

This document must be signed by an authorized representative of the Supplier & returned to **PawCo Foods**.

This Supplier Code of Conduct outlines the ethical standards and expectations that **PawCo Foods** requires from its suppliers. Compliance with this Code is essential for maintaining a business relationship with **PawCo Foods** and ensuring the ethical and sustainable sourcing of products and services.



PawCo Foods Supplier Code of Conduct

At **PawCo Foods**, our mission is to revolutionize dog nutrition by providing high-quality, plant based meals that promote the health and well-being of every unique dog while supporting animal welfare and environmental sustainability. In alignment with our mission and as a part of our ongoing sustainability efforts, we have developed the **PawCo Foods Code of Conduct** (“the Code”) to ensure that all of our business partners, suppliers, and manufacturers meet our basic expectations of doing business related to legal requirements, ethical practices, human rights, and environmental management. These standards are based on well-respected and recognized international standards, including:

- UN Global Compact Sustainable Development Goals
- United Nations Universal Declaration of Human Rights
- International Labour Organization’s Declaration on Fundamental Principles and Rights at Work
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Industry Best Practices

Compliance with these standards is an expectation of doing business with **PawCo Foods**, as the Code defines the non-negotiable minimum standards that we ask our suppliers and their sub-tier suppliers or sub-contractors (“the Supplier”), to respect and adhere to.

PawCo Foods seeks to develop and strengthen partnerships based on a shared commitment to transparency, collaboration, and mutual respect. We recognize that our suppliers are independent businesses and the exclusive employers of their workers. However, the actions of our business partners can be attributed to **PawCo Foods**, affecting not only our reputation but the level of trust we have worked hard to earn from partners, customers, and pet owners. While **PawCo Foods** appreciates that our

suppliers operate in a variety of different legal, geographical, and cultural environments, we expect all Suppliers to comply with the Code and hope that our Suppliers will strive to exceed these standards.

The standards of this Code are in addition to, and not in lieu of, the provisions of any legal agreement or contract between a supplier and **PawCo Foods**. The following categories encompass the Code of Conduct.

- 1. Business Integrity and Anti-Corruption**
- 2. Human Rights**
- 3. Fair and Equal Treatment**
- 4. Benefits, Compensation, and Hours**
- 5. Health and Safety**
- 6. Environmental Management**
- 7. Communication and Reporting**

1. Business Integrity and Anti-Corruption

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

Compliance with Law: Suppliers' business activities shall comply with all applicable laws and regulations in the countries and jurisdictions in which they operate. This Code applies to activities in the locations where suppliers' goods are produced, where any related services are performed, and where the goods enter the supply chain.

Bribery: There is a prohibition of any and all forms of bribery, corruption, extortion, or embezzlement, and there are adequate procedures in place to prevent bribery in all commercial dealings undertaken by the supplier.

Conflicts of Interest: Suppliers will disclose to **PawCo Foods** any situation that may appear to be a conflict of interest, and disclose if a worker from one of their family members, or a friend may have an interest of any kind in the Supplier's business or any kind of economic ties with the Supplier.

Risk Management: Suppliers are expected to implement mechanisms to identify, determine, and manage risks in all areas addressed by this Code and all applicable legal requirements.

2. Human Rights

PawCo Foods expects our suppliers to conduct their activities in a manner that respects the dignity and human rights of all human beings.

Voluntary Labor: Supplier employs all workers on a voluntary basis free from any threat of violence, threats of criminal penalty, and restrictions on freedom of movement. Supplier shall not use any prison, slave, 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.

Minimum Age: Under no circumstances will the supplier employ workers under the age of 15 or under the minimum age for work or mandatory schooling as specified by the local law, whichever is higher.

Recruitment & Security: Suppliers shall ensure that if third-party recruitment

agencies are used, they are compliant with the provisions of this Code and the law. Suppliers recruiting foreign contract workers either directly or through third-party agencies shall be responsible for payment of all recruitment-related fees and expenses.

Privacy: The Supplier shall respect the privacy rights of its workers whenever it gathers private information or implements worker monitoring practices.

3. Fair and Equal Treatment

Discrimination & Harassment: All workers are treated with respect and dignity. No worker is subject to any physical, sexual, psychological, verbal harassment, abuse, or other form of intimidation. There is no discrimination in employment, including hiring, compensation, advancement, discipline, termination, or retirement, on the basis of race, gender, sexual orientation, religion, political opinion, national or social origin, or any other protected characteristic under applicable law.

