the Code") is part of our commitment to use our business as a force for good. The Code formalizes our approach to building long-term relationships with Partners that operate with transparency and integrity and share our values and ethics. Earth Animal and its partners (direct) and the rest of our supply chain, including producers, processors, manufacturers, and others ("supply chain"), are expected to comply with the terms of the Partner Code of Conduct.

Earth Animal's Code was developed in partnership with the Pet Sustainability Coalition (PSC) and its stakeholders, and our Code's objectives align with those of the broader pet industry. Our Code encompasses good corporate practice and internationally recognized standards, including:

1. UN Global Compact Sustainable Development Goals<sup>1</sup>
2. United Nations Universal Declaration of Human Rights
3. International Labor Organizations Declaration on Fundamental Principles and Rights at Work
4. International Covenant on Civil and Political Rights
5. International Covenant on Economic, Social and Cultural Rights and,
6. World Organization for Animal Health's Terrestrial Animal Health Code.

## Expectations

The Code sets forth Earth Animal's expectations for Partner practice on governance, environmental, social, and animal welfare impacts. At Earth Animal, this includes, but is not limited to, business integrity and anti-corruption, human rights, fair and equal treatment, benefits, compensations, and hours worked, health and safety, environmental management, communication and reporting and monitoring and compliance and ensuring good lives for animals and people that we impact in our operations and our supply chain.

Earth Animal's commitment to using our business for good reflects our company values, those of our founders, and our employees. It is fundamental to our business. This commitment extends through our supply chain to the people, animals, environments, and communities we impact. Earth Animal chooses to partner with Partners and other stakeholders that share our ambitions and values.

Where the Code does not explicitly address governance or environmental, social, or animal welfare impacts, Earth Animal expects all supply chain partners to comply with the international normative documents listed above and local, regional, and international laws, regulations and industry standards.

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<sup>1</sup> The Sustainable Development Goals (SDGs) are a collection of 17 interlinked global goals recognizing that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests. The SDGs were set up in 2015 by the United Nations General Assembly and are intended to be achieved by 2030.

We recognize that our Partners operate in diverse legal, geographical, and cultural environments, so we have aligned this Code of Conduct with globally accepted norms and standards. The protections provided in the international conventions and instruments listed above are inherent to all people, all animals, and the Earth. Where local legislation, regulation and industry standards do not protect the environment, people and communities and animals, we expect our Partners to act in a way that aligns with our mission to preserve and enhance the quality of life for animals, people, and the Earth.

### **The Partner Code of Practice describes our Current State of Operations.**

Our direct Partners, their Partners, and subcontractors ("supply chain") are independent businesses and the exclusive employers of their workers, which includes subcontractors and/or cooperative members when applicable.

Partners are expected to report any suspected violations of, or non-compliance with, this Code or any relevant legislation or regulation to Earth Animal in a timely manner. Earth Animal will work with the Partner to bring them back into compliance. Should the Partner be unwilling or unable to do so, Earth Animal will consider terminating the relationship.

For the purposes of this document, we will use:

- **Partner** for companies in our supply chain. That includes our direct supply partners and their Partners and subcontractors (our supply chain) back to the ingredient's or product's origin.
- **Agent** for third-party companies that provide labor or services to our Partner
- **Code** to describe shorthand this agreement / Partner Code of Conduct.

The standards of this Partner Code of Conduct are in addition to, and not in lieu of, the provisions of any legal agreement or contract between a Partner and Earth Animal.

# EARTH ANIMAL PARTNER CODE OF CONDUCT

## 1. BUSINESS INTEGRITY AND ANTI-CORRUPTION

Earth Animal is committed to the highest standards of business integrity. We do not tolerate any practice inconsistent with the principles of honesty, integrity, and fairness anywhere we do business.



**1.1. Compliance with Law:** At a minimum, Partner's business activities meet all applicable laws and regulations in the countries and jurisdictions in which they operate and all international standards. Partner ensures its business operations do not infringe upon any individual, community, or indigenous people's established rights to property and land.

