



**PETIQ, INC.**  
**HUMAN RIGHTS POLICY**  
Effective Date: April 17, 2023

**Purpose of Policy**

At PetIQ, we take pride in providing the best for pets and their families. Our products and services are grounded in providing the best quality products and veterinary medicine to maximize safety and efficacy, and aim to provide innovative solutions that advance the industry. In our pursuit of excellence in our industry and for our customers, PetIQ recognizes that it has a great responsibility to ensure our operations promote a sustainable and just future for all, and we're committed to making that vision a reality as part of our pursuit of overall excellence. Respect for all human rights across our operations, products services and relationships is fundamental to the success of that goal. PetIQ commits to respecting all human rights - civil, cultural, economic, political, and social.

PetIQ looks to international standards for applicable guidance on our strategy and reporting, such as the Universal Declaration of Human Rights, and the following international human rights standards:

- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- Convention on the Elimination of All Forms of Discrimination against Women
- Convention on the Rights of the Child
- United Nations Declaration on Human Rights Defenders

PetIQ reserves the right to amend this policy at any time.

**Community and Stakeholder Engagement**

We at PetIQ recognize that we are part of the communities in which we operate. Our aim is to ensure through dialogue that we are listening to, learning from, and considering a variety of diverse views as we conduct our business. We believe that local issues are most appropriately addressed at the local level. Where appropriate, we engage with a range of stakeholders on human rights issues related to our business. This includes issues internal to PetIQ and across our vendor and supplier relationships.

**Scope of Policy**

Our goal is to protect and respect the human rights of all people across our operations and share related best practices with our ecosystem of customers, suppliers, partners, and employees. We

commit to proactively avoiding human rights abuses and complicity in abuses by other participants in our ecosystem outlined in our approach below:

### **Diversity and Inclusion**

We value and advance the diversity, inclusion, and equality of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The bases for recruitment, hiring, placement, development, training, compensation, and advancement at the Company are qualifications, performance, skills, and experience.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

### **Safe and Healthy Workplace**

PetIQ aims to provide and maintain a healthy and safe working environment by eliminating hazards, reducing health and safety issues and raising awareness on health and safety risks related to our business activities. We abide by safety and health laws and regulations and work in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

Our comprehensive health and safety program goes beyond the workplace as we partner with employees to achieve both their physical and mental wellbeing. We endeavor to educate on health topics, create awareness, encourage, and facilitate health screening and offer a wealth of resources including support hotlines.

### **Workplace Security**

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

### **Forced Labor and Human Trafficking**

We prohibit the use of all forms of forced labor, including indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

Human Rights and fundamental freedoms of all individuals must be advanced, nonetheless, we strive to raise awareness and promote the enjoyment of human rights of minorities, women and vulnerable groups and individuals whose particular circumstances subject them to exploitation or the abuse of their rights.

## **Child Labor**

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required or where such employment is otherwise prohibited by law.

## **Work Hours, Wages and Benefits**

We work to ensure full compliance with applicable wage, work hours, overtime, and benefits laws. We compensate employees competitively relative to the industry and local labor market.

## **Guidance and Reporting for Employees**

We strive to create workplaces in which open and honest communications among all employees are valued and respected. PetIQ is committed to compliance with applicable labor and employment laws wherever we operate.

Any employee who believes a conflict arises between the language of the policy and the laws, customs and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with local management or Human Resources. PetIQ will investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

The Human Rights Policy is aligned with the Company's Code of Business Ethics & Conduct, which is publicly available on our website.

## **Public Reporting**

This Human Rights Policy and our human-rights commitments are updated on our website from time to time.

## **Going Above and Beyond Respecting Human Rights: Increasing Awareness Across our Industry**

PetIQ is committed to raising the standard of our ecosystem to increase awareness of human rights issues and how to mitigate them through training and thought leadership.

This policy marks an important step toward addressing human rights issues. PetIQ intends to collaborate within our broader ecosystem to better understand the emerging human rights issues at issue in our industry. Through these partnerships, we hope to increase awareness of human rights issues for our employees, suppliers, and customers.