



Listening • Serving • Solving

Corporate Social Responsibility Policy

As a leading manufacturer of premium protein ingredients used in the pet food industry, we are committed to supporting the communities where we live and work. We recognize the importance of helping our communities prosper and thrive.

Operating our business in a socially responsible, ethical, and environmentally conscious manner reinforces our accountability to employees, customers, suppliers, investors and local communities.

Our Community

We recognize our role in the communities where we operate, and we understand that socially responsible practices throughout our organization create a positive impact. We will strive to:

- Operate our business with the highest ethical standards in all decision making throughout the organization.
- Maintain a positive reputation and image in our communities to best attract and retain employees, customers, suppliers and other key stakeholders.
- Give back to our communities by volunteering and contributing to local organizations and charities to support their needs.
- Maintain a safe and healthy workplace for all employees and visitors.
- Protect the environment and conserve natural resources by complying with all environmental laws and regulations.

Our People

We are committed to providing a work environment where everyone is treated with dignity and respect. Fostering a diverse and inclusive workforce is critical to our success. We will:

- Provide equal opportunities to all employees and applicants without regard to race, color, religion, sex/gender, gender identity, sexual orientation, national origin, age, disability or other factors.
- Ensure training and career development opportunities are available throughout the organization for all employees.
- Provide a workplace free of unlawful harassment of any kind.