



## Zoetis supplier standards code of conduct

### Introduction

1. At Zoetis, we are committed to compliance with all applicable laws and regulations relating to the upholding of human rights, labour standards and environmental protection. This commitment to corporate social responsibility or CSR encompasses our own operations and those of our suppliers and contractors.
2. This Code of Conduct (**Code**) prescribes the business practices and standards that Zoetis expects from its suppliers and contractors. Zoetis expects its suppliers and contractors to continually monitor their own and their sub-suppliers' and sub-contractors' compliance with the standards contained in this document. These standards expressed by this Code are subject to continuous review and improvement by suppliers/contractors associated with Zoetis.

### Scope of application

3. The Code prescribes the non-negotiable, minimum standards that Zoetis expects its suppliers and contractors to adhere to. We expect the practices and standards stipulated in this Code to be extended to all our suppliers' and contractors' partners and promoted within their own respective supply chains. As such, Zoetis expects its suppliers and contractors to provide evidence of compliance with the provisions of this Code, upon request, in a timely manner. Zoetis reserves the right to terminate any agreements or business relationships if suppliers or contractors contravene the provisions contained in the Code.

### Modern slavery

4. At Zoetis, we expect all our suppliers and contractors to not engage in modern slavery. As defined in the *Modern Slavery Act 2018* (Cth), this includes forced or compulsory labour, human trafficking, debt bondage and child labour. This requires, at a minimum, that suppliers and contractors comply with all applicable legislative requirements relating to modern slavery, including the reporting requirements mandated by the *Modern Slavery Act 2018* (Cth).
5. Internally, suppliers and contractors should have their own policies opposing and prohibiting modern slavery in all business operations and supply chains. The standards contained in this policy should be promoted to all partners and subcontractors in their own respective supply chains.

6. Given that Zoetis has reporting requirements mandated by Australian law, suppliers and contractors must be willing to confirm their compliance, in writing, with applicable laws and standards relating to modern slavery. This may include providing Zoetis with requested materials confirming such compliance. These materials should contain truthful and complete information and should be provided in a timely manner. Suppliers and contractors are expected to have their own mechanisms for detecting instances of non-compliance within their operations and supply chains and report any instances of non-compliance to Zoetis.

### **Human rights and labour standards**

7. At a minimum, Zoetis expects its suppliers and contractors to comply with all applicable laws, standards and regulations governing human rights and labour practices. This expectation includes the payment of a fair wage and the provision of all applicable employee entitlements such as leave and superannuation. All suppliers and contractors are expected to ensure that all employees are also legally entitled to work during their period of employment.
8. All employees should be free from discrimination, abuse and intimidation. Instead, all employees should be afforded a safe and healthy workplace environment in alignment with the principles of equal opportunity and fair treatment. In practice, this will require suppliers and contractors to develop and enforce their own policies prohibiting harassment, sexual abuse, physical punishment, bullying, and other forms of disruptive workplace behavior. This will also require the establishment and maintenance of a reporting system allowing employees to communicate instances of breach without fear of reprisal.

### **Ethics and accountability**

9. Zoetis expects all suppliers and contractors to recognise the value of corporate ethics and accountable business practices. This means that suppliers and contractors should prohibit corrupt business practices including the paying and accepting of bribes within their own operations and supply chains, conflict of interests or situations giving the appearance of potential conflict of interest dealings and conduct business in compliance with all applicable competition and antitrust laws and regulations. An internal whistle-blowing system should be made available to the employees of all suppliers and contractors allowing the reporting of suspected or actual instances of corruption, bribery, and dishonest business practices without fear of reprisal.
10. Suppliers and contractors must respect intellectual property rights and all use of technology, information and know-how must be conducted in a manner which

promotes intellectual property rights and does not compromise the intellectual property of Zoetis or other companies.

11. Suppliers and contractors are expected to comply with all applicable privacy and information security laws, regulations and standards regarding confidential business information and personal information relating to Zoetis. This requires the implementation and the maintenance of effective information storage systems to govern the dissemination and destruction of confidential business information and personal information.

### **Environmental sustainability**

12. Recognising the value of environmental sustainability, Zoetis expects all suppliers and contractors to comply with all applicable laws and regulations relating to the environmental preservation and protection. Suppliers and contractors should continually aspire to improve the sustainability of all business practices. This should include the promotion of energy and emissions reductions strategies through the operations and supply chains of all suppliers and contractors.
13. Zoetis values accountable and transparent business practices that allow a business to operate in a socially responsible manner. As such, compliance with this Code is expected and its standards implemented into the business practices and supply chains of all suppliers and contractors engaged by Zoetis.

### **Occupational health and safety**

14. Zoetis expects its suppliers and contractors to comply with all applicable laws and regulations governing occupational health and safety. Suppliers and contractors must use appropriate occupational health and safety management systems and commit to continuously improve such procedures.