



Supplier Code of Conduct Template

*v.1 2020

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Definition: What is a Supplier Code of Conduct? (COC)

A Supplier COC is a set of standards that a company, its suppliers and partners in the supply chain agree to ensure that a set level of environmental and social practices are met. A COC helps a company ensure that its suppliers engage in social and environmental practices that are aligned with its brand which drive two primary values:

1. To legally protect a company in the event of a Code of Conduct violation and act as a first line of defense for the brand(s).
2. To strengthen the supplier relationship therefore encouraging continued innovation, communication, and shared investment.

Why is a Supplier Code of Conduct Necessary?

A COC seeks to uphold your values and principles by establishing nonnegotiable standards, that work to ensure suppliers meet your minimum social and environmental standards for doing business. As environmental and social laws can vary significantly, across local, state, and national geographies, a COC provides a uniform expectation for performance, reporting, and disclosure.

Recommended Process for developing a Supplier Code of Conduct:

While the template included in this document is meant to serve the development of your company's customized COC, there are additional steps in the code of conduct process that can ensure that your Code of Conduct is effective.

1. Assess your company's supply chain risks:

The template provided does not account for ALL materials and products that are currently, or may be used, in the pet industry. Therefore, identifying the major risks related to your company's specific supply chain can help ensure that your COC addresses all areas of risk. The following questions can help guide this process:

- What countries do you source your materials/ingredients from?
- Are there known environmental or human rights issues related to these locations or materials?
- Does your product require the use of toxic chemicals in its manufacturing process?
- If so, what are best practices for handling and disposing of these chemicals and does your supplier have a policy that ensures these practices are followed?
- Are there opportunities in sourcing and/or the manufacturing process of your product to directly contradict your company's stated environmental and social objectives?

2. Talk to your suppliers about existing Codes of Conduct and standards.

Suppliers frequently receive requests for codes of conduct, audits and surveys, and they may already have robust documentation on environmental and social standards. Begin your process with a conversation to find out if they are already meeting a set of environmental and social standards or other common codes of conduct. Review systems they are already using and determine if they are meeting and reporting on your expectations, or if there are additional areas of performance that you would like to evaluate with them.

3. Develop your own Supplier Code of Conduct using the attached template.

4. Implement and Monitor your Supplier Code of Conduct. - Your code of conduct will provide the most value to you if you are able to measure compliance on a semi-annual basis and develop programs to address any violations, or areas of low performance. At a minimum, you can ask all suppliers to sign the code of conduct.
5. Incorporate your Supplier Code of Conduct as part of a master purchase agreement or contract renewal indicating that they are in compliance with the environmental and social terms included.

What to do in case of violation

You should work with your team before going through the audit process to determine how you will handle violations of your code of conduct. Three key points to consider:

1. What are the consequences to the supplier in violation? Unless the violations are egregious or illegal, ideally you will begin with an improvement plan.
2. Under what circumstances will you stop working with a supplier?
 - Under what time-frame?
 - How long does the supplier have to get into compliance?
3. What role your company is willing to take to help a supplier become compliant?
 - What happens if there is a repeat violation from the same supplier?

If a violation is found:

1. What level of transparency do you want to have with the public and or your internal team about violations discovered?
2. What barriers might your suppliers be facing when trying to become compliant?
3. What can you do to address these barriers? (Longer term contracts that ensure consistent financial resources that can be invested in improvements/infrastructure/etc.).

Recognize outstanding supplier performance

While many companies are prepared to respond to violations of their code of conduct, you can also consider how to acknowledge high levels of performance and suppliers who demonstrate continued improvement.

For your consideration:

What kind of acknowledgment would be valuable to your suppliers? Outstanding suppliers, suppliers that meet all of your requirements, and suppliers making progress or exceeding standards should be congratulated. Consider some of the following opportunities to recognize excellence:

- Create awards for suppliers.
- Highlight the supplier in your social media, newsletters, or website.
- Visit supplier headquarters.
- Extend longer term contracts, etc.
- Call out supplier at annual events or meetings.

