

Supplier code of conduct



beaphar[®]

Because pets are family too



One
family,
one
planet.

Introduction

Since 1942, we have been caring for pets like we care for family. We strongly believe that pets contribute a lot to the well-being of people.

Our purpose is to improve the well-being for all. By inspiring people to welcome pets in their family, by providing reliable quality care and by making it easily accessible to all. Caring for the well-being of all as one big, close family implies that we take special care of future generations. That's why we also take responsibility to protect and preserve our planet as good as we can.

Our vision is to reduce our environmental footprint and have a positive social impact in every country in which we operate. We conduct business with honesty, integrity, and openness, with respect for the human rights and interests of both our employees and business partners.

We conduct our business in line with fair competition, we respect the legitimate interests of those with whom we do business, Beaphar companies and employees operate in compliance with all applicable laws, rules and regulations, and we expect the same of all our stakeholders.

Within Beaphar we have established business principles as the basis of our activities, including doing business with direct and indirect suppliers. As our suppliers are key to our success as a company, and we believe in longterm partnerships, our criteria for doing business are to adhere to business principles consistent with our own. In this supplier code of conduct, we have set out the areas of that matter most to us and how we aim to ensure compliance. In return, we strive to be an honest and loyal partner. We are convinced that relations based on trust and integrity are sustainable and beneficial to all parties.



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Requirements for suppliers

There are three areas where we ask for your support and dedication:



PEOPLE & THEIR COMMUNITIES

- Respect human rights within your area of influence and eradicate modern slavery and child labour.
- Ensuring the health & safety of your employees by offering safe and healthy working conditions.
- Upholding employee rights:
 - a living wage
 - freedom of association and collective bargaining
 - no excessive work hours
 - equal opportunities and inclusive workplace/no discrimination



ENVIRONMENT

- Comply with all applicable environmental regulations.
- Use natural resources in an economical way and prevent negative impact on the environment.
- Ensure the safe handling, movement, storage, recycling, reuse, or management of waste, air emissions and wastewater discharges.
- Prevent and mitigate accidental spills and releases of fuels, raw materials, chemicals, intermediates, products, and other hazardous materials to the environment.
- Ensure that products supplied to Beaphar do not contain metals derived from minerals or their derivatives originated from conflict regions that directly or indirectly finance or benefit armed groups.



THE WAY TO DO BUSINESS

- Identify and comply with applicable laws, regulations, standards and relevant customer requirements. Maintain documentation necessary to demonstrate conformance with these expectations and compliance with applicable regulations.
- Conduct business in an ethical manner and act with integrity, corruption, extortion and embezzlement are prohibited. We do business in line with fair competition and in accordance with all applicable anti-trust laws.
- Exhaust all possible alternatives to animal testing before commissioning this type of research and never conduct more testing on animals than necessary.
- If animal testing is needed, adhere to international guidelines and local and national laws and ensure ethical and responsible treatment of all animals.

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Monitoring supplier code of conduct

We expect our suppliers to share our values and principles and work on the level that we expect from them. We aim to achieve this in multiple ways, depending on:

- The risks and regulations that apply to the products/services that we purchase
- The country of origin of the purchased goods/services and the related risks
- The amount of expenditure

If you identify gaps with this code of conduct as our supplier, we aim to work together in improving those. Open and clear communication should be at the basis of that.

We aim to communicate our code of conduct on a regular basis to all our suppliers. As the risk profile increases, we will adjust our assurance processes accordingly.

This can involve the following:

- Direct communication with supplier
- Request for signing code of conduct
- Specific contractual clauses
- An audit or supplier visit by Beaphar
- An audit by a third party
- Request to provide plans for corrective actions

If we engage in audit procedures, the specifics will be agreed upon upfront in order to ensure compliance and transparency.

If we experience that there is no or little communication possible on this topic, and/or no improvements occur within a reasonable timeframe, Beaphar will reconsider its relationship with a supplier.

We are convinced that by working together with you, we can make the world a better place. By keeping ourselves to high standards, we safeguard our good reputation and contribute to shared business success, for now and future generations.

Further information - If you have any questions or need further information, please get in touch with your Beaphar contact.

Mail us at: purchase@beaphar.com or call us at: +31 572 348834.



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