**1.2. Compliance with Earth Animal Venture's Partner Code of Conduct:** Partner complies with the Partner Code of Conduct, including activities in the locations where the Partner's goods are produced, where any related services are performed, and where the goods enter the supply chain.

**1.3. Compliance with additional standards:** The Partner will meet additional requirements applicable to the materials or services to be delivered, including the requirements of the Sustainable Sourcing Guidelines (beginning on page 12 of this document). Should Earth Animal introduce an additional standard that substantively changes the requirements of the Code, Earth Animal will work with its supply chain to identify strategies and resources needed to bring the supply chain into alignment.

**1.4. Supply Chain Compliance:** Partner takes reasonable measures to ensure all products, ingredients, and services it sources for or provides Earth Animal are from supply chains that meet or exceed the requirements of the Code.

**1.5. Quality Assurance:** A partner who produces finished products, ingredients, food materials, supplements, or other ingested products has, at a minimum, a food safety monitoring system to identify and control biological, chemical, and physical hazards within the storage, transportation, use, and preparation of the goods being supplied. Partner shall comply with appropriate government regulations, including those set forth by the Food and Drug Administration (FDA), United States Department of Agriculture (USDA), and operate under the Food Safety Modernization Act (FSMA), as appropriate or other appropriate regulating body. Partners are encouraged to obtain third-party certification.

**1.6. Origin and traceability:** At a minimum, partners can trace goods and services back to their country of origin. Products listed under our Sustainable Sourcing Guidelines (beginning on page 12 of this document) are traceable, through a verifiable, credible, and transparent chain of custody, back to their origin so that claims can be validated. Earth Animal reserves the right to ask the Partner to create, with appropriate notice, full supply chain mapping back to origin to facilitate the assessment of upstream supply chain compliance.

**1.7. Records:** Partner maintains records to demonstrate compliance with this code and all relevant legislation and regulations where reasonable. In cases of suspected or actual non-compliance

with this Code, regulation, or legislation as part of its business with Earth Animal, the Partner will provide access to these records in a timely and transparent manner.

**1.8. Audits & Assessments:** Earth Animal reserves the right to audit compliance with this Code. Audits are facility inspections that include worker interviews and a review of Partner records and business practices relevant to Earth Animal or the products and services it sources. Such audits, at Earth Animal's expense, are conducted by Earth Animal or its appointed partner. If an audit identifies a violation of this Code, Partner shall promptly correct the situation to satisfaction with a corrective action plan.

**1.9. Conflicts of Interest:** Partner will disclose to Earth Animal any situation that may appear to be a conflict of interest between Earth Animal or its subsidizers and Partner.

**1.10. Fair Competition in accordance with Anti-Trust Laws:** Partner will comply with applicable competition laws and not disturb or hinder legitimate competition.

**1.11. Risk Management:** Partner identifies, determines, and (where possible) manages risks in all areas addressed by this Code. Partner works with Earth Animal to ensure all applicable legal requirements are in compliance with the timeframes indicated and aligned on by Partner and Earth Animal.

**1.12. Quality:** Partner will ensure that the goods and services rendered maintain agreed-upon quality.

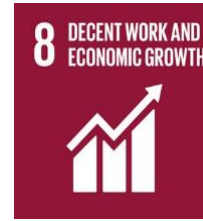
**1.13. Intellectual Property:** Partner respects and upholds the intellectual property rights of others. Partner takes appropriate steps to safeguard and maintain confidential and proprietary information or trade secrets and uses such information only for the purposes authorized use.

**1.14. Export Sanctions/Terrorism Activities:** Economic and trade sanctions are restrictive measures taken by a country, or group of countries (e.g., the European Union), or an international organization (e.g., the United Nations), which target one or more governments, organizations, entities and/or individuals. Partner must ensure, as a matter of principle, compliance with economic and trade sanctions and ensure that their staff must not do anything that is not permissible under applicable law. Vendors must ensure compliance with all national and international laws and regulations prohibiting the provision of resources and support to individuals and organizations associated with terrorism, including, but not limited to, all laws and executive orders of the United States of America.