PSC's Supplier Code of Conduct Template and Sustainable Sourcing Guidelines were originally built in collaboration with Sterling Consulting. They utilize resources and thought leadership from many international organizations, most notably the UN Global Compact's Sustainable Development Goals. Additionally, the template draws on best practices from a broad range of global businesses that are leaders in sustainability efforts.

How to use PSC's template:

Most COC's state the most minimum environmental and social standards expected by a company to do business with them. However, PSC encourage its members to develop a code of conduct as a framework that can help guide suppliers toward improved environmental and social performance in alignment with your values. Therefore in addition to minimum requirements, we are also including a set of performance standards that you can include called "working toward" standards. You may choose to set a time-line when some of these "working toward" standards become minimum standards or you can simply include them as additional performance metrics that can inform supplier recognition programs and/or indicate to your suppliers the types of environmental and social standards you would like to see them working toward.

As this COC is not written for a specific company and is intended for use by all PSC members, there will be areas where edits should be made or will need to be tailored.

Yellow Highlighting: Text that will need to be updated with the appropriate #, figure, or language.

 The space where your company's name will need to be inserted.

SUPPLIER CODE OF CONDUCT

At [REDACTED] our mission is to ... [Insert Company Mission/Values Statement]

In alignment with our mission and as apart of our ongoing sustainability efforts we have developed the [REDACTED] 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:

1. UN Global Compact Sustainability Development Goals
2. United Nations Universal Declaration of Human Rights
3. International Labour Organization's 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
6. industry best practices

Compliance with these standards is an expectation of doing business with [REDACTED], 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 which to adhere.

[REDACTED] seeks to develop and strengthen partnerships based on a shared commitment of 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 [REDACTED], affecting not only our reputation, but the level of trust we have worked hard to earn from partners, customers, and pet owners. While [REDACTED] 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 [REDACTED]. The following categories encompass the Code of Conduct.

1. BUSINESS INTEGRITY AND ANTI-CORRUPTION

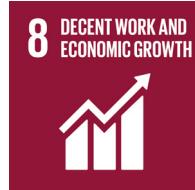
_____ is committed to the highest standards of business integrity. We do not tolerate any practice that is inconsistent with the principles of honesty, integrity and fairness, anywhere we do business.



REQUIRED	WORKING TOWARD
<p><i>Compliance with Law</i> 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.</p>	<p><i>Additional Standards</i> In addition to this Code, the Supplier is bound to any additional requirements as applicable to the materials or services to be delivered to and in particular the requirements of the Responsible Sourcing Guidelines.</p>
<p><i>Bribery</i> 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.</p>	<p><i>Commitment to Continuous Improvement</i> Suppliers will commit to constant and continuous improvement, year after year, in sustainability performance.</p>
<p><i>Conflicts of Interest</i> Suppliers will disclose to the Company 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 Supplier's business or any kind of economic ties with Supplier.</p>	<p><i>Risk Management</i> Suppliers are expected to implement mechanisms to identify, determine and manage risks in all areas addressed by this Code and to all applicable legal requirements.</p>
<p><i>Records</i> The Supplier shall maintain transparent and up to date books and records to demonstrate compliance with this code and applicable governmental and industry regulations.</p>	
<p><i>Fair Competition in accordance with Anti-Trust Laws</i> Supplier will comply with applicable competition laws and not disturb or hinder legitimate competition in any anti competitive manner</p>	
<p><i>Intellectual Property</i> Supplier respects the intellectual property rights of others. Supplier takes appropriate steps to safeguard and maintain confidential and proprietary information or trade secrets of and uses such information only for the purposes authorized use.</p>	

