

SUPPLIER CODE OF CONDUCT



CANNA COMPANION®

Cannabis Science for the Animal World®



At Canna Companion our mission is to continue to advance research into the endocannabinoid system to improve animal quality of life and thus the human-animal bond. Provide education and foster conversations between the public and medical professionals to advance this effort.

In alignment with our mission and as a part of our ongoing sustainability efforts we have developed the Supplier Code of Conduct (“the Code”) to ensure that all of our business partners, suppliers, and manufacturers meet our basic expectations of doing business related to legal requirements, ethical practices, human rights, and environmental management. These standards are based on well- respected and recognized international standards, including:

1. UN Global Compact Sustainability Development Goals
2. United Nations Universal Declaration of Human Rights
3. International Labour Organization’s Declaration on Fundamental Principles and Rights at Work
4. International Covenant on Civil and Political Rights
5. International Covenant on Economic, Social and Cultural Rights
6. Industry best practices

Compliance with these standards is an expectation of doing business with Canna Companion, as the Code defines the non-negotiable minimum standards that we ask our suppliers and their sub-tier suppliers or subcontractors (“the Supplier”), to respect and which to adhere.

Canna Companion seeks to develop and strengthen partnerships based on a shared commitment of transparency, collaboration, and mutual respect. We recognize that our suppliers are independent businesses and the exclusive employers of their workers. However, the actions of our business partners can be attributed to Canna Companion, affecting not only our reputation, but the level of trust we have worked hard to earn from partners, customers, and pet owners. While we appreciate that our suppliers operate in a variety of different legal, geographical, and cultural environments we expect all Suppliers to comply with the Code and hope that our Suppliers will strive to exceed these standards.

The standards of this Code are in addition to, and not in lieu of, the provisions of any legal agreement or contract between a supplier and Canna Companion. The following categories encompass the Code of Conduct.

1. BUSINESS INTEGRITY AND ANTI-CORRUPTION

Canna Companion is committed to the highest standards of business integrity. We do not tolerate any practice that is inconsistent with the principles of honesty, integrity and fairness, anywhere we do business.



REQUIRED	
<p><i>Compliance with Law</i> Suppliers' business activities shall comply with all applicable laws and regulations in the countries and jurisdictions in which they operate. This Code applies to activities in the locations where suppliers' goods are produced, where any related services are performed, and where the goods enter the supply chain.</p>	<p><i>Additional Standards</i> In addition to this Code, the Supplier is bound to any additional requirements as applicable to the materials or services to be delivered to and in particular, the requirements of the Responsible Sourcing Guidelines.</p>
<p><i>Bribery</i> There is a prohibition of any and all forms of bribery, corruption, extortion or embezzlement and there are adequate procedures in place to prevent bribery in all commercial dealings undertaken by the supplier.</p>	<p><i>Commitment to Continuous Improvement</i> Suppliers will commit to constant and continuous improvement, year after year, in sustainability performance.</p>
<p><i>Conflicts of Interest</i> Suppliers will disclose to the Company any situation that may appear to be a conflict of interest, and disclose if a worker from one of their family members, or a friend may have an interest of any kind in Supplier's business or any kind of economic ties with Supplier.</p>	<p><i>Risk Management & Recordkeeping</i> Suppliers are expected to implement mechanisms to identify, determine and manage risks in all areas addressed by this Code and to all applicable legal requirements. The Supplier shall maintain transparent and up to date books and records to demonstrate compliance with this code and applicable governmental and industry regulations.</p>
<p><i>Fair Competition in accordance with Anti-Trust Laws</i> Supplier will comply with applicable competition laws and not disturb or hinder legitimate competition in any anti-competitive manner.</p>	<p><i>Intellectual Property</i> Supplier respects the intellectual property rights of others. Supplier takes appropriate steps to safeguard and maintain confidential and proprietary information or trade secrets of and uses such information only for the purposes authorized use.</p>

2. HUMAN RIGHTS

Canna Companion expects our suppliers to conduct their activities in a manner that respects the dignity and human rights of all human beings.