**1.15. Non-Compliance:** In the event of a suspected or confirmed non-compliance with the Earth Animal Code or any relevant laws or regulations, or any other issue that could negatively impact the reputation of Earth Animal, its partners or the pet industry, Partners promptly report the issue to Earth Animal via electronic mail ([operations@earthanimal.com](mailto:operations@earthanimal.com)).

## 2. HUMAN RIGHTS

Earth Animal expects our Partners to respect the dignity and human rights of all human beings.



|  |
|--|
| <p><b>2.1 Voluntary Labor:</b> Partner, directly or through a third party ("agent"), employs all workers on a voluntary basis free from any threat of violence, threats of criminal penalties, and restrictions on freedom of movement. Partner and its agents do not employ any prison, enslaved, bonded, forced, indentured, or debt induced labor, or engage in any other forms of compulsory labor or any other forms of slavery or human trafficking.</p>   |
| <p><b>2.2 Minimum Age:</b> Partner and their agents do not employ workers under the age of 15 or the minimum age for work or mandatory schooling as specified by the local law, whichever is higher. When young workers are employed, they must not do work that interferes with their education by depriving them of the opportunity to attend school or is mentally, physically, socially, or morally dangerous or harmful. In the case of hazardous work, the minimum age is 18. International Labor Organization Convention C182 defines hazardous work as any that places a child at risk of suffering physical or mental injury.</p> |
| <p><b>2.3 Employment Practices:</b> Partner and their agents shall only employ legally authorized workers to work in their facilities. Partners are responsible for validating workers' eligibility to work through appropriate documentation. All work shall be voluntary, and workers shall be free to leave or terminate their employment upon reasonable notice.</p>   |
| <p><b>2.4 Migrant Labor:</b> Partners and their agents recognize the unique legal, social, and cultural situations that migrant workers face and will ensure that such workers are treated with dignity, respect, and in accordance with the same standards as workers.</p>  |
| <p><b>2.5 Worker Documentation:</b> Partner and its agents do not retain original identification documents, travel documents or any other personal legal documents from workers upon commencing employment.</p>  |
| <p><b>2.6 Recruitment:</b> Partner ensures that third-party recruitment agencies ("agents") comply with this Code's provisions and the law. Foreign workers do not pay recruitment-related fees and expenses charged by agents who recruit foreign contract workers.</p>   |
| <p><b>2.7 Security:</b> Partner and its agents provide security to safeguard workers and their property. Partner and its agents ensure that all security personnel apply the standards in this code when dealing with workers.</p>   |
| <p><b>2.8 Freedom of Association:</b> Partner upholds workers' freedom of association and the effective recognition of the right to collective bargaining.</p>   |
| <p><b>2.9 Privacy:</b> Partner and its agents respect the privacy rights of its workers whenever it gathers confidential information or implements worker monitoring practices. Partners and their agents take reasonable measures to safeguard all confidential information. Partner and its agents only conduct or allow medical tests on workers or those applying for work appropriate to the occupational risks of the business. Medical tests must only be conducted in accordance with the guidance and principles of Chapter 2 of the ILO's "Technical and ethical guidelines for workers' health surveillance."</p>               |

### 3. FAIR AND EQUAL TREATMENT

Earth Animal believes all workers deserve an equal chance to succeed based on their hard work, talent, and commitment. Workers are always treated with respect. Partners work towards as inclusive an environment as possible regarding diversity.



**3.1 Discrimination & Harassment:** Workers and those applying for employment ("workers") are treated with respect and dignity. No worker is subject to physical, sexual, psychological, or verbal harassment, abuse, or other form of intimidation. Partners and their agents develop and implement formal processes to eliminate discrimination in employment, including hiring, compensation, advancement, discipline, termination, or retirement. Discrimination based on caste, national origin, ethnicity, religion, age, disability, gender, gender identity and expression, marital status, sexual orientation, union membership, political affiliation, health, disability, or pregnancy is prevented.

