



Supplier Code of Conduct



PURPOSE: ETHICAL BEHAVIOR – A SHARED COMMITMENT

This Supplier Code of Conduct from Cobb-Vantress, LLC, together with its associated companies (collectively, “Cobb” or the “Company”) sets forth the principles and ethical standards we strive to achieve and describes our expectations for supplier adherence to the same standards. We are committed to operating our business with integrity, respect, accountability, and honor. Ethical business practices are expected every day at Cobb. Our Core Values define who we are, what we do, and how we do it and guide our actions and interactions each day. Accordingly, we choose to do business with suppliers who demonstrate a strong commitment to ethical behavior.

SCOPE

This Supplier Code of Conduct applies to Cobb’s service providers, independent contractors, consultants, suppliers, software providers, licensors, and their associated employees, agents, and/or subcontractors.

EXPECTATIONS OF OUR SUPPLIERS

We expect our suppliers to operate with integrity and commit to principles similar to those in the Tyson Code of Conduct, which all Cobb team members and Directors affirm annually. It is crucial our suppliers recognize the roles they play in ensuring the satisfaction of our customers and consumers.

This Supplier Code of Conduct supplements but does not supersede any rights or obligations established in the Cobb Purchase Order Terms and Conditions or in any agreement we may have with our suppliers.

Not all expectations in this Supplier Code of Conduct may be applicable to each supplier business. To the extent they do apply, Cobb expects each supplier to strive for full compliance and to expect the same of their sub-tier suppliers.

LEGAL COMPLIANCE

We are committed to complying with the law wherever we conduct business. We expect each supplier to work diligently to conduct its business in full compliance with applicable laws, rules, and regulations. Cobb reserves the right to decline future business opportunities or to end existing business relationships with suppliers who do not comply with the law.

PRODUCT SAFETY AND QUALITY

Cobb is committed to providing our customers with quality broiler breeding stock genetics. We expect our



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supply partners to consider the safety and quality of our products to be of paramount importance and to comply with government and company bio-security requirements and specifications at all times.

LABOR AND HUMAN RIGHTS

We are committed to observing fair labor practices and to treating our employees, whom we call team members, with dignity and respect. Our programs and policies support the principles contained within the United Nations Universal Declaration of Human Rights, the UK Modern Slavery Act, and the International Labour Organization’s Labour Standards. We expect our suppliers to make the same commitments in their labor practices by having controls in place that:

- Verify the employment eligibility of their employees
- Prohibit inappropriate recruiting practices and fees
- Ensure no forced labor or child labor is being used or human trafficking is occurring
- Respect the right of employees to freely associate, organize, and bargain collectively
- Ensure compliance with applicable wage and hour laws
- Prohibit discrimination, harassment and workplace violence
- Provide options for employees to report concerns without fear of retaliation.

CONFIDENTIALITY

Suppliers may not publicize the existence of a business relationship with Cobb or use the name, trademark, logo or other marks of Cobb in any sales, marketing or publicity activities or materials.

Suppliers with access to confidential information from Cobb may not disclose the existence of such information without our advance written consent. Confidential information includes, but is not limited to:

- Product pricing
- Production technologies and processes
- Engineering and technical designs
- Production and supply costs
- Operating policies, practices, and systems
- Customer identification and information

DATA PRIVACY

When suppliers handle personal and confidential Cobb team member information, such as home addresses, social security numbers, birth dates, or medical information, information technology security measures must be in place to ensure the personal and confidential information is protected against unauthorized disclosure and theft. Suppliers must have robust cyber security policies or privacy procedures. If a supplier becomes aware of an actual or possible unauthorized disclosure of Cobb company or team member personal information, it must be reported immediately to privacy@tyson.com.

BUSINESS PRACTICES

We expect each supplier to conduct its business in accordance with the highest ethical standards and in accordance with standard accounting practices such as Generally Accepted Accounting Principles (GAAP) or International Reporting Standards (IFRS). In addition, we expect suppliers to have controls in place to prevent and detect misconduct, such as the misuse of company assets, conflict of interest, fraud,



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embezzlement, corruption, bribery, and extortion. All supplier business dealings should be fair, legal, and honest.

ANTI-CORRUPTION

“Anti-Corruption Laws” include the US Foreign Corrupt Practices Act (“FCPA”), the US International Travel Act (“Travel Act”), the UK Bribery Act (“UKBA”), and other applicable anti-corruption laws and regulations (collectively, the “Anti-Corruption Laws”). All suppliers are expected to comply with the letter and spirit of the Anti-Corruption Laws as a condition to doing business with and receiving payment from Cobb. We expect our suppliers to conduct their businesses and interactions on behalf of Cobb in accordance with relevant Anti-Corruption Laws. We also expect our suppliers to have codes or other policies that prohibit bribes and other unlawful payments to third parties and government officials.