2. HUMAN RIGHTS

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



REQUIRED	WORKING TOWARD
<p><i>Voluntary Labor</i> 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.</p>	<p><i>Worker Documentation</i> Supplier does not require workers to deposit original identification documents, travel documents or any other personal legal documents upon commencing employment with Supplier.</p>
<p><i>Minimum Age</i> Under no circumstances will 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. When young workers are employed they must not do work that is mentally, physically, socially or morally dangerous or harmful or interferes with their schooling by depriving them of the opportunity to attend school. In the case of hazardous work, the minimum age is 18.</p>	<p><i>Recruitment & Security</i> Supplier 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. When the Supplier retains direct or contracted workers to provide security to safeguard its personnel and property, the Supplier will make sure that security personnel apply the standards in this code</p>
<p><i>Employment Practices</i> The supplier shall only employ workers who are legally authorized to work in their facilities and are responsible for validating workers' eligibility to work thru appropriate documentation. All work shall be voluntary, and workers shall be free to leave work or terminate their employment upon reasonable notice.</p>	<p><i>Privacy</i> The Supplier shall respect the privacy rights of its workers whenever it gathers private information or implements worker monitoring practices.</p>
<p><i>Migrant Labor</i> Supplier recognizes 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 apply to other workers.</p>	

3. FAIR AND EQUAL TREATMENT

_____ believes all workers deserve an equal chance to succeed based on their hard work, talent, and commitment. Workers should always be treated with respect and Suppliers should work towards as inclusive an environment as possible with regards to diversity.



REQUIRED	WORKING TOWARD
<p><i>Discrimination & Harassment</i> 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. Discrimination based on caste, national origin, ethnicity, religion, age, disability, gender, marital status, sexual orientation, union membership, political affiliation, health, disability or pregnancy is prevented. In particular, attention is paid to the rights of workers most vulnerable to discrimination.</p>	<p><i>Diversity and Inclusion</i> _____ expects its suppliers to demonstrate a diverse workforce composition actively embracing workforce age, gender, race, national or ethnic origin, religion, language, political beliefs, sexual orientation, physical ability and promoting supply chain inclusion throughout their own supply chains.</p>
<p><i>Grievance Mechanism</i> Supplier shall provide all workers with transparent, fair, accessible, and confidentiality procedures that result in swift, unbiased, and fair resolution of difficulties which may arise as part of their working relationship. Workers will be protected from retaliation for submitting such complaints.</p>	<p><i>Transportation</i> Supplier shall work collaboratively with workers to ensure their adequate access to necessary services. Any transportation provided by the Supplier or agent on Supplier's behalf must be safe and in compliance with legal requirements. Should the Supplier relocate the worker from the original point of hiring, the Supplier shall provide return passage to the origination location at no charge to the worker.</p>
<p><i>Freedom of Association</i> Suppliers uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p><i>Discrimination & Harassment (expanded)</i> Supplier does not conduct medical tests on workers that can be used to discriminate (e.g. pregnancy testing). The results of any tests that are required by local legislation shall not be used in a discriminatory way.</p>
	<p><i>Training</i> Supplier provides staff training on non-discrimination policies and practices, including unconscious bias training.</p>
	<p><i>Community</i> Supplier will ensure due diligence is undertaken to uphold individual, community, or indigenous people's established rights to property and land.</p>

