

AB Agri Responsibility Policy

Overview: Responsibility in Everything We Do

As one of our four strategic pillars, Responsibility in Everything We Do is core to maintaining and growing our commercial proposition. Our reputation as a responsible agri-food business underpins our trusted relationship with some of the world's leading food producers as well as our influence in the industry, giving AB Agri businesses impact with national and international industry trade bodies and credibility with other stakeholders such as shareholders and regulatory bodies. It also provides a foundation for the trust and organisational Values we each share as AB Agri employees.

Our definition of responsibility is intentionally broad and touches everything and everybody in the organisation. AB Agri is accountable to itself, its stakeholders, and the public. Our focus is to positively enhance the strategic resilience of our industry and market we serve, by creating an organisation set up to evolve and lead where 'doing the right thing' is embedded.

AB Agri exists to support the production of responsible, affordable nutrition for people and animals. We need to ensure we are responsible when it comes to delivering economic, social and environmental benefits externally across our value chain, and internally to our people and our organisation. The effective delivery of our Responsibility Policy is critical for the continued success of our AB Agri in terms of our people, our customers, our industry and other stakeholders including shareholders, NGOs and enforcement agencies.

Scope;

'Being responsible' is defined as 'doing the right thing' in every decision we make and every action we take; and being able to demonstrate why it's the right thing. Responsibility must be owned throughout the group by all and demonstrated by all. Our businesses and functions must operate in a responsible manner in everything we do. This includes, but is not limited to all processes, products and services, and each individual interaction with our suppliers, customers and colleagues. Our business strategies are an important enabler of responsibility within and should each evidence responsibility in their content and execution. Being responsible is applicable to all aspects of our upstream and downstream value chain, our locations and our people.

Principles of Approach;

The AB Agri leadership team and business leaders believe that responsibility must be embedded in our business, with all our employees understanding the importance of responsible actions to ensure we do the right thing both now and for the long term. It must be part of our business governance and business strategy. This policy includes all aspects of Responsibility, and acknowledges that the importance of Responsibility factors will differ with business entity, time and external factors. A critical requirement of this Policy is that our businesses are actively reviewing and responding to their relevant Responsibility needs.

Our decisions, statements and claims will be based on facts and we will be transparent in relation to data sources and methodology.

Responsibility must be evidenced and recorded in all our significant business decisions as required by our procedures.

Risks related to Responsibility and our AB Agri Care Factors will be included in the AB Agri Risk Register

The AB Agri governance framework for Responsibility will have appropriate cross-business steering groups.

All employee action;

Every employee must comply with all policies, procedures and reporting requirements

All decisions must be taken with consideration of this AB Agri policy, the AB Agri Care Factors and any other relevant Policy.

Our AB Agri Care Factors are:

- Societal impact: Nutritious, affordable food; Lives & livelihoods in our sites and the value chain
- Environment: Greenhouse gas emissions; Resource use (circularity); Land use; Water use; Biodiversity; Plastic; Pollution.
Animal Health & Welfare

AB Agri Policies exist under these headings;

Policy hierarchy

Policy area	Societal impact	Animal health and welfare	Environment
Relevant policies	<ul style="list-style-type: none">• Modern Slavery policy• Ethical Compliance Policy• All AB Agri and ABF people policies• Responsible Sourcing policy	<ul style="list-style-type: none">• Animal health and welfare policy• Feed safety policy	<ul style="list-style-type: none">• Environmental management policy• Responsible sourcing policy• Packaging policy

Responsibility in our products and services

AB Agri products and services contribute to support better animal health for all species relevant for our products. Our agri-food offering supports the production of affordable nutritious food, helping to feed more people using fewer resources. This is core to what we stand for and our commercial proposition as a business.

In all AB Agri products and services therefore, we aim to achieve a net benefit against our responsibility care factors – ensuring continued progress towards responsible, affordable nutrition. Correspondingly, when making claims about our products and services, we do so based on evidence, with clarity and consistency in the data sources and methodology used.

Signed;

J Nobre (CEO)

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Jose Nobre

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