Freedom of Association & Collective Bargaining: Suppliers shall respect and uphold workers' rights to freely associate, organize, and bargain collectively in a lawful and peaceful manner, without fear of retaliation, harassment, or intimidation. Suppliers must not prevent or discourage workers from joining unions or other worker organizations of their choice. Furthermore, no worker shall be subject to harassment, intimidation, retaliation, or violence due to union membership or participation in union activities. Suppliers shall engage in good faith with any legally recognized unions or worker representatives and shall ensure that workers' representatives have access to the workplace as required by law.

Prohibition of Intimidation & Retaliation: Suppliers shall strictly prohibit any form of intimidation, harassment, retaliation, or violence against union members, union representatives, or workers who exercise their right to organize or engage in collective bargaining. Any violation of these rights will be regarded as a serious breach of this Code of Conduct.

association and the effective recognition of the right to collective bargaining.

4. Benefits, Compensation, and Hours

PawCo Foods expects Suppliers to provide workers with fair and equal compensation for hours worked.

Wages and Benefits: Suppliers pay workers on time, in accordance with legal requirements, and in all circumstances, wages must be paid on at least a monthly basis and in the name of the individual performing the work.

Working Time & Rest Days: The Supplier must ensure that its workers work in compliance 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 leaves.

5. Health and Safety

PawCo Foods expects the Suppliers' operations, facilities, and procedures to protect and promote worker health and safety. Suppliers will also ensure that the goods and services rendered maintain agreed-upon quality.

Workplace Environment: Supplier shall identify hazardous materials, chemicals, and substances, and ensure their safe handling, movement, storage, recycling, reuse, and disposal.

Emergency Preparedness: The Supplier shall be prepared for emergency situations. 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.

6. Environmental Management

PawCo Foods requires its Suppliers to comply with all applicable legal environmental requirements and demonstrate continual improvement in their environmental performance.

Environmental Permits & Reporting: The Supplier shall ensure that it obtains, keeps current, and follows the reporting guidelines of all the required environmental permits and registrations to be at any time legally compliant.

Resource Consumption, Pollution Prevention & Waste Minimization: The Supplier shall optimize its consumption of natural resources, including energy and water. Supplier shall implement and demonstrate sound measures to prevent pollution and minimize the generation of solid waste, wastewater, and air emissions.

7. Communication and Reporting

Suppliers shall take appropriate steps to ensure the principles of this Code are communicated to their workers. Suppliers shall also take appropriate steps to ensure the principles of this Code are adopted and applied by their workers, suppliers, agents, and contractors.

Books & Records: Suppliers shall maintain accurate and transparent books, records, and accounts to demonstrate compliance with applicable laws and regulations and this Code.

Audits & Assessments: PawCo Foods reserves the right to audit compliance with this Code. Audits are facility inspections that include worker interviews and a review of supplier records and business practices. Such audits are conducted by PawCo Foods or its appointed partner. If an audit identifies a violation of this Code, suppliers shall act promptly to correct the situation to satisfaction, with a corrective action plan.

Reporting: Suppliers are responsible for promptly reporting actual or suspected violations of the law, this Code, and any contractual relationship with PawCo Foods. This includes violations by any worker or agent acting on behalf of either the supplier or PawCo Foods. You may report a violation via e-mail using the following address: help@mypawco.com

Public Reporting: Supplier provides publicly available information on:

- Social and environmental performance (e.g., impact reports)
- Beneficial ownership of the company and (if applicable) Members of the Board of Directors.

COMPLIANCE DECLARATION

We, the undersigned, hereby confirm that:

We have received and taken due note of the contents of the **PawCo Foods Supplier Code of Conduct**; We are aware of all relevant laws and regulations of the countries in which our company operates; We will report any case of violations of the Code; We will comply with the **PawCo Foods Supplier Code of Conduct** requirements based on a development-oriented approach and without amendment or abrogation.

This document must be signed by an authorized representative of the Supplier & returned to **PawCo Foods**.

COMPANY NAME:

INDIVIDUAL NAME AND TITLE:

SIGNATURE:

DATE & PLACE:

PawCo Foods Supplier Engagement and Improvement Plan

Objective: To identify areas of improvement and foster collaborations with suppliers, ensuring adherence to ethical standards and enhancing sustainability practices. This plan aims to strengthen supplier relationships, drive innovation, and achieve compliance with the PawCo Foods Supplier Code of Conduct.

Quarterly Plan

Q1: January - March

Supplier Assessment and Mapping

1. **Conduct Supplier Audits:**
 - Begin with a comprehensive audit of existing suppliers to assess their compliance with the Supplier Code of Conduct. Use both announced and unannounced audits to gather accurate data.
2. **Risk Mapping:**
 - Categorize suppliers based on their risk levels concerning non-compliance issues, such as environmental practices, labor conditions, and health and safety standards.
3. **Supplier Feedback Survey:**
 - Distribute a survey to suppliers to gather their insights on current challenges and opportunities for improvement.