**3.2 Diversity and Inclusion:** Partner does not conduct or allow medical tests on workers except those appropriate to the occupational risks of the business. Partner does not conduct or allow medical tests that can be used to discriminate based on the protected categories listed in 3.1 (e.g., testing for pregnancy or disability). The results of any tests required by local legislation shall not be used in a way inconsistent with sections 3.1 and 3.2 of the Code.

**3.3 Diversity and Inclusion:** Partner supports hiring, advancing and retaining a diverse and representative workforce that includes workers of different age groups, gender, gender identity and expression, race, national or ethnic origin, religion, language, political beliefs, sexual orientation, and abilities. Partner promotes inclusion throughout their supply chains.

**3.4 Access to necessary services:** Partner shall work collaboratively with workers to ensure workers can access necessary services.

**3.5 Grievance Mechanism:** Partner provides all workers with an uncomplicated, fair, and accessible process to address worker grievances. Should a worker or a group of workers believe they have experienced infringements of existing rights and entitlements, the grievance mechanism should ensure swift, unbiased, and fair resolution. Workers who file grievances should not suffer prejudice or retaliation for bringing a grievance forward in good faith.



## 4. BENEFITS, COMPENSATION, AND HOURS

Earth Animal expects Partners to provide workers with fair and equal compensation for hours worked.



**4.1 Wages and Benefits:** Partner pays workers on time in accordance with legal requirements. In all circumstances. Wages are paid as agreed in the employment contract, but at least every month, in the name of the individual performing the work. Workers are provided with a total compensation package that includes wages, overtime pay, benefits, and paid leave that meets or exceeds the legal minimum standards or appropriate prevailing industry standards, whichever is higher. In addition to their compensation for regular hours of work, workers shall be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least equal to one and a half times their regular hourly compensation rate. Compensation terms established by legally binding collective bargaining agreements are implemented and adhered to without bias. Deductions of pay other than those legally mandated may not be made without the express and written consent of the worker and under no circumstances may be made as a form of discrimination or punishment.

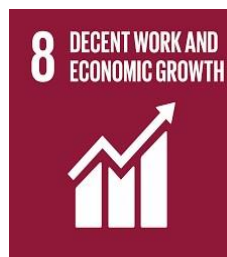
**4.2 Wage Statement:** Partner provides workers access to an itemized wage statement for each pay period clearly indicating the components of their compensation (hours, pieces, or units produced), including exact amounts for wages, benefits, incentives, bonuses, and deductions.

**4.3 Working Time & Rest Days:** Partner ensures workers comply with all applicable laws and mandatory industry standards pertaining to regular working hours and overtime hours, including breaks, rest periods, holidays, and maternity and paternity leave. In the absence of law, the Partner does not require a regular work week over 60 hours, workers are allowed at least one day off after six consecutive days of work, and any overtime worked is compensated at such premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, unless exempt, employees must receive overtime pay for hours worked over 40 in a workweek at a rate not less than time and one-half their regular rates of pay.

**4.4 Employment Contract:** Partner provides all workers (permanent, temporary, seasonal, domestic, and migrant) with a written contract in the appropriate language or a translator to review the contract with the worker before signing. Employment contracts include a description of job duties, benefits, disciplinary procedures, and notice periods. Where the provision of a written contract is not reasonably possible or practical, Partner provides workers with a minimum of a written job description, in an appropriate language, that includes a starting compensation level for their intended job.

## 5. HEALTH AND SAFETY

Earth Animal expects the Partner's operations, facilities, and procedures to protect and promote worker health and safety.