Suppliers are also expected to have controls in place to prevent corruption and to train their employees accordingly. Suppliers are expected to permit Cobb to request and review all relevant records to ensure their compliance with the terms of this provision. Cobb also expects our suppliers’ sub-tier suppliers to comply with the Anti-Corruption laws and this provision. Suppliers may consult [Tyson’s Global Anti-Corruption Policy](#) for additional information on Cobb’s anti-corruption expectations. Cobb reserves the right to decline future business opportunities or to end existing business relationships with suppliers who do not comply with these expectations and relevant Anti-Corruption Laws.

GIFT AND HOSPITALITY

In many companies and countries, it is customary

to entertain customers and to exchange gifts.

However, entertainment and gift exchanges may be interpreted as a conflict of interest. We do not allow entertainment from suppliers that could appear excessive or appear to influence a business decision. Cobb team members may only accept gifts of nominal value from suppliers. Suppliers may never give Cobb team members gifts of cash or cash equivalents, including checks, gift certificates, and gift cards regardless of value. We do not allow entertainment or gift exchanges with government officials by suppliers on behalf of Cobb regardless of value. For additional details or questions about Cobb’s expectations with respect to gifts and entertainment, we encourage suppliers to email compliance@tyson.com.

SUSTAINABILITY

As we contribute to sustainably feeding the world, we are dedicated to operating our business in a sustainable manner with regard to our workforce, animal welfare, environment, economic success, community and social responsibility, and we expect our suppliers to do the same. Cobb’s purpose is to serve our customers through the use of innovative research and technology to make protein healthy and affordable to everyone. We encourage our suppliers to share our commitment to sustainable business practices and to help lead in delivering safe, affordable and sustainable food for generations to come. Our parent company Tyson Foods, Inc.’s [Sustainability Report](#) is available online for review.

OCCUPATIONAL HEALTH AND SAFETY

We are committed to fostering our strong safety culture, to conducting business in a way that protects our team members and to integrating health and safety into every process. We expect our suppliers to



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operate in a manner that:

- Complies with all federal, state and local health and safety laws, regulations, and standards
- Trains and communicates regularly with their employees about safety
- Makes continuous efforts to achieve a workplace that is free from work-related injuries and illnesses

ANIMAL WELFARE

We have a long-standing commitment to the welfare, proper handling, and humane treatment and care for animals in our supply chain. We expect our suppliers to use humane procedures and sound animal husbandry practices designed to prevent the mistreatment of animals. We invite our suppliers to review [Our Commitment to Animal Welfare](#) on our website, and to consult with and seek guidance from our subject matter experts on questions of animal welfare. We expect our suppliers whose operations and/or activities deal with or involve animals or whose operations otherwise involve animal products to operate in a manner that:

- Complies with all applicable federal, state and local animal welfare laws, regulations, and standards
- Trains and communicates regularly with their employees about animal welfare
- Makes continuous efforts to improve animal welfare compliance
- Maintains a production system that complies with an industry standard welfare program that includes third-party welfare audits

ENVIRONMENT

We are committed to conducting business in a safe, environmentally responsible manner. We expect our suppliers to operate in a manner that:

- Complies with all applicable federal, state and local environmental, laws, regulations and standards
- Strives to responsibly manage the impacts of their operations on the environment and the operations of Cobb
- Makes continuous efforts to improve environmental processes and achieve compliance

REPORTING ETHICAL CONCERNS

Suppliers should promptly report violations of this Supplier Code of Conduct or any alleged misconduct or unethical behavior by a Cobb team member to a Cobb manager or to ethics@tyson.com without fear of retaliation. Suppliers also have the option to use the Cobb Help Line at 1-888-301-7304 or Web Line at tellysonfirst.com, operated by an independent third party and available 24 hours a day, seven days a week in multiple languages with an option to remain anonymous.

When honoring a request for anonymity or a request to keep certain information confidential would, in Cobb's judgment, put the health or safety of others at risk, jeopardize product quality, or compromise protection of the environment, Cobb will disclose all information it feels is necessary to mitigate or eliminate imminent harm.

Employees of suppliers are encouraged to work directly with their employers to resolve internal ethical concerns.



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CERTIFICATION

I, the undersigned, hereby certify that I have read, understand and agree to comply with the Cobb Supplier Code of Conduct or my company complies with its code, policies, or procedures consistent with this Supplier Code of Conduct.

Signature – authorized to sign on behalf of Company

Company Name

Printed Name

Title

Date

Federal Tax ID/EIN

Please return this document to the Cobb team member who is supporting the initiation of your account.

HAVE QUESTIONS? NEED MORE INFORMATION?

The website links listed in this Supplier Code of Conduct provide additional information. This Supplier Code of Conduct is also available on cobbvantress.com. Questions may also be directed to us at compliance@tyson.com.

