

# 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 adhere to the principles in this Code. We also expect the Supplier to communicate this Code to all its employees, affiliates, subcontractors, and other third parties involved in the supply relationship with Darling (collectively, “Suppliers”) and to require all such parties to adhere to the principles in this Code.

Suppliers are required to comply with all applicable laws, rules, and regulations, and adhere to all of the Darling policies and standards detailed in this Code, as well as those in Darling’s Code of Conduct, Global Environment Health and Safety Policy, Human Rights Policy with the Code of Conduct, Equal Employment Opportunity Policy, California Transparency in Supply Chains Policy, Product Safety and Quality Policy, and Animal Welfare Policy. Website links to these further policies and standards are provided below.

- **Labor and Human Rights:** respect the human rights of workers and community members, including treating them with dignity and respect. This includes the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) Fundamental Principles and Rights at Work.

Comply with the provisions of Darling’s Human Rights Policy within the Code of Conduct, 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. Code of Conduct link [here](#). Equal Employment Opportunity Policy link [here](#).

- **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 our 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 Ingredients, 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. EHS Policy link [here](#).
- **Business Ethics and Integrity:** adhere 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. 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 our commitment to the California Transparency in Supply Chains Act. Code of Conduct link [here](#). CA Transparency Statement link [here](#).
- **Monitoring and Compliance:** implement the appropriate compliance programs to ensure adherence to this Supplier Code of Conduct. Darling reserves the right to audit compliance with this Code and to take corrective action as appropriate, including terminating our relationship with any Supplier who does not comply with this Code.
- **Animal Welfare:** follow Darling's Animal Welfare Policy, including protecting animal welfare and well-being and ensuring 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. Animal Health & Welfare Policy link [here](#).
- **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 supply partners 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; do not disclose Darling's confidential information to any person or entity without Darling's prior written consent; do not use Darling's confidential information for any purpose other than performing under the supply relationship with Darling. Darling's confidential information includes, but is not limited to:
  - Pricing formulas, business and financial information
  - Production technologies and processes
  - Engineering and technical designs
  - Production, supply and transport costs
  - Operating policies, practices and systems

When our Suppliers handle personal and confidential information about Darling's employees, consumers, customers, Suppliers or other third-party partners, our Suppliers must take all reasonable and appropriate steps to safeguard the information from unauthorized disclosure and theft. We require our Suppliers to process, use, store, and retain personal information obtained from Darling only as necessary and in compliance with all applicable data privacy and data protection laws.

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

Date: August 3, 2020