4. BENEFITS, COMPENSATION, AND HOURS

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



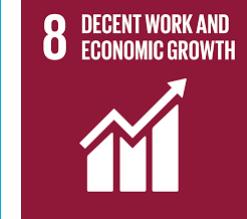
REQUIRED	WORKING TOWARD
<p><i>Wages and Benefits</i> Supplier pays workers on time, in accordance with legal requirements, and in all circumstances, wages must be paid on at least a monthly basis and in the name of the individual performing the work. Workers are provided with a total compensation package that includes wages, overtime pay, benefits and paid leave which 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 their regular hourly compensation rate. Compensation terms established by legally binding collective bargaining agreements are implemented and adhered to without bias.</p>	<p><i>Employment Contract</i> Suppliers, where reasonably possible, must provide all workers (permanent, temporary, seasonal, domestic and migrant) with a written contract in the appropriate language that includes a description of job duties, benefits, disciplinary procedures, and notice periods. Where the provision of a written contract is not reasonably possible or practical, suppliers shall provide workers with a verbal description of the terms of their employment.</p>
<p><i>Working Time & Rest Days</i> 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. In absence of law, the Supplier shall not require a regular work week over 60 hours, workers shall be allowed at least one day off after six consecutive days of work, and any overtime worked shall be voluntary and compensated at premium rate.</p>	<p><i>Wage Statement</i> Supplier will provide 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. 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.</p>
	<p><i>Living Wage</i> The Supplier shall ensure workers are provided a living wage, sufficient to meet basic needs for workers, and their entitled official dependents, and to provide some discretionary income. Living wage Calculators:</p> <ul style="list-style-type: none"> • USA • UK • Canada • New Zealand • Ireland • Regions within the Global Living Wage framework

5. HEALTH AND SAFETY

The Supplier 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.



6 CLEAN WATER
AND SANITATION



8 DECENT WORK AND
ECONOMIC GROWTH



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION

REQUIRED	WORKING TOWARD
<p><i>Workplace Environment</i> Supplier shall identify hazardous materials, chemicals and substances, and ensure their safe handling, movement, storage, recycling, reuse and disposal. Supplier shall comply with material restrictions and product safety requirements set by applicable laws and regulations. Suppliers shall ensure that key workers are aware of and trained in product safety practices.</p>	<p><i>Housing Conditions</i> If Supplier provides housing it must be voluntary or complementary, and dormitory facilities shall be constructed and maintained in accordance with all applicable laws and regulations, and they shall be clearly 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 dormitory buildings freely at any hour. There shall be clean 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 and clean shower and bathrooms.</p>
<p><i>Hazardous Materials & Product Safety</i> The Supplier shall provide its workers with a safe and healthy working environment. At a minimum, potable drinking water, adequate lighting, temperature, ventilation, sanitation facilities, and personal protective equipment must be provided together with equipped work stations at no cost. In addition, facilities must be constructed and maintained in accordance with the standards set by applicable laws and regulations.</p>	<p><i>Quality</i> Supplier must have a clearly documented and formal documented quality system in place (such as ISO 9000, IS 9001) to continuously improve outcomes produced for customers, including the incorporation of customer feedback (such as Net Promoter Scores - NPS).</p>
<p><i>First Aid</i> Supplier shall establish and maintain appropriate first aid equipment at the facility and make it available to workers at all times. The location of the equipment shall be prominently marked and communicated to workers. Supplier maintains records of health and safety training and accidents and injuries at the workplace.</p>	<p><i>Emergency Preparedness</i> 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. The Supplier shall regularly train workers on emergency planning, responsiveness as well as medical care.</p>
<p><i>Quality Assurance</i> Supplier who produce ingredients, food, supplements or other ingested products will formulate their products according the Association of American Feed Control Officials (AAFCO) guidelines to ensure safety and quality.</p>	

6. ENVIRONMENTAL MANAGEMENT



REQUIRED	WORKING TOWARD
<p><i>Environmental Permits & Reporting</i> The Supplier shall make sure 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.</p>	<p><i>Measurement & Monitoring</i> Supplier shall continuously monitor, and disclose to [REDACTED], their energy and natural resource usage, emissions, discharges, carbon footprint and disposal of wastes and take a progressive approach to minimize negative impacts on the environment.</p>
<p><i>Resource Consumption, Pollution Prevention & Waste Minimization</i> 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 generation of solid waste, wastewater and air emissions. Prior to discharge or disposal, supplier shall characterize and treat wastewater and solid waste appropriately and according to applicable laws and regulations.</p>	<p><i>Training</i> Training is provided to all personnel (in multiple languages if needed) on environmental policies and procedures to ensure effective implementation and compliance.</p>
<p><i>Upstream Supply Partners & Contractors</i> Code shall fully apply to all subcontractors in the supply chain of the direct supplier. Direct suppliers will monitor and hold accountable all subcontractors.</p>	<p><i>Environmental Management System (EMS)</i> Supplier has adopted a formal Environmental Management System with tracking, benchmarks, accountability, and reporting.</p>

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.