- 5.1 Safe Workplace:** Partner provides and maintains a safe work environment by minimizing hazards through proper design, administrative controls, safe work procedures (including lockouts where relevant), and ongoing safety training.
- 5.2 Incident reporting** – Partner has procedures and systems that encourage workers to report health and safety incidents and develop corrective action plans.
- 5.3 Hazardous Materials & Worker Safety:** Partner identifies hazardous materials, chemicals, and substances and ensures their safe handling, movement, storage, recycling, reuse, and disposal. Partner shall comply with material restrictions and product safety requirements set by applicable laws and regulations. Partner shall ensure that key workers are aware of and trained in product safety practices. Partner shall provide protective equipment to all employees who work with hazardous chemicals. Partner shall comply with all applicable Occupational Health and Safety Administration (OSHA) standards or the equivalent regulating body of country.
- 5.4 Healthy Workplace:** Partner shall provide its workers with a healthy working environment. At a minimum, potable drinking water, adequate lighting, temperature, ventilation, sanitation facilities, and personal protective equipment must be provided with equipped workstations at no cost. Facilities must be constructed and maintained in accordance with the standards set by applicable laws and regulations.
- 5.5 Housing Conditions:** If Partner provides housing, it must be voluntary or complementary. Dormitory facilities shall be constructed and maintained in accordance with all applicable laws and regulations. Accommodation shall be segregated from the factory and production area. All dormitory buildings shall be clean and safe, and workers shall be able to enter and leave the buildings freely at any hour. There shall be an adequate number of clean shower and toilet facilities, access to potable water, and sanitary food preparation and storage facilities. All dormitory facilities shall also provide workers with reasonable personal space, adequate heat and ventilation.
- 5.6 Transportation:** Any transportation provided by the Partner or agent on the Partner's behalf must be safe and in compliance with legal requirements.
- 5.7 Emergency Preparedness:** Partner shall be prepared for emergencies. This includes worker notification and evacuation procedures, emergency training and drills, appropriate first-aid supplies, appropriate fire detection and suppression equipment, and adequate exit facilities. The Partner shall regularly train workers on emergency planning, responsiveness and medical care.

## 6. ENVIRONMENTAL MANAGEMENT

Earth Animal requires its Partners to comply with all applicable environmental legislation and regulations at a minimum and demonstrate continual improvement of its environmental performance.



- 6.1 Environmental Permits & Reporting:** Earth Animal's Partners will obtain all required environmental permits and registrations and maintain all environmental reporting.
- 6.2 Hazardous Materials:** Partner identifies hazardous materials, chemicals, and substances and ensures their safe handling, movement, storage, recycling, reuse, and disposal. Partner complies with material restrictions and product safety requirements set by applicable laws and regulations.
- 6.3 Resource Consumption, Pollution Prevention & Waste Minimization:** Partner works to minimize negative environmental impacts and optimize its consumption of natural resources, including energy and water. Partner implements measures to prevent pollution and minimize generation of solid waste, wastewater, and air emissions.
- 6.4 Packaging Waste:** Partner reduces waste by choosing products with minimal packaging that can be recycled, where practical. Partner reuses containers, packaging, or waste products wherever possible.
- 6.5 Resource Consumption, Pollution Prevention & Waste Minimization:** Prior to discharge or disposal, Partner shall characterize and treat wastewater and solid waste (including chemical packaging) appropriately and according to applicable laws and regulations.
- 6.6 Training:** Training is provided to all personnel (in multiple languages as required) on environmental policies and procedures to ensure effective implementation and compliance.

## 7. COMMUNICATION AND REPORTING

Partners shall take appropriate steps to ensure the principles of this Code are communicated to their workers.



**7.1 Reporting:** Partner is responsible for prompt reporting of actual or suspected violations of the law, this Code, and any contractual relationship with Earth Animal. This includes violations by any worker or agent acting on behalf of the Partner or Earth Animal. You may report a violation via e-mail using the following address: [operations@earthanimal.com](mailto:operations@earthanimal.com).

