

# ENVIRONMENTAL TRADING PRINCIPLES



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Our strong philosophy at Lamina Animal™ Ltd is that, as an ethical business, it is our responsibility to work with all of our suppliers to ensure that the products that we use and sell are produced in an ethical and environmentally sustainable way to ensure that we lessen our impact on the planet and those who inhabit it.

We will work closely with all of our suppliers to ensure that their working practices and methods adhere to these principles and we endeavour to provide complete transparency in our supply chain. We will review this policy on an annual basis.

**Ms Charlotte Collier-Hunter**  
Director of Lamina Animal™ Ltd  
25th April 2019

## ENVIRONMENTALLY SUSTAINABLE TRADING INITIATIVE BASE CODE

### Environment

Protecting the planet and environmental responsibility is at the core of the values of Lamina Animal™ Ltd. Any supplier that we work with shall develop, implement, and engage in environmentally responsible business practices.

### Hazardous Substance Management and Restriction

Our suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle hazardous substances. Our suppliers shall comply with Lamina Animal™ Ltds Environmentally Sustainable Trading Specification for all goods it manufactures for and provides to Lamina Animal™ Ltd.

### Non-Hazardous Waste Management

Our suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle non-hazardous waste.

### Wastewater Management

Our suppliers shall implement a systematic approach to identify, control, and reduce waste water produced by its operations. They will conduct and report on routine monitoring of the performance of its wastewater treatment systems.

### Stormwater Management

Our suppliers shall implement a systematic approach to prevent contamination of stormwater runoff and shall prevent illegal discharges and spills from entering storm drains.

### Air Emissions Management

Our suppliers will identify, manage, reduce, and responsibly control air emissions emanating from its operations that pose a hazard to the environment, and conduct routine monitoring of the performance of its air emission control systems.

### Boundary Noise

Our suppliers shall identify, control, monitor, and reduce noise generated by the facility that affects boundary noise levels.

### Environmental Permits and Reporting

Our suppliers shall obtain, keep current, and comply with all required environmental permits, and comply with the reporting requirements of applicable permits and regulations.

### Pollution Prevention and Resource Reduction

Our suppliers shall reduce energy, water, and natural resource consumption by implementing conservation and substitution measures, and minimize hazardous substances consumption by implementing reduction and substitution measures.

### Ethics

Lamina Animal™ Ltd expects the highest standards of ethical conduct from its suppliers in every aspect of its business, including relationships, practices, sourcing, and operations.

### Business Integrity

Our suppliers will not engage in corruption, extortion, embezzlement, or bribery to obtain an unfair or improper advantage and ensure that they abide by all applicable anti-corruption laws and regulations of the countries in which it operates, including the Foreign Corrupt Practices Act (FCPA) and applicable international anti-corruption conventions.

### Disclosure of Information

Our suppliers shall accurately record information regarding its business activities, labor, health and safety, and environmental practices and shall disclose such information, without falsification or misrepresentation, to all appropriate parties.

### Protection of Intellectual Property

Our suppliers shall respect intellectual property rights and safeguard customer information. They will manage technology and know-how in a manner that protects intellectual property rights.

### Anonymous Complaints

Our suppliers shall provide an anonymous complaint mechanism for managers and workers to report workplace grievances.

### Community Engagement

Our suppliers are encouraged to help foster social and economic development and contribute to the sustainability of the communities in which it operates.

### Responsible Sourcing of Minerals

Supplier shall exercise due diligence, in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas, on its entire supply chain with respect to the sourcing of all tin, tantalum, tungsten, diamonds and gold contained in its products, to determine whether those metals are from the Democratic Republic of the Congo (“DRC”) or any adjoining country and, if so, to determine whether those metals directly or indirectly financed or benefited armed groups that are perpetrators of serious human rights abuses in the DRC or an adjoining country. Countries that adjoin the DRC are Angola, Burundi, Central African Republic, the Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda, and Zambia.

## Management Commitment

Lamina Animal™ Ltd believes that a robust management system and commitment lead to enriching the social and environmental well-being of the supply chain. Lamina Animal™ Ltd holds its suppliers accountable to this Code and the supplier shall implement or maintain, as applicable, a management system that facilitates compliance with this Code, while ensuring continuous improvement.

## Company Statement

Our suppliers shall develop a company statement affirming its commitment to high standards of social and environmental responsibility, ethical conduct, and continuous improvement, and will post this statement in the primary local language at all of its facilities.

## Management Accountability and Responsibility

Our suppliers shall identify company representatives responsible for ensuring implementation and periodic review of its management systems. Our suppliers shall have a Corporate Social Responsibility (CSR) or Sustainability representative that reports directly to executive management and has the responsibility and authority to manage social and environmental compliance requirements for the business.

## Risk Assessment and Management

Our suppliers shall develop and maintain a process to identify labor and human rights, health and safety, environmental, business ethics, and legal compliance risks associated with its operations; determine the relative significance of each risk; and implement appropriate procedures and controls to control the identified risks.

## Performance Objectives with Implementation Plans and Measures

Our suppliers shall have written standards, performance objectives, targets, and implementation plans, including periodic assessments of the performance against those objectives.

## Audits and Assessments

Our suppliers shall perform periodic evaluations of its facilities and operations, and the facilities and operations of its subcontractors and next-tier suppliers to ensure compliance with this Code and the law.

## Documentation and Records

Our suppliers shall have processes to identify, understand, and implement applicable laws and regulations and requirements of this Code, and maintain documents and records to ensure regulatory compliance.

## Training and Communication

Our suppliers shall develop and maintain management and worker training programs to facilitate proper implementation of its policies and procedures and to fulfill our suppliers continuous improvement objectives. They shall have a process for communicating clear and accurate

information about its performance, practices, policies, and expectations to its workers, next-tier supplier(s), and customers. Our suppliers shall have an ongoing process to obtain feedback on its practices related to this code and to foster continuous improvement.

#### Corrective Action Process

Our suppliers shall have a process for timely correction of any deficiencies or violations identified by an internal or external audit, assessment, inspection, investigation, or review.

**Date for review: 25th April 2020**