REQUIRED	WORKING TOWARD
<p><i>Books & Records</i> Suppliers shall maintain accurate and transparent books, records and accounts to demonstrate compliance with applicable laws and regulations and this Code.</p>	<p><i>Origin</i> The supplier shall be capable to disclose all the potential sources of primary origins (country of origin) associated with goods and services. [REDACTED] reserves the right to ask the supplier to create, at any point of time with appropriate notice, full supply chain mapping back to origin to facilitate assessment of upstream supply chain compliance.</p>
<p><i>Audits & Assessments</i> [REDACTED] 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 [REDACTED] 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.</p>	<p><i>Communicating & Training</i> Suppliers must inform workers about the expectations contained in this Code. This includes prominently posting the Code in the workplace in areas and in local languages spoken by employees, supervisors and managers. Supplier will conduct group or individual meetings to review and explain the Code, distributing explanatory pamphlets to workers, or communicating through on-line channels.</p>
<p><i>Reporting</i> Suppliers are responsible for prompt reporting of actual or suspected violations of law, this Code, and any contractual relationship with [REDACTED]. This includes violations by any worker or agent acting on behalf of either the supplier or [REDACTED]. You may report a violation via e-mail using the following address: [REDACTED] or by phone at [REDACTED].</p>	<p><i>Public Reporting</i> Supplier provides publicly available information on: <ul style="list-style-type: none"> • Beneficial ownership of the company and (if applicable) Members of Board of Directors • Social and environmental performance (e.g. impact reports) </p>

COMPLIANCE DECLARATION

We, the undersigned hereby confirm that:

We have received and taken due note of the contents of the _____ Supplier Code of Conduct; We are aware of all relevant laws and regulations of the countries in which our company operates;

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

We will comply with the _____ Supplier Code of Conduct requirements based on a development oriented approach and without amendment or abrogation.

COMPANY NAME: _____

INDIVIDUAL NAME AND TITLE: _____

SIGNATURE: _____

DATE & PLACE: _____

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

SUSTAINABLE SOURCING GUIDELINES

Sustainably sourcing materials is critical to the social and environmental health of the communities and ecosystems that provide products and services to supply chains. PSC has included sourcing guidelines for some of the most pressing environmental and social issues common in the pet industry, including: biodiversity & deforestation, palm oil, rubber, fish (including wild caught and aquaculture), fibers/textiles and animal welfare. There are many additional materials that impact common supply chains in the pet industry, and PSC will continue to develop sourcing guidelines for additional areas of concern.

1. LOSS OF BIODIVERSITY, DEFORESTATION AND FOREST CONVERSION

_____ is committed to taking action on eliminating deforestation and biodiversity loss in our supply chain. We will work with suppliers that share our values and our commitment to biodiversity and deforestation.

_____ is committed to taking action on eliminating deforestation, forest conversion, degradation of soil health, and biodiversity loss in our supply chains. We are committed to maintaining ecosystems and biodiversity processes. Key elements of the supply chain that can have a direct, negative impacts on fragile ecosystems include (but are not limited to):

- Palm Oil - Currently used in over half of the world's consumer goods, and connected to the destruction of tropical forests and peat lands, having devastating impacts on fragile ecosystems. This Code covers all ingredients that contain palm oil, palm oil derivatives and fractions of palm oil.
- Rubber - One of the most widely used materials in the world and the increased demand for rubber has led to large-scale forest conversion in Southeast Asia, which can lead to human rights abuses and deforestation.
- Soy - Particularly common pet food ingredients, natural forests are being converted into soy plantations at a dramatic rate, particularly in Latin America.
- Grains - Particularly common pet food ingredients, harvesting of grains in a non-sustainable manner can result in soil degradation, erosion, overuse of pesticides and destruction of biodiversity.

