

# Supplier Code of Conduct

Darling Ingredients (“Darling”) was founded in 1882 and built on the core values of Integrity, Transparency, and Entrepreneurship. We are an innovative, customer-focused company that has built a reputation for providing the highest quality ingredients to our customers. We hold ourselves to the highest ethical standards and expect the same of our Suppliers.

We created this Supplier Code of Conduct (“Code”) to set forth the principles and expectations for Suppliers doing business with us. These principles are an important part of our Supplier evaluation and selection process. Once we engage a Supplier, we expect the Supplier to commit to the principles in this Code. We also expect the Supplier to evaluate their suppliers against the same principles of this Code.

Suppliers are required to comply with all applicable laws, rules, and regulations. We expect our Suppliers to recognize and respect all Darling principles and standards detailed in this Code, as well as the principles and standards detailed in Darling’s Human Rights Policy. This Code and our Human Rights Policy is aligned with the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights for Work.

- **Labor and Human Rights:** respect the human rights of workers and community members, including treating them with dignity and respect.

Darling expects its Suppliers to commit to the provisions and standards of Darling’s Human Rights Policy, including prohibiting child, forced, and/or compulsory labor; comply with laws governing human trafficking and slavery; ensure compliance with applicable wage and hour laws, including living wage laws; comply with laws governing freedom of association.

Provide equal employment opportunities to all employees and job applicants regardless of race, color, age, religion, gender, sexual orientation, national and social status, disability, and veteran status. Prohibit workplace discrimination, violence, harassment, physical, verbal or other abuse, or sexual harassment of an employee or employment candidate.

- **Safety and Health:** provide a safe and healthy working environment. Darling is committed to the highest health and safety standards and expects the same of its Suppliers. We strive to ensure that each member of our workforce goes home safe every day. We expect our Suppliers to value and advance safety and well-being in their operations by making continuous efforts to achieve a workplace that is free from work-related injuries and illnesses.
- **Product Safety and Quality:** comply with all applicable product safety, quality, and labeling laws, rules, and regulations. At Darling, product safety and quality are fundamental to creating sustainable pharmaceutical, food, feed, and fuel ingredients. Our customers demand no less, and we expect the same of our Suppliers with respect to the products they supply.
- **Environmental Stewardship:** comply with all applicable environmental laws, rules, and regulations, and conduct operations in a way that minimizes the impact on natural resources and protects the environment. Sustainability is at the heart of Darling’s operations. We are a key player in the circular economy and seek to minimize our

environmental footprint across our operations. We expect our Suppliers to operate to the highest standards of environmental stewardship, to minimize emissions, waste, energy, and water use, and to optimize the use of natural resources.

- **Business Ethics and Integrity:** commit to the highest standards of ethical conduct and compliance with applicable laws, including the Foreign Corrupt Practices Act, UK Bribery Act, Brazil Clean Company Act, and Chinese anti-corruption laws. Under these laws, our Suppliers are prohibited from giving or offering anything of value, directly or indirectly, to any government official or entity in order to improperly obtain any business advantage. We expect our Suppliers to ensure that all business dealings are fair, legal, and honest and conform with our Code of Conduct and, where applicable, our commitment to the California Transparency in Supply Chains Act.
- **Animal Welfare:** protect animal welfare and well-being and ensure humane treatment. We expect Suppliers to uphold the highest standards of animal health and welfare in their own operations and to comply with all applicable laws and regulations.
- **Sustainability:** strive to conduct business in a sustainable and responsible manner. We believe our social, environmental, and economic success will continue if we do the right and responsible thing with respect to people, planet, and profit. We seek to do business with Suppliers who share our commitment to sustainable business practices, creating shareholder value and corporate citizenship
- **Confidentiality and Privacy:** maintain the confidentiality of Darling's confidential information and comply with applicable data privacy and data protection laws.

Darling expects Suppliers not to disclose Darling's confidential information to any person or entity without Darling's prior written consent and to only use Darling's confidential information for the purpose of performing under the supply relationship with Darling.

When our Suppliers handle personal and confidential information about Darling's employees, consumers, customers, Suppliers or other third-party partners, Darling expects its Suppliers to take all reasonable and appropriate steps to safeguard the information from unauthorized disclosure and theft in accordance with all applicable data privacy and data protection laws.

- **Monitoring and Compliance:** implement the appropriate compliance programs to ensure its commitment to respect the principles and standards in this Code. Darling reserves the right to audit compliance with this Code and to take corrective action as appropriate, including ceasing to do business with any Supplier who does not respect the principles and standards of this Code.

Website link to further understand Darling's principles and policy statements can be found here:

<https://www.darlingii.com/about-us/governance>

**This policy will be reviewed on a regular basis and amended as appropriate.**

Date: June 28, 2021