REQUIRED	
<p><i>Voluntary Labor</i> Supplier employs all workers on a voluntary basis free from any threat of violence, threats of criminal penalty, and restrictions on freedom of movement. Supplier shall not use any prison, slave, bonded, forced, indentured, or debt induced labor, or engage in any other forms of compulsory labor, or any other forms of slavery or human trafficking.</p>	<p><i>Worker Documentation</i> Supplier does not require workers to deposit original identification documents, travel documents or any other personal legal documents upon commencing employment with Supplier.</p>
<p><i>Minimum Age</i> Under no circumstances will the supplier employ workers under the age of 15 or under the minimum age for work or mandatory schooling as specified by the local law, whichever is higher. When young workers are employed they must not do work that is mentally, physically, socially or morally dangerous or harmful or interferes with their schooling by depriving them of the opportunity to attend school. In the case of hazardous work, the minimum age is 18.</p>	<p><i>Recruitment & Security</i> Supplier shall ensure that if third-party recruitment agencies are used they are compliant with the provisions of this Code and the law. Suppliers recruiting foreign contract workers either directly or through third party agencies shall be responsible for payment of all recruitment-related fees and expenses. When the Supplier retains direct or contracted workers to provide security to safeguard its personnel and property, the Supplier will make sure that security personnel apply the standards in this code</p>
<p><i>Employment Practices</i> The supplier shall only employ workers who are legally authorized to work in their facilities and are responsible for validating workers' eligibility to work through appropriate documentation. All work shall be voluntary, and workers shall be free to leave work or terminate their employment upon reasonable notice.</p>	<p><i>Privacy</i> The Supplier shall respect the privacy rights of its workers whenever it gathers private information or implements worker monitoring practices.</p>
<p><i>Migrant Labor</i> Supplier recognizes the unique legal, social, and cultural situations that migrant workers face and will ensure that such workers are treated with dignity, respect, and in accordance with the same standards as apply to other workers.</p>	

3. FAIR AND EQUAL TREATMENT

Canna Companion believes all workers deserve an equal chance to succeed based on their hard work, talent, and commitment. Workers should always be treated with respect and Suppliers should work towards as inclusive an environment as possible with regards to diversity.



REQUIRED	
<p><i>Discrimination & Harassment</i> All workers are treated with respect and dignity. No worker is subject to any physical, sexual, psychological, verbal harassment, abuse or other form of intimidation. There is no discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement. Discrimination based on caste, national origin, ethnicity, religion, age, disability, gender, marital status, sexual orientation, union membership, political affiliation, health, disability or pregnancy is prevented. In particular, attention is paid to the rights of workers most vulnerable to discrimination. Supplier does not conduct medical tests on workers that can be used to discriminate (e.g. pregnancy testing). The results of any tests that are required by local legislation shall not be used in a discriminatory way.</p>	
<p><i>Grievance Mechanism</i> Supplier shall provide all workers with transparent, fair, accessible, and confidentiality procedures that result in swift, unbiased, and fair resolution of difficulties which may arise as part of their working relationship. Workers will be protected from retaliation for submitting such complaints.</p>	<p><i>Diversity and Inclusion</i> Suppliers are expected to demonstrate a diverse workforce composition actively embracing workforce age, gender, race, national or ethnic origin, religion, language, political beliefs, sexual orientation, physical ability and promoting supply chain inclusion throughout their own supply chains.</p>
<p><i>Freedom of Association</i> Suppliers uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p><i>Training</i> Supplier provides staff training on non-discrimination policies and practices, including unconscious bias training.</p>
<p><i>Community</i> Supplier will ensure due diligence is undertaken to uphold individual, community, or indigenous people's established rights to property and land.</p>	

4. BENEFITS, COMPENSATION, AND HOURS

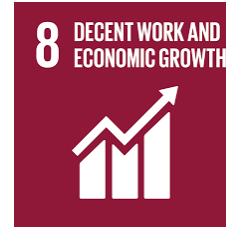
Canna Companion expects Suppliers to provide workers with fair and equal compensation for hours worked.



REQUIRED	
<p><i>Wages and Benefits</i></p> <p>Supplier pays workers on time, in accordance with legal requirements, and in all circumstances, wages must be paid on at least a monthly basis and in the name of the individual performing the work. Workers are provided with a total compensation package that includes wages, overtime pay, benefits and paid leave which meets or exceeds the legal minimum standards or appropriate prevailing industry standards, whichever is higher. In addition to their compensation for regular hours of work, workers shall be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate. Compensation terms established by legally binding collective bargaining agreements are implemented and adhered to without bias.</p>	<p><i>Employment Contract</i></p> <p>Suppliers, where reasonably possible, must provide all workers (permanent, temporary, seasonal, domestic and migrant) with a written contract in the appropriate language that includes a description of job duties, benefits, disciplinary procedures, and notice periods. Where the provision of a written contract is not reasonably possible or practical, suppliers shall provide workers with a verbal description of the terms of their employment.</p>
<p><i>Working Time & Rest Days</i></p> <p>The Supplier must ensure that its workers work in compliance with all applicable laws and mandatory industry standards pertaining to regular working hours, and overtime hours, including breaks, rest periods, holidays, and maternity and paternity leaves. In absence of law, the Supplier shall not require a regular work week over 60 hours, workers shall be allowed at least one day off after six consecutive days of work, and any overtime worked shall be voluntary and compensated at premium rate.</p>	<p><i>Wage Statement</i></p> <p>Supplier will provide workers access to an itemized wage statement for each pay period clearly indicating the components of their compensation (hours, pieces, or units produced), including exact amounts for wages, benefits, incentives, bonuses and deductions. Deductions of pay other than those legally mandated, may not be made without the express and written consent of the worker, and under no circumstances may be made as a form of discrimination or punishment.</p>
<p><i>Living Wage</i></p> <p>The Supplier shall ensure workers are provided a living wage, sufficient to meet basic needs for workers, and their entitled official dependents, and to provide some discretionary income. Living wage Calculators:</p> <ul style="list-style-type: none"> • USA • UK • Canada • Regions within the Global Living Wage framework 	