We will work with suppliers that share our values and our commitment to deforestation-free supply chains.

REQUIRED	WORKING TOWARD
Supplier will comply with all applicable laws, regulations and nationally-ratified international treaties, conventions and agreements.	No materials have been sourced from primary forests or ecosystems of high conservation value (HCV)
Supplier will source [REDACTED] % of our paper and board for packaging from Forest Stewardship Council (FSC) certified sustainably managed forests or from recycled materials by [insert goal date]	No materials have been sourced from primary forests or ecosystems of High Carbon Stock (HCS)
	Supplier will source all materials containing wood products with the FSC 100% certification.
	Regenerative Agriculture Supplier has received a Ecological Outcome Verification (EOV) or a comparable protocol that provides scientifically robust data related to soil health, biodiversity and ecosystem processes, verifying regeneration through data transparency.
	Supplier will source [REDACTED] % deforestation-free beef and/or verified regenerative beef by [insert goal date]

PALM OIL - REQUIRED	WORKING TOWARD
Supplier will verify whether or not their product contains palm oil.	Sourcing of palm oil will achieve 100% RSPO Certified Sustainable Palm Oil in Supply chain by [insert specific date].
If Supplier incorporates any palm oil in their product, Supplier will be a member of the Roundtable on Sustainable Palm Oil (RSPO) .	
Direct sourcing of palm oil will be RSPO Certified Sustainable Palm Oil	

SOY- REQUIRED	WORKING TOWARD
Soy must not be sourced from farms on the Brazilian Institute of Environment and Renewable Resources list of embargoes and are not overlapping within legally protected areas (including Conservation Units and Indigenous Territories).	Sourcing of soy will achieve 100% RTRS Certified in Supply chain by [insert specific date].
If Supplier incorporates any soy in their product, Supplier will be a member of the Roundtable for Responsible Soy Production (RTRS) .	

RUBBER- REQUIRED	WORKING TOWARD
Suppliers of rubber will collect basic data (such as location, dates of collection, farm owner) required to monitor the sustainability of rubber sourcing.	Supplier has adopted zero-deforestation policies and sources natural rubber as defined by the Global Platform for Sustainable Natural Rubber (GPSNR)

2. FISHERIES

[REDACTED] is committed to ensuring seafood and freshwater fish sourcing methods (wild caught or aquaculture) do not negatively affect the environment, existing ecosystems, future supply, or communities from where it is sourced. We are committed to working with our suppliers to sustainably source fish and seafood so that it remains a viable supply for future generations.

REQUIRED	WORKING TOWARD
Supplier 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.	Supplier works towards preferentially sourcing seafood that is third-party certified as sustainable: <ul style="list-style-type: none"> Wild - Marine Stewardship Council (MSC) and/or is recognized by the Global Sustainable Seafood Initiative (GSSI). Farmed - Aquaculture Stewardship Council (ASC) or certified by a program which follows the FAO Guidelines
Supplier will ensure that wild and farmed fish is legal and meets basic sustainability and legality requirements: Suppliers will not source seafood that is from IUU (Illegal, Unregulated, Unreported) fishing, unlicensed aquaculture operations and is not sourced from Critically Endangered or Endangered stocks per the IUCN Red List .	
Supplier will develop a sustainable sourcing commitment or policy for fish and seafood that is publicly available, including a commitment to address both environmental and social issues and improve traceability in fish stocks utilized.	

3.TEXTILES, FIBERS & LEATHER

[REDACTED] is committed to ensuring that the sourcing of fibers and textiles which go into pet-related products do not negatively affect the environment or the communities in which the products are produced.