**7.2 Communication:** Partners inform workers about the expectations contained in this Code. Partners must make the Code available to all workers upon request by the worker. Earth Animal will provide a document summarizing the code and the importance of all employees of the said Partner to be privy to the code and its applicable content.

**While not currently required, Earth Animal will give preference to Partners willing to work collaboratively toward the following -**

- **Sustainable Packaging:**
- Partner is formally committed to having 100% of their packaging be recyclable, refillable, reusable, or compostable.
- **Certification to quality management standards:**
  - Partner adopts a process of continuous improvement of its management systems, products, or services through compliance with global standards such as those developed by the International Organization for Standards (ISO) or other 3<sup>rd</sup> party certifications.
- **Environmental Management System (EMS):**
  - Partner utilizes an Environmental Management System with tracking, benchmarks, accountability, and reporting.
  - Partners continuously monitor their energy and natural resource usage, emissions, discharges, carbon footprint and disposal of wastes.
  - Partner shares performance data with Earth Animal as requested.
- **Public Reporting:**
  - Partner provides publicly available information on:
    - Beneficial ownership of the company and (if applicable) Members of a Board of Directors
    - Number of employees.
    - Social and environmental performance (e.g., Sustainability Impact Reports.)

# MONITORING & COMPLIANCE DECLARATION

We, the undersigned, hereby confirm that:

We have received and taken due note of the contents of the Earth Animal Partner Resource Code of Conduct. We are aware of all relevant laws and regulations of the countries in which our company operates.

We will report on any case of violations of the Code.

We will comply with the Earth Animal Partner Resource Code of Conduct requirements based on a development-oriented approach without amendment or abrogation.

COMPANY NAME: \_\_\_\_\_

INDIVIDUAL NAME AND TITLE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

DATE & PLACE: \_\_\_\_\_

This document must be signed by an authorized representative of the Partner & returned to Earth Animal.

EARTH ANIMAL: \_\_\_\_\_

INDIVIDUAL NAME AND TITLE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

DATE & PLACE: \_\_\_\_\_

# SUSTAINABLE SOURCING GUIDELINES

Earth Animal's Sustainable Sourcing Guidelines ("the Guidelines") are part of our commitment to use our business as a force for good. The Guidelines formalize our commitments and ambitions to source ingredients produced, manufactured, grown, raised, captured, or harvested in ways that align with our values and ethics.

As part of our due diligence work, Earth Animal has identified the most significant material risks that our ingredient sourcing causes, contributes to, or is associated with. We have prioritized action on the following -

- Auditing and traceability
- Animal welfare
- Biodiversity
- Deforestation
- Packaging

Earth Animal's Sustainable Sourcing Guidelines describe our expectations for the ingredients we source for our dog foods, treats, supplements, and packaging. It includes.

- guidelines that align with our ambitions for ingredient sourcing, sustainable packaging, and
- commitments that we have made publicly and represent our current state of operations.

Earth Animal is committed to transparency, honesty, and stakeholder collaboration. We value open and honest feedback on our performance to ensure that we meet or exceed your expectations. Earth Animal's Sustainable Sourcing Guidelines apply to all Earth Animal enterprises in all regions we operate. In addition to the expectations above, Earth Animal expects all Partners of priority ingredients to meet the following objectives.

## 1. Legislative and regulatory requirements

- Partners will comply with all applicable laws, regulations and nationally ratified international treaties, conventions, and agreements.

## 2. Auditing, Traceability & Transparency –

- A fully traceable and transparent supply chain is essential to our commitment to source ingredients and materials that are in alignment with our goal to use our business as a force for good. It assures Earth Animal, its customers and pet parents that the products they purchase and the packaging they are in represent our values and promises.
  - Earth Animal partners ensure that ingredients and materials supplied to Earth Animal are traceable back to their places of origin, produced as part of a recognized assurance scheme audited by an independent third party or assessed by an Earth Animal-approved assessor.

