

PRIMA PET PREMIUM SUPPLIER CODE OF CONDUCT

Effective Date 1st of February 2026

1. General

This document describes our expectations for all our suppliers. The Supplier Code of Conduct contains in detail what Prima Pet Premium Oy (“Prima Pet Premium”) requires from its suppliers in terms of acting in a way that respects workers, environment, and society.

Prima Pet Premium respects human rights and workers’ rights according to international human rights conventions in its own operations and in the entire value chain. Prima Pet Premium is also committed to protecting the environment. Prima Pet Premium’s operations are guided by the company’s internal Code of Conduct. Prima Pet Premium expects its suppliers to conduct their business ethically, follow similar human and labour rights principles, and protect the environment.

Suppliers must comply with this Supplier Code of Conduct in all its own activities and require their own suppliers to commit to the principles of the Supplier Code of Conduct. All workers working at the Supplier’s sites are covered by this document.

A written agreement is made between a Supplier and Prima Pet Premium, which is supplemented by this Supplier Code of Conduct. Agreement may contain specific additional requirements e.g. for the products supplied and raw materials.

2. Definitions

- *Supplier: Any party providing products or services to Prima Pet Premium Oy*

3. Environmental sustainability

The Supplier must:

- Comply with all applicable international, national, and local environmental legislation, regulations, and principles regarding the environment.
- Seek ways to decrease its emissions (water, land, air) and improve the efficiency of natural resources use, such as energy and water.
- Manage the environmental impacts and risks of its operations and products and seek ways to proactively minimize and prevent them. Environmental issues to be

covered include climate, biodiversity, chemicals and hazardous substances, and waste among other issues.

- Implement environmental management systems and obtain relevant environmental certifications where applicable and appropriate.
- Ensure proper handling, storage, and disposal of hazardous materials and waste in accordance with applicable regulations.

4. Human & Labor Rights

The Supplier must:

- Comply with all applicable international and national human rights & fair labour legislation, regulations, and principles.
- Ensure human rights and fair labour conditions are respected both in its own operations as well as throughout the value chain.
- Not practice nor accept discrimination based on gender, age, ethnic origin, language, religion, disability, or any other person-related reason
- Ensure child labour and forced, trafficked, bonded, indentured, or involuntary labour are not used nor benefitted from in its own operations and throughout the value chain.
- Ensure the workers' rights to bargain collectively and freely associate.
- Follow local legislation and/or collective agreements for fair wages and ensure working hours do not exceed legal requirements.
- Ensure all workers are provided a written and understandable labour contract.
- Take particular care to protect young workers by ensuring they are not exposed to hazardous conditions and by strictly following all legal requirements related to their employment.
- Respect the right of workers to refuse unsafe work without retaliation.
- Prohibit any form of harassment, abuse, corporal punishment, mental or physical coercion, or verbal abuse of workers.

5. Occupational Health and safety

The Supplier must:

- Comply with all applicable international and national occupational health and safety related legislation, regulations, and principles.
- Ensure a safe and healthy working environment for the employees, including safe and clean infrastructure. Health- and safety-related risks and hazards must be

identified and managed, and sufficient actions need to be taken to eliminate, prevent and mitigate these.

- Ensure appropriate accident-prevention measures are in place, including, but not limited to, accessible evacuation plans and emergency procedures.
- Form and maintain HSE (Health, safety & environment) plans.
- Provide occupational health and safety related training for employees.
- Provide employees with protective equipment and training.
- Keep record of accidents, injuries and health and safety hazards.
- Provide access to clean drinking water, sanitary facilities, and where applicable, adequate accommodation for workers.

6. Business conduct

The Supplier must:

- Comply with all applicable international and national business conduct related legislation, regulations, and principles.
- Not engage in any form of corruption, bribery, or embezzlement, either directly or through business partners
- Not accept nor offer any hospitality, payments, gifts, or anything similar that might compromise fair competition.
- Establish and maintain policies, procedures, programs, and effective measures to prevent and detect corruption and bribery and inform employees of these.
- Comply with all applicable trade regulations and competition laws.
- Ensure not to participate in cartels or other agreements alike.
- Protect confidential information and personal data in accordance with applicable laws and regulations and concluded contracts.
- Respect intellectual property rights of Prima Pet Premium and third parties.
- Maintain accurate books and records and comply with all applicable accounting standards and tax regulations.
- Implement appropriate information security measures to protect business information and systems.

7. Monitoring and reporting violations.

If encountering a misconduct, Prima Pet Premium encourages suppliers and their stakeholders to bring forward their concerns, in a timely manner and as early as possible, for actions to be taken. The correct contact person is your contact at Prima

Pet Premium. Retaliation against individuals who report violations in good faith is strictly prohibited.

Prima Pet Premium or a third party on behalf of Prima Pet Premium have a right to audit the Supplier to ensure that the Supplier complies with this Supplier Code of Conduct.

The Supplier is required to provide access to relevant documentation, facilities, and personnel during audits and to produce corrective action plans based on the audits and other information about their compliance with the Supplier Code of Conduct. The corrective actions must be conducted in schedule outlined in the corrective action plan.

The Supplier must be able to demonstrate compliance with this Supplier Code of Conduct upon request. The Supplier shall remedy any identified non-compliance without delay.

Breeches of this Supplier Code of Conduct may lead to termination of co-operation.

We hereby agree to adhere to all principle outlined in Prima Pet Premium Oy SCoC:

Company	
Address	
Date	
Name	
Title	
Signature	