5. HEALTH AND SAFETY

Canna Companion expects the Suppliers operations, facilities, and procedures to protect and promote worker health and safety. Suppliers will also ensure that the goods and services rendered maintain agreed upon quality.



REQUIRED	
<p><i>Quality Assurance</i> Supplier must have a clearly documented and formal documented quality system in place such as ISO 9000, ISO 9001, FDA 21 CFR 111 & 21 CFR 507, and or NASC 1.6.10 cGMP Requirements to continuously improve outcomes produced for customers, including the incorporation of customer feedback (such as Net Promoter Scores - NPS). Suppliers producing ingredients, food, supplements or other ingested products will formulate their products according to the food safety regulations within the AAFCO, FDA, and or USDA organizations. Suppliers working under a current NASC Seal also qualify.</p>	<p><i>Housing Conditions</i> If Supplier provides housing it must be voluntary or complementary, and dormitory facilities shall be constructed and maintained in accordance with all applicable laws and regulations, and they shall be clearly segregated from the factory and production area. All dormitory buildings shall be clean and safe and workers shall be able to enter and leave the dormitory buildings freely at any hour. There shall be clean toilet facilities, access to potable water, and sanitary food preparation and storage facilities. All dormitory facilities shall also provide workers with reasonable personal space, adequate heat and ventilation and clean showers and bathrooms.</p>
<p><i>Hazardous Materials & Product Safety</i> The Supplier shall provide its workers with a safe and healthy working environment. At a minimum, potable drinking water, adequate lighting, temperature, ventilation, sanitation facilities, and personal protective equipment must be provided together with equipped work stations at no cost. In addition, facilities must be constructed and maintained in accordance with the standards set by applicable laws and regulations.</p>	<p><i>First Aid</i> Suppliers shall establish and maintain appropriate first aid equipment at the facility and make it available to workers at all times. The location of the equipment shall be prominently marked and communicated to workers. Supplier maintains records of health and safety training and accidents and injuries at the workplace.</p>
<p><i>Emergency Preparedness</i> The Supplier shall be prepared for emergency situations. This includes worker notification and evacuation procedures, emergency training and drills, appropriate first-aid supplies, appropriate fire detection and suppression equipment and adequate exit facilities. The Supplier shall regularly train workers on emergency planning, responsiveness as well as medical care.</p>	<p><i>Workplace Environment</i> Suppliers shall identify hazardous materials, chemicals and substances, and ensure their safe handling, movement, storage, recycling, reuse and disposal. Suppliers shall comply with material restrictions and product safety requirements set by applicable laws and regulations. Suppliers shall ensure that key workers are aware of and trained in product safety practices.</p>

6. ENVIRONMENTAL MANAGEMENT

Canna Companion requires its Suppliers to comply with all applicable legal environmental requirements and demonstrate continual improvement of its environmental performance.



REQUIRED	
<p><i>Environmental Permits & Reporting</i> The Supplier shall make sure that it obtains, keeps current, and follows the reporting guidelines of all the required environmental permits and registrations to be at any time legally compliant.</p>	<p><i>Measurement & Monitoring</i> Suppliers shall strive to continuously monitor, and disclose to Canna Companion upon request, their energy and natural resource usage, emissions, discharges, carbon footprint and disposal of wastes and take a progressive approach to minimize negative impacts on the environment.</p>
<p><i>Resource Consumption, Pollution Prevention & Waste Minimization</i> The Supplier shall optimize its consumption of natural resources, including energy and water. Suppliers shall implement and demonstrate sound measures to prevent pollution and minimize generation of solid waste, wastewater and air emissions. Prior to discharge or disposal, suppliers shall characterize and treat wastewater and solid waste appropriately and according to applicable laws and regulations.</p>	<p><i>Training</i> Training is provided to all personnel (in multiple languages if needed) on environmental policies and procedures to ensure effective implementation and compliance.</p>
<p><i>Upstream Supply Partners & Contractors</i> Code shall fully apply to all subcontractors in the supply chain of the direct supplier. Direct suppliers will monitor and hold accountable all subcontractors.</p>	<p><i>Environmental Management System (EMS)</i> Supplier has adopted or plans to adopt within 1 year of the signing of this contract a formal Environmental Management System with tracking, benchmarks, accountability, and reporting.</p>