## 3. Animal Welfare

- Earth Animal is committed to ensuring that the animals in our supply chain have good lives.
- In 2021, Earth Animal publicly released our Animal Welfare Framework (Framework). Earth Animal and our partners will work together with our industry, Partners in our ingredient supply chain, and producers to ensure that animals raised or captured for food (terrestrial and aquatic), fibers, leather or other textiles experience good lives as described by our Framework and the internationally recognized Five Domains Model:
  - Good Nutrition
  - Good Environment
  - Good Health
  - Good Behavior
  - Good Mental State

Our Animal Welfare Framework applies to all species we impact through our business. For animals raised for our products and their parent stock, that means from birth to death. Earth Animal uses a variety of meats and poultry, eggs, dairy and fin fish, and animal fibers in its products. For wild-caught or wild-captured species, our animal welfare policy covers animals from capture until death.

We work with our supply chain partners, peer companies, industry groups, trusted animal welfare organizations and other relevant stakeholders to eliminate animal care practices with negative welfare impacts and promote those with positive impacts. As a result, **we have prioritized excluding the following practices from our entire ingredient supply** -

- **Intensive confinement systems** – including, but not limited to, the routine use of cages (battery, enriched, colony or multi-tier aviary) for laying hens, gestation crates for pregnant sows and gilts and farrowing crates for sows, tie stalls for dairy and high stocking densities for broiler chickens, growing pigs, fin fish and beef cattle and during the transport of live animals.
- **Barren housing systems** that do not provide animals with a stimulating and complex environment, including species-specific environmental enrichments.
- **Invasive procedures** – this includes but is not limited to the *routine* use of teeth clipping and tail docking for pigs, beak trimming or beak tipping for laying hens and broiler breeders, toe trimming and de-snooding for turkeys, de-horning with hot irons for dairy and beef cattle, castration (surgical, rubber rings or clamping) for beef cattle, sheep, calves, and deer.
  - In cases where invasive procedures are necessary for the animal's and its handlers' welfare, appropriate and effective pain control must be provided.
- **Growth-promoting substances**, including hormones, antibiotics and ionophores used to improve production by mitigating the negative health impacts of poor animal care. Earth Animal expects all sick and injured animals to be provided with medical assistance promptly. Earth Animal supports the use of antimicrobials where needed.
- **Slaughter** that does not subject animals to effective stunning (or, in the case of fin fish, render them insensible) until death.

### **Earth Animal's commitment to the welfare of broiler chickens.**

Earth Animal is a member of the US Working Group for Broiler Welfare. In 2022, we made a public commitment to source chicken produced in compliance with the guidelines of the Better Chicken Commitment. We will begin annual public reporting on our progress toward this commitment in 2023.

- By the end of 2024, all chicken meat and products must be from animals raised in production systems that:
  - i. Reaches a maximum stocking density of 6lbs/sq.ft only once during the birds' life. No cages.
  - ii. Offer species-specific environmental enrichments such as perches and pecking objects that allow chickens to exhibit important natural behavior.
  - iii. Provide at least 3 inches of friable litter that covers the whole floor. Ensure the flock is managed so the litter remains friable throughout the production cycle.
  - iv. Provides 8 hours of continuous light (50 lux) and at least 6 hours of darkness daily (< 1 lux).
  - v. Demonstrate compliance with all standards via third-party auditing to a recognized third-party standard such as Global Animal Partnership (GAP) or Certified Humane (CH).
- By the end of 2026:
  - i. Process chickens in a manner that avoids pre-stun handling and, instead, utilizes a multi-step-controlled atmosphere processing system that induces an irreversible stun.
- By the end of 2027:
  - i. Uses only Better Chicken Commitment-approved Breeds that demonstrate higher welfare outcomes.

### **Earth Animal's commitment to the welfare of egg-laying hens**

In 2024, Earth Animal will develop a public commitment to improving the welfare of laying hens in consultation with its stakeholders and supply chain partners. Earth Animal expects that commitment will address animal care practices that cause negative welfare outcomes, including feed restriction in breeding stock, beak trimming (tipping) and the culling of day-old chicks. Until then, Earth Animal has committed to the following -

- Earth Animal will not accept eggs or egg products from production systems that confine hens in cages at any point in their lives.
  - This includes systems allowing hens to be confined into cages or aviaries, even temporarily.

