



Responsible Sourcing Standards

At Actus, we want to positively impact our planet, and the health of future generations through the decisions we make and the actions we take. Our purpose is to make people healthier and happier with nutritious food that is good for us and our planet.



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Purpose

At Actus Nutrition, Responsible Sourcing is a foundational pillar of our broader mission to advance a healthier and sustainable future. As a leader in both human and animal nutrition, we recognize that every product we deliver reflects our deeply held values.



The purpose of these Responsible Sourcing Standards is to establish a common foundation for ethical, social, and environmental performance across all entities involved in our value chain.



We believe that responsible sourcing begins with partnership. Our success depends on the integrity and engagement of every supplier, partner, and service provider in our global value chain. Together, we have a shared responsibility to uphold the highest standards, delivering safe, high-quality products that safeguard people, animals, and the environments that sustain our shared future that our industry and communities depend.

Updates and Revisions

The Actus Nutrition Responsible Sourcing Standards may be updated periodically to reflect changes in laws, regulations, stakeholder expectations, or Actus' own risk assessments and sustainability strategy. It is the responsibility of each supplier to review the latest version of these Standards and to ensure ongoing compliance. The most current version will always be made available through official Actus communication channels, <https://actus.com/responsibility/>, or on request. Continued engagement with Actus Nutrition constitutes acknowledgment of, and agreement to abide by the most current standards in effect.

Legal Compliance

All suppliers engaged by Actus must conduct their operations in full compliance with applicable international, national, and local laws, rules, and regulations. This includes but is not limited to laws governing labor rights, occupational health and safety, environmental protection, anti-corruption, data privacy, and product safety.



Ethical Business Conduct

Actus Nutrition expects all suppliers and business partners to uphold the highest standards of ethical conduct, professional integrity, and lawful business practices. This includes full compliance with all applicable anti-corruption, competition, and financial regulations in the jurisdictions where they operate. Suppliers and business partners must conduct their affairs honestly and transparently, avoiding any behavior that could compromise fair competition or stakeholder trust. This includes, but is not limited to, refraining from unethical practices such as bribery, misrepresentation, conflicts of interest, collusion, or any form of manipulation or unfair advantage.



Prevention of Corruption and Bribery



Suppliers must not offer, promise, give, request, or accept any bribe, kickback, or improper payment, whether monetary or in-kind to secure business, gain preferential treatment, or influence any decision made by a public official, customer, or business partner. Suppliers are expected to maintain appropriate anti-bribery controls, including training for relevant personnel and clear procedures for identifying and reporting corrupt practices.

Conflicts of Interest



Suppliers must avoid any situation in which personal, financial, or other interests could improperly influence professional judgment or create the appearance of impropriety. This includes, but is not limited to, business dealings involving family members of Actus employees, the offering of gifts or favors intended to curry favor, or undisclosed financial interests that could affect sourcing decisions. Any potential or actual conflict of interest must be promptly disclosed to Actus, and suppliers are expected to act with transparency and objectivity in all interactions.

Fair Competition & Market Integrity



Suppliers must conduct their commercial activities in accordance with all applicable antitrust and competition laws. This includes avoiding anti-competitive practices such as price-fixing, market or customer allocation, bid-rigging, or abuse of market position. Suppliers must not engage in any form of collusion or cartel behavior and should maintain internal processes to ensure compliance with fair trading rules. All bidding, contracting, and negotiation with Actus must be undertaken honestly and without deception.

Human Rights, Labor Standards, and Worker Welfare

Forced Labor and Human Trafficking

Suppliers must ensure that all work is conducted on a voluntary basis. The use of forced, bonded, indentured, or prison labor is strictly prohibited. This includes labor extracted through coercion, threat of penalty, debt servitude, or trafficking. Suppliers shall maintain transparent employment terms, including written contracts and wage documentation, and allow employees to terminate employment without undue penalty.

Non-Discrimination and Inclusion

Actus expects its partners to foster inclusive workplaces that respect diversity and prohibit discrimination on the basis of gender, age, race, religion, national origin, sexual orientation, disability, or other protected characteristics. Employment decisions must be based on merit, skill, and experience. Suppliers should actively promote equal opportunity across all employment practices, including recruitment, promotion, and training.

Freedom of Association

Suppliers must recognize and respect the legal rights of workers to associate freely, join labor unions, and bargain collectively. No worker shall be harassed, intimidated, or penalized for exercising these rights. In jurisdictions where these rights are restricted by law, suppliers must support alternative mechanisms for worker engagement and representation.

Child Labor

Suppliers must not engage in or tolerate the use of child labor. The minimum age for employment must comply with the standards defined by the International Labour Organization Conventions 138 and 182.

Working Conditions and Fair Compensation

Suppliers are required to provide working conditions that uphold the health, safety, and well-being of all employees. Wages, working hours, and benefits must comply with all applicable laws and collective agreements. Where minimum wage laws do not exist, suppliers must ensure that workers earn a living wage sufficient to meet basic needs and dignity.

