



**ADVANCING
PERFORMANCE
TOGETHER**

Zinpro® Corporation Supplier Code of Conduct **Guiding Principles for Ethical and Responsible Business Practices**

At Zinpro, we are committed to achieving better health and wellbeing for animals and people, as guided by our mission, vision and core values. We expect our Suppliers to align with these principles, conducting business with integrity, respect and a commitment to continuous improvement. **Our Supplier Code of Conduct is grounded in our five core values: Build Trust, Win Together, Serve Generously, Always Improve and Dream Big.**

These values reflect our expectations for Suppliers to uphold the highest standards of integrity, collaboration and innovation. In the event of a conflict between local laws and the stipulations outlined in this Supplier Code of Conduct, Suppliers will be expected to meet the stricter standard.

Zinpro Core Values

Build Trust

We believe in being purposeful with our words and actions. We work to build trust with customers, vendors and co-workers through being truthful and fulfilling our commitments. We honor our word and are accountable for our actions.

Win Together

We believe we can better achieve when we work united, internally and with customers. When we embrace and leverage our diverse individual talents with global perspectives, we create a team that's stronger and smarter than any one individual. We are all bound by the belief that when we work together, we can realize greater potential.

Serve Generously

We believe in putting people first, supporting each other's efforts and treating all with kindness and respect. We work in partnership with customers and ourselves to create opportunities; a win for another is a win for us.

Always Improve

We believe in what's right and pursuing continuous growth and improvement for customers, our company and ourselves. Our high expectations drive us to deliver the highest quality consistently and reliably. We work to be better each day.

Dream Big

We believe advancement starts with being curious. We embrace the freedom to explore, create and express ideas without the fear of failure. We always learn from each other and our customers, from our successes and our mistakes.

This Supplier Code of Conduct (SCoC) is incorporated into all Supplier contracts and outlines the minimum standards and expectations we require from our direct and indirect Suppliers and business partners. This applies to all Zinpro Suppliers, their employees, subcontractors and business partners, hereinafter collectively referred to as “Suppliers,” involved in providing goods or services to Zinpro. Our core values are further reinforced by our alignment with the UN Guiding Principles, the UNICEF Children’s Rights and Business Principles, the principles set out in the International Labour Organization Declaration and the OECD Guidelines. Our aim is to ensure the rights and wellbeing of anyone involved in the supply of products or services to Zinpro. We seek to work with Suppliers who share our ambition and commitment and who agree to work with us transparently. By partnering with us, you agree to align with these principles and cooperate with our efforts to verify compliance.



Commitment to Human Rights

We respect the fundamental human rights of all individuals and expect our Suppliers to ensure:

- A safe and healthy work environment.
- No discrimination based on race, gender, religion, age or other protected attributes.
- Fair wages and benefits, and compliance with labor laws.
- Zero tolerance for forced labor, child labor or any form of exploitation.



Environmental Sustainability

We strive to minimize our environmental impact and expect Suppliers to demonstrate environmentally sustainable practices through:

- Responsible sourcing of materials.
- Efficient use of resources and energy.
- Reduction of waste and greenhouse gas emissions.
- Support for initiatives that protect biodiversity and renewable energy.



Fair Business Practices

Our organization is committed to conducting business ethically and we expect Suppliers to uphold these practices through:

- Compliance with all applicable laws and regulations.
- Avoidance of conflicts of interest and disclosing any potential concerns.
- Zero tolerance for bribery, corruption or fraudulent activities.
- Fair competition and respect for data privacy and intellectual property rights.



Supplier & Partner Responsibilities

We expect our Suppliers and partners to uphold the same ethical standards, including:

- Compliance with this SCoC.
- Respect for human rights and labor laws.
- Adherence to health, safety and environmental requirements.
- Commitment to transparency and accountability.

Reporting and Accountability

All employees, Suppliers and partners are encouraged to report any violations or concerns regarding this SCoC. Reports can be made confidentially without fear of retaliation via our hotline or online from listed below. Concerns will be reviewed promptly, and corrective actions will be implemented without fear of reprisal.

Online form: www.clearviewconnects.com

Toll-free numbers: US/CAN: 844-833-9697, Brazil: 0800 (591) 2083, China: 400 120 4014

Our Commitment to Suppliers

This SCoC underscores our commitment to ethical excellence and responsible practices. By aligning our actions with these principles, we aim to foster trust, uphold our reputation and contribute to a better future for all.

By adhering to this SCoC, you join us in our mission to achieve better health and wellbeing for animals and people. We are committed to working closely with our Suppliers to achieve mutual success, drive innovation and create a positive impact on society and the environment.