#### **Earth Animal's Commitment to the welfare of pregnant sows and gilts.**

In 2024, Earth Animal will develop a public commitment to improving the welfare of pregnant sows and gilts in consultation with its stakeholders and supply chain partners. We expect that commitment will address key issues, including - sow feeding and hunger and alternatives to farrowing crates. We will also address practices that cause negative welfare outcomes in meat (grower) pigs, including stocking density, invasive procedures, and barren environments. Until then, Earth Animal has committed to the following -

- Earth Animal will not accept pork from a production system that allows for the routine confinement of sows in alignment with California's Proposition 12.

#### **Earth Animal's Commitment to the welfare of dairy cows**

In 2024, Earth Animal will develop a public commitment to improving the welfare of dairy cows and calves in consultation with its stakeholders and supply chain partners. We expect that commitment will address key issues, including - production diseases such as lameness and mastitis associated with high productivity, the routine use of tethers or tie stalls, invasive procedures, and weaning practices that cause suffering for cows and calves.

- Earth Animal will not accept dairy or dairy products from producers that routinely confine dairy cows in stalls that restrict their movement.

#### **Earth Animal's commitment to the welfare of beef cattle.**

In 2024, Earth Animal will develop a public commitment to improving the welfare of beef cattle in consultation with its stakeholders and supply chain partners. We expect that commitment will address key animal welfare issues caused by conventional production systems and only source pasture-raised, grass-fed, and finished cattle. Until then, Earth Animal has committed to the following -

- Earth Animal will not accept beef from a production system that allows intensive confinement at any time of their lives.

#### **4. Commitments to the environment.**

Earth Animal is committed to reducing the environmental impact of its supply chain. Earth Animal has prioritized GHG emissions, biodiversity, land use change (deforestation and forest conversion), water use, and effluents as most materials for our supply chain.

Earth Animal is Certified Plastic Neutral and will transition all its plastic product packaging to recyclable, refillable, or compostable by the end of 2025.

Earth Animal recognizes regenerative agriculture's potential to address the negative impacts of animal agriculture on animal welfare and the environment. We will work with producers to help identify opportunities and measure and report progress. Earth Animal sees regenerative agriculture as an opportunity to use our business for good.

In the near term, Earth Animal has made the following commitments.



- Fibers & textiles
  - Earth Animal will use 3<sup>rd</sup> party certification standards (such as the [Sustainable Apparel Coalition's Higg Index](#), the Global Organic Textile Standard, and the Organic Content Standard) to measure and score sustainability performance.
  - Earth Animal will conduct third-party assessments of factories and mills to measure progress and veracity of adherence to our Partner Code of Conduct.
- Biodiversity
  - Fisheries - Earth Animal is committed to ensuring seafood and freshwater fish sourcing methods (wild caught or aquaculture) contribute positively to the environment, existing ecosystems, and the communities from which it is sourced. We are committed to working together to sustainably source fish and seafood so that it remains a viable supply for future generations.

Beginning in 2024, Earth Animal and our partners will work towards preferentially sourcing seafood that is third-party certified as sustainable:

- Wild – [Marine Stewardship Council \(MSC\)](#), the [Global Sustainable Seafood Initiative \(GSSI\)](#), [OceanWise](#), or another recognized agency for sustainable seafood.
- Farmed - [Aquaculture Stewardship Council \(ASC\)](#) or certified by a program which follows the FAO Guidelines

Until then, Earth Animal has committed to the following -

- Our partner will collect basic data required to monitor the sustainability status of fish sourced: scientific (Latin) name, whether the product is farmed or wild, the country of origin and fishery/catch location, the processing location, and whether the fishery or farm is certified.