

# FRESHPET HUMAN RIGHTS POLICY

Freshpet is committed to leading the industry in the ethical treatment of people, animals, and natural resources as part of our mission to nourish Pets, People, and Planet. Freshpet celebrates the human-animal bond. Our relationships with pets inspire the way we work together, how we built our company and how we want to grow.

We believe it is our responsibility to protect and improve human rights in all aspects of our business. Some general guidelines inspired by learning and insights from dog and cat behavior and what the pet-parent bond teaches us:

- Welcome everyone to the pack with a wagging tail and a smile (or a purrr)
- Work together as a pack to achieve our goals and make sure everyone wins
- Conduct all personal and business interactions with compassion and enthusiasm
- Sniff out opportunities and use our instincts to increase the economic and social health of the pack and our communities
- Encourage pack members to speak up to make the pack better
- Supply our pack with good healthy food, clean water and a safe environment
- Work hard but ensure there is the right amount of time to rest and play
- Provide equal opportunity to all members of the pack

Freshpet's human rights policy is based on the United Nations Universal Declaration of Human Rights.

## Employees

One of Freshpet's most valuable assets is the team of passionate employees dedicated to making the best pet food in the world. We believe that maintaining a happy, healthy, diverse and inclusive workforce is the lifeblood of our business and critical to remaining an innovation and growth leader. In support of this commitment, Freshpet:

- Prohibits discrimination on the basis of age, color, disability, ethnicity, family or marital status, sex, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics protected under federal, state, or local law.
- Prohibits harassment of any kind and maintains a helpline for anonymous reporting
- Prohibits the use of child labor at any of our facilities or by any of our suppliers
- Prohibits the use of forced labor or human trafficking at any of our facilities or by any of our suppliers
- Pays living wages\* and top tier benefits to help ensure healthy futures for our employees and their families
- Supports woman's rights including equal treatment and opportunity as well as non-discrimination for pregnant women and generous family leave benefits
- Ensures all employees have a right to rest, leisure and reasonable limitation of working hours
- Ensures all employee's right to occupational health, safety, and access to clean water
- Acknowledges the right of employees to bargain collectively and to have the freedom of association.
- Ensures a safe working environment for employees and enforces compliance to safety standards through mandatory orientation, training and reporting.

\* Freshpet is committed to matching or exceeding the living wage rates for single employees and employees with one dependent across all positions. Freshpet uses the information found at <https://livingwage.mit.edu/> to benchmark wages vs a living wage.



Freshpet has made me feel like part of the family since day one! They invested in a year of training in Pennsylvania so I would be ready to hit the ground running in the new Kitchens in Ennis. I am proud to be helping make the best pet food in the world and happy for all that it has done for me and my family.

**Abigal, Production Operator**



# FRESHPET HUMAN RIGHTS POLICY (CONTINUED)

## Suppliers

We hold ourselves and our suppliers to the high standards shown in our Supplier Code of Conduct. New suppliers are selected based on multiple criteria including their ability to adhere to our standards for Human Rights, Diversity and Inclusion, and Environmental Sustainability.

Among other policies, Freshpet is working with suppliers to ensure that they:

- Prohibit the use of child labor across all of their facilities
- Prohibit the use of forced labor or human trafficking across all of their facilities
- Have anti-corruption policies and programs
- Comply with, and work to exceed, all applicable labor and environmental laws
- Support the humane treatment of animals in society

## Environmental Stewardship

Climate change is one of the most significant threats facing the communities and businesses throughout our supply chain. Since our founding, Freshpet has considered environmental sustainability a core company value and our commitment to minimizing our environmental impact can be found in our annual Sustainability Report.

## Access to water

Access to clean water is a fundamental human right and core to Freshpet's environmental sustainability mission. All facilities have been designed to incorporate water, sanitation, and hygiene protocols that meet or exceed local and federal regulations. We voluntarily report our water usage to CDP and strive to minimize the use of water in our manufacturing process.



Working for Freshpet gives me the opportunity to collaborate with the most capable and passionate people in the industry. I have the chance to positively impact the health of millions of pets in a way that is environmentally conscious and empowering to our employees.

**T.K., Production Manager**



# FRESHPET HUMAN RIGHTS POLICY (CONTINUED)



## Healthy Communities

Freshpet is committed to using our relationships and purchasing power to help build communities that thrive. In addition to paying living wages and offering top tier benefits, we have donated millions of meals to pets in need. Supporting important charities such as St Hubert's Animal Welfare Center, the Pennsylvania SPCA, and 4 Paws for Ability allows us to give back to our communities and strengthen the human animal bond. and is reported to the Audit Committee quarterly.

## Governance

Freshpet's President and Founder is responsible for approving the company's strategies and goals related to Sustainability. The Human Rights policy was developed with input from leadership including our CEO and SVP of Human Resources. Freshpet's Board has direct oversight of material ESG risks, integrated within the Company's enterprise risk management framework. Sustainability matters including Human Rights are reviewed by Freshpet board members on the Nominating, Governance, and Sustainability Committee at each board meeting.

## Ethics Helpline/Whistleblower info

To ensure our business is conducted responsibly with honesty, integrity, and in compliance with applicable laws, we established our Code of Ethics that applies to every director, officer and employee. All Freshpet employees are required to certify that they comply with the Code of Ethics and its related policies and programs. Non-exempt employees are required to sign upon hiring, and exempt employees recertify annually.

Freshpet has zero-tolerance for bribery, corruption, harassment, discrimination, and other ethics violations. The Board established a robust Whistleblower Policy and Freshpet has engaged Lighthouse Services to provide an anonymous ethics and compliance hotline for all Team Members of Freshpet. Team Members are encouraged to use the hotline service in cases where their anonymity is desired. Anonymous complaints made to the whistleblower hotline are reported to our CEO immediately and reviewed with the Audit Committee quarterly. [www.lighthouse-services.com/freshpet](http://www.lighthouse-services.com/freshpet)