7. COMMUNICATION AND REPORTING

Suppliers shall take appropriate steps to ensure the principles of this Code are communicated to their workers. Suppliers shall also take appropriate steps to ensure the principles of this Code are adopted and applied by their workers, suppliers, agents, and contractors.



REQUIRED	
<p><i>Origin</i></p> <p>The supplier shall be capable of disclosing all the potential sources of primary origins (country of origin) associated with goods and services. Canna Companion reserves the right to ask the supplier to create, at any point of time with appropriate notice, full supply chain mapping back to origin to facilitate assessment of upstream supply chain compliance.</p>	<p><i>Communicating & Training</i></p> <p>Suppliers must inform workers about the expectations contained in this Code. This includes prominently posting the Code in the workplace in areas and in local languages spoken by employees, supervisors and managers. Supplier will conduct group or individual meetings to review and explain the Code, distributing explanatory pamphlets to workers, or communicating through on-line channels.</p>
<p><i>Audits & Assessments</i></p> <p>Canna Companion reserves the right to audit compliance with this Code. Audits are facility inspections, on-site or virtual, that include worker interviews and a review of supplier records and business practices. Such audits are conducted by Canna Companion or its appointed partner. Audits performed as part of GMP facility accreditation, with appropriate documentation, suffice to fulfill this portion, except where the Code contains additional requirements. In such cases, suppliers agree to provide requested information. If an audit identifies a violation of this Code, suppliers shall act promptly to correct the situation to satisfaction, with a corrective action plan.</p>	

COMPLIANCE DECLARATION

We, the undersigned hereby confirm that:

We have received and taken due note of the contents of the Canna Companion Supplier of Conduct;

We are aware of all relevant laws and regulations of the countries in which our company operates;

We will report any case of violations of the Code.

We will comply with the Canna Companion Supplier Code of Conduct requirements based on a development oriented approach and without amendment or abrogation.

COMPANY NAME: _____

INDIVIDUAL NAME AND TITLE: _____

SIGNATURE: _____

DATE & PLACE: _____

This document must be signed by an authorized representative of the Supplier & returned to Canna Companion.

SUSTAINABLE SOURCING GUIDELINES

Sustainably sourcing materials is critical to the social and environmental health of the communities and ecosystems that provide products and services to supply chains. PSC has included sourcing guidelines for some of the most pressing environmental and social issues common in the pet industry, including: biodiversity & deforestation, palm oil, rubber, fish (including wild caught and aquaculture), fibers/ textiles and animal welfare. There are many additional materials that impact common supply chains in the pet industry, and PSC will continue to develop sourcing guidelines for additional areas of concern.

1. LOSS OF BIODIVERSITY, DEFORESTATION AND FOREST CONVERSION

Canna Companion is committed to taking action on eliminating deforestation and biodiversity loss in our supply chain. We will work with suppliers that share our values and our commitment to biodiversity and deforestation.

Canna Companion is committed to taking action on eliminating deforestation, forest conversion, degradation of soil health, and biodiversity loss in our supply chains. We are committed to maintaining ecosystems and biodiversity processes. Key elements of the supply chain that can have a direct, negative impact on fragile ecosystems include (but are not limited to): palm oil, rubber, soy, and grains. The latter two are common pet food ingredients where natural forests are converted into soy plantations, particularly in Latin America, and harvesting of grains in non-sustainable manners often results in soil degradation, erosion, overuse of pesticides and destruction of biodiversity.

REQUIRED – BIODIVERSITY AND DEFORESTATION
Suppliers will comply with all applicable laws, regulations and nationally-ratified international treaties, conventions and agreements.
Supplier will work to source 100% of paper, paper board for packaging, or materials containing wood from Forest Stewardship Council (FSC) certified sustainably managed forests or from recycled materials within 1 year of the signing of this document.
No materials have been sourced from primary forests or ecosystems of High Carbon Stock (HCS) or of high conservation value (HCV)

We will work with suppliers that share our values and our commitment to deforestation-free supply chain