REQUIRED	WORKING TOWARD
	Supplier will use 3rd party certification standards (such as the Sustainable Apparel Coalition's Higg Index , the Global Organic Textile Standard, the Organic Content Standard) to measure and score sustainability performance.
	Supplier conducts 3rd party assessments of factories and mills to measure progress and veracity of adherence to Code of Conduct.
	Supplier has received a Ecological Outcome Verification (EOV) or a comparable protocol that provides scientifically robust data related to soil health, biodiversity and ecosystem processes, verifying regeneration through data transparency.

4. ANIMAL WELFARE

[REDACTED] is committed to improving farm animal welfare across our supply chain and have zero tolerance for animal abuse or neglect. [REDACTED] will work with our suppliers to support and implement actions to promote animal health and welfare, and strive to eliminate practices by [insert year] which do not align with the internationally accepted “Five Freedoms” as applied to animals:

1. Freedom from hunger, thirst and malnutrition
2. Freedom from fear and distress
3. Freedom from physical and thermal discomfort
4. Freedom from pain, injury and disease
5. Freedom to express normal patterns of behavior.

3. ANIMAL WELFARE (CONT.)

ANIMAL WELFARE - REQUIRED	WORKING TOWARD
Animals' diets are planned and overseen by veterinarians or animal nutritionists and designed to meet the nutritional needs necessary to maintain good health at each stage of an animal's life.	<p><i>All animal production systems</i></p> <p>Treatment should never be withheld from a sick or injured animal, but if an animal is treated with antibiotics it will not enter our supply chain.</p>
Animals are raised without the use of antibiotics important to human health.	<p>Phasing out physical alterations as a preventive measure and prohibiting tail docking as a practice altogether. When physical alterations are undertaken, pain management must be administered and best practices implemented.</p> <p>Physical alterations include but are not limited to:</p> <ul style="list-style-type: none"> • POULTRY: beak trimming, dubbing, caponization, de-spurring, and de-toeing • PORK: castration, teeth clipping, tail docking and ear notching • BEEF: eliminating tail docking. Other: dehorning, disbudding, ear notching, and castration • EGGS: beak trimming, dubbing, de-spurring, and de-toeing • DAIRY: dehorning, disbudding, and ear notching
All animals are housed in facilities with appropriate air quality, lighting and temperature to ensure their physical comfort and wellbeing.	<p>For cattle</p> <p>Dairy: Sourcing dairy from cows not treated with rBST/rBGH, and beef free from added growth hormones and growth promoters.</p> <p>Ensuring dairy cattle have adequate space to move freely and eliminating the practice of tethering of cattle (except during milking or veterinary care).</p>
Animals are treated with compassion and do not suffer from undue fear, distress, or pain due to inappropriate treatment or abuse.	<p>For pigs</p> <p>Eliminating pork gestation crates.</p> <p>Ensuring all pigs are housed in a group pen setting from birth as appropriate and are provided environmental enrichments.</p> <p>Sourcing pork free from added growth hormones and growth promoters.</p>

3. ANIMAL WELFARE (CONT.)

ANIMAL WELFARE - REQUIRED	WORKING TOWARD
<p>Animals are housed, handled, transported, and slaughtered using systems and practices by trained staff using low stress handling techniques and that there is adequate space and thermal comfort for animals. Any sick, or injured animals, or animals that may have difficulty withstanding transport may not be transported, without veterinary treatment.</p>	<p>For poultry & eggs Eliminating the use of cage systems, particularly barren battery cages for egg production. Eliminating the practice of live-culling of male chicks. Offering environmental enrichments such as lighting, litter, perches, and pecking objects. Raising poultry without the use of fast growing practices or breeds, and lowering the maximum stocking density to 6-lbs per sq. ft. Rendering chickens unconscious prior to shackling using a multi-step controlled atmosphere processing system.</p>
<p>Animals are rendered insensible to pain prior to slaughter to eliminate pain and distress.</p>	<p>Ensuring humane practices, such as controlled atmosphere stunning (CAS) or controlled atmosphere killing (CAK), are utilized prior to harvest, and support tools such as live video monitoring to ensure humane processing.</p>

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