Occupational Health and Safety

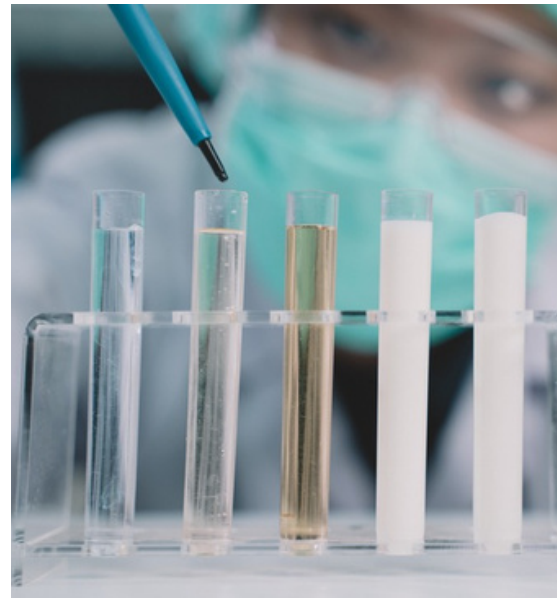
All suppliers must provide a safe, healthy, and hygienic working environment. Protecting worker health and preventing occupational injuries and illnesses is a fundamental responsibility of any enterprise operating within Actus Nutrition's value chain. Suppliers are required to comply with all applicable occupational health and safety laws and regulations in the jurisdictions where they operate.

In the absence of foreign country legal or regulatory requirements, standards, and/or codes of practice, the following standards are deemed to be the minimum requirement, provided that, in the case where the foreign country regulatory requirements are lower than the International Standards, the below standards shall prevail and govern:

- United Nations Guiding Principles on Business and Human Rights
- International Labour Organization (ILO)

Quality Standards and Food Safety

Actus Nutrition is uncompromising in its commitment to product quality, safety, and integrity. As a producer of ingredients and finished goods intended for both human and animal consumption, we are subject to rigorous regulatory oversight and equally rigorous internal standards. We expect all suppliers to operate with the same level of diligence and care to ensure that materials entering our supply chain are safe, compliant, and fit for purpose.



All suppliers must implement and maintain comprehensive food and/or feed safety systems, and comply with all relevant federal, state, and international regulations.



Where applicable new Suppliers must agree to and sign Actus' Food Safety and Quality Expectations for Suppliers document.

Environment & Sustainability

Actus Nutrition incorporates environmental responsibility into our sourcing, manufacturing, and distribution activities as part of our commitment to delivering safe, high-quality nutrition while supporting long-term resource stewardship.

Suppliers are to comply with all applicable environmental laws and regulations, and to conduct their activities in a manner that protects natural resources and minimizes negative environmental impacts.



Suppliers should operate in ways that safeguard natural resources for future generations and reduce the environmental impacts of their activities. Suppliers should take steps to:



Reduce greenhouse gas emissions throughout their operations and supply chain.



Manage water responsibly by monitoring usage and discharge, preventing waste, and implementing water conservation measures.



Minimize waste generation and maximize reuse and recycling, ensuring all waste is handled, stored, and disposed of in accordance with legal requirements, including hazardous waste.



Protect biodiversity and ecosystems, avoiding deforestation, soil degradation, and harm to protected habitats.

Animal Welfare

At Actus Nutrition we recognize that high standards of animal welfare are integral to sustainable production, product quality, and consumer trust. Actus Nutrition requires all suppliers involved in the production, handling, or sourcing of animal-derived ingredients or products to conduct their activities in full compliance with applicable animal welfare laws and regulations in the jurisdictions where they operate.



Information Protection

Suppliers must protect all confidential information received from Actus Nutrition in the course of their business relationship. This includes any non-public or operational information, regardless of its form or medium. Such information must not be used for purposes other than those authorized by Actus and must not be disclosed to third parties without prior written consent.

Suppliers must also respect and safeguard the intellectual property rights of Actus and third parties. This includes refraining from any unauthorized use of trademarks, logos, designs, product specifications, or other protected ,

Where suppliers have access to Actus's IT systems, data, or digital resources, they must use them only for legitimate business purposes and in accordance with applicable laws and contractual agreements.

Monitoring, Enforcement, and Supplier Accountability

Actus Nutrition reserves the right to verify supplier compliance with the Responsible Sourcing Standards at any time. This may include the use of self-assessment questionnaires, requests for documentation, on-site visits, or third-party audits.

Suppliers must promptly alert Actus if they become aware of any actual or potential breach of these Standards, any violation of applicable laws relevant to their business with Actus, or any situation that could materially impact product safety, ethical compliance, or environmental performance.

Suppliers are required to cooperate fully with any verification or investigation process and to provide accurate, timely information upon request. Where non-compliance is identified, Actus may require the implementation of corrective actions within a defined timeframe.

Failure to address non-compliance, repeated violations, or serious breaches of Actus Responsible Sourcing Standards, including failure to notify Actus of significant issues may result in suspension or termination of the business relationship.