Supplier Workshops and Training

- **Compliance Training:**
 - Organize workshops for suppliers on compliance with international standards and PawCo Foods' ethical expectations.
- **Best Practices Sharing:**
 - Encourage suppliers to share successful sustainability and ethical practices with each other, fostering a collaborative learning environment.

Innovation Collaboration Kickoff

- **Innovation Fund:**
 - Launch a fund to support suppliers in developing innovative solutions for improving labor practices, environmental impact, and overall sustainability.
- **Joint Development Projects:**
 - Initiate pilot projects with key suppliers to test new technologies or processes that enhance efficiency and reduce environmental footprints.

Q2: April - June

Supplier Partnership Programs

- **Long-Term Partnership Agreements:**
 - Develop agreements with top-performing suppliers that include shared goals for sustainability and ethical practices.
- **Supplier Recognition Program:**
 - Establish a recognition program to highlight suppliers who demonstrate exceptional commitment to ethical standards and innovation.

Capacity Building and Resource Sharing

- **Resource Hub:**
 - Create an online portal where suppliers can access resources, including guidelines, toolkits, and case studies on ethical and sustainable practices.
- **Mentorship Program:**
 - Pair experienced suppliers with those needing improvement to mentor them on best practices and compliance.

Sustainability and Ethical Audits

- **Second Round of Audits:**
 - Conduct follow-up audits focusing on previously identified areas of concern. Use these audits to measure progress and identify ongoing issues.
- **Carbon Footprint Analysis:**
 - Collaborate with suppliers to measure and analyze their carbon footprints, setting reduction targets and strategies.

Q3: July - September

Supplier Innovation and Improvement Summit

- **Annual Supplier Summit:**
 - Host a summit focused on innovation, where suppliers can present their projects and discuss challenges. Include sessions on the latest trends in sustainability, ethical sourcing, and technology.
- **Innovation Awards:**
 - Recognize suppliers who have made significant advancements in innovation and sustainability.

Joint Research and Development Initiatives

- **Collaborative R&D Projects:**
 - Partner with academic institutions and research organizations to develop new materials, packaging solutions, or production methods that enhance sustainability.
- **Supplier Innovation Labs:**
 - Set up innovation labs where suppliers can work together on experimental projects with support from PawCo Foods.

Compliance and Improvement Reporting

- **Quarterly Compliance Reports:**
 - Suppliers submit reports detailing their compliance status, improvements made, and areas needing further development.
- **Transparency Dashboard:**
 - Launch a transparency dashboard accessible to key stakeholders, showcasing supplier performance, compliance levels, and ongoing projects.

Q4: October - December

Production Plant Visits

- **On-Site Visits:**
 - Organize visits to key suppliers production plants. These visits will allow PawCo Foods' representatives to observe manufacturing processes, assess working conditions, and ensure compliance with our Code of Conduct and ethical standards.

- **Process Improvement Identification:**
 - During the visits, identify areas for process improvements and provide immediate feedback to suppliers. Work together to implement best practices and innovative solutions.

Evaluation and Feedback

- **Comprehensive Review:**
 - Conduct a year-end review of all suppliers, focusing on compliance, innovation, and overall performance.
- **Feedback Loop:**
 - Provide constructive feedback to suppliers and gather their input on the collaboration process and any additional support they may need.

Strategic Planning for the Next Year

- **Goal Setting:**
 - Set new targets for the following year based on the progress made and areas needing improvement.
- **Collaborative Roadmap:**
 - Develop a collaborative roadmap with key suppliers, outlining strategic initiatives and joint objectives for the next year.

Public Reporting and Engagement

- **Annual Sustainability Report:**
 - Publish a report detailing the achievements, challenges, and future plans related to supplier engagement and compliance.
- **Stakeholder Engagement:**
 - Host a public forum or webinar to discuss the outcomes of the year's initiatives and gather feedback from broader stakeholders, including customers, investors, and NGOs.

Conclusion

By implementing this one-year plan, PawCo Foods aims to enhance supplier relationships, drive innovation, and ensure compliance with ethical and sustainability standards. The inclusion of production plant visits will provide valuable first-hand insights into suppliers' operations, helping to identify areas for improvement and ensure adherence to our Code of Conduct. This proactive approach will not only improve supply chain transparency and efficiency but also strengthen PawCo Foods' commitment to responsible business practices. The plan emphasizes continuous improvement, collaboration, and the use of innovative solutions to achieve the highest standards of conduct and ethics in all supplier interactions.