



SUBJECT:	Genus Animal Welfare Code of Conduct	Section	1.0
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OBJECTIVE: To ensure the proper care and treatment of animals under the care of Genus employees.

SCOPE: All individuals working at all levels and grades with responsibility for the handling and care of Genus animals, including senior managers, employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, seconded staff, casual workers and agency staff, volunteers, interns, agents or any other person associated with us, or any of our subsidiaries or their employees, wherever located (collectively referred to as **workers** in the policy).

DATE: Last updated February 2012. Review date December 2012.

1. POLICY STATEMENT

1.1 Sound animal husbandry is the foundation of animal welfare. As such, workers shall be trained as appropriate to properly handle and care for all stages of production for which they are responsible*. There is no tolerance for mistreatment of animals under the care of Genus workers.

1.2 The animals under our care are reliant on us. As such, it is our responsibility to provide:

a. Diets formulated to meet the needs of the particular class of animal.

b. Facilities designed, managed, and maintained to:

- i. provide shelter from extreme weather conditions;
- ii. provide fresh, quality air, feed and water;
- iii. prevent injury;



- iv. provide adequate space;
 - v. allow and encourage observation of the individual animal;
 - vi. provide for care of animals which are ill or injured; and
 - vii. prevent illness, and utilise biosecurity to prevent disease entry.
- c. Daily observation to assure:
- i. access to feed;
 - ii. access to fresh, quality water; and
 - iii. detection of animals which are ill or injured.
- d. Health programs designed to prevent disease entry and minimise illness, injury, or suffering.
- e. Prompt treatment of illness or injury. In extreme cases, humane euthanasia may be the most appropriate treatment.
- f. Safety in transportation. Transportation will occur to minimise stress through appropriate stocking density, climate management, and proper handling**.
- g. Strategies to address foreseeable emergencies (examples include but may not be limited to electrical failures, storms, fires).

1.3 US, Canada & Mexico Only:

- a. All PIC farm staff are required to be PQAplus™ certified.
- b. All PIC drivers are required to be TQA™ certified.

2. WHO IS RESPONSIBLE FOR THIS POLICY?



- 2.1 The board of directors of Genus plc has ultimate responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- 2.2 Production Managers are responsible for ensuring those workers reporting to them are made aware of and understand this policy and are given adequate and regular training on it as appropriate.

3. MONITORING AND REVIEW

- 3.1 Senior Production Management and HR will monitor the effectiveness and review the implementation of this policy, regularly considering its suitability, adequacy and effectiveness. Any improvements identified will be made.
- 3.2 All workers are responsible for the success of this policy and should ensure they use it to disclose any suspected breach of this policy or wrongdoing.
- 3.3 Workers are invited to comment on the policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the Group Head of Human Resources.
- 3.4 This policy does not form part of any employee's contract of employment and it may be amended at any time.



SUBJECT:	Genus Animal Welfare Code of Conduct (non-Genus owned/customer facilities)	Section	1.1
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OBJECTIVE: To ensure the proper care and treatment of animals under the care of workers (as defined below) working on behalf of the Company at non-Genus owned/customer facilities.

SCOPE: All individuals working at all levels and grades with responsibility for the handling and care of Genus animals, including senior managers, employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, seconded staff, casual workers and agency staff, volunteers, interns, agents or any other person associated with us, or any of our subsidiaries or their employees, wherever located including at non-Genus owned/customer facilities (collectively referred to as **workers** in the policy).

DATE: Last updated December 2011. Review date December 2012.

1. POLICY STATEMENT

- 1.1 Workers working on behalf of the Company in non-owned/customer facilities are expected to be familiar with, and abide by, the Genus Animal Welfare Code of Conduct and the Genus Animal Welfare Concern Reporting Policy.
- 1.2 The Genus Animal Welfare Code of Conduct remains in effect and Wrongful Conduct (including failure to act), as defined in the Genus Animal Welfare Concern Reporting Policy, is likewise applicable.
- 1.3 Employees who are aware of Wrongful Conduct at facilities other than Genus owned facilities should attempt to remedy the situation by taking reasonable action to resolve the immediate concern as well as reporting the Wrongful Conduct to personnel responsible for the location.



- 1.4 If the matter is not resolved to coincide with the Genus Animal Welfare Code of Conduct, the worker must report the Wrongful Conduct in person or writing to:
- b. the supervisor of the personnel responsible for the location; or
 - c. the supervisor of the worker; or
 - d. the Director of Human Resources for the Company as per the Animal Welfare Concern Reporting Policy; or
 - e. the Group Company Secretary and General Counsel; or
 - c. the Genus Company hotline as per the Genus Animal Welfare Concern Reporting Policy (VII-11.0).
- 1.5 If workers working on behalf of the Company at facilities other than Genus owned facilities are directed by the owners/operators of those facilities or the agents of those owners/operators to facilitate or perform welfare training or activities, Genus supports the workers' activities insofar as they are consistent with the Genus Animal Welfare Code and the welfare code of the owner/operator.

2. WHO IS RESPONSIBLE FOR THIS POLICY?

- 2.1 The board of directors of Genus plc has ultimate responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- 2.2 Production Managers are responsible for ensuring those workers reporting to them are made aware of and understand this policy and are given adequate and regular training on it as appropriate.



3. MONITORING AND REVIEW

- 3.5 Senior Production Management and HR will monitor the effectiveness and review the implementation of this policy, regularly considering its suitability, adequacy and effectiveness. Any improvements identified will be made.
- 3.6 All workers are responsible for the success of this policy and should ensure they use it to disclose any suspected breach of this policy or wrongdoing.
- 3.7 Workers are invited to comment on the policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the Group Head of Human Resources.
- 3.8 This policy does not form part of any Genus employee's contract of employment and it may be amended at any time.



SUBJECT:	Genus Animal Welfare Concern Reporting Policy	Section	1.2
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OBJECTIVE: To require all workers (as defined below), acting in good faith, to report conduct that is inconsistent with the Genus Animal Welfare Code of Conduct.

SCOPE: All individuals working at all levels and grades with responsibility for the handling and care of Genus animals, including senior managers, employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, seconded staff, casual workers and agency staff, volunteers, interns, agents or any other person associated with us, or any of our subsidiaries or their employees, wherever located including at non-Genus owned/customer facilities (collectively referred to as **workers** in the policy).

DATE: Last updated August 2012. Review date December 2012.

1. POLICY STATEMENT

1.1 The Company is committed to protecting workers from interference with making, in good faith, a Protected Disclosure (as defined below) and from Retaliation (as defined below) for having made a Protected Disclosure. Company officials and workers may not retaliate against an individual who has made a Protected Disclosure or who has refused to obey an order inconsistent with the Genus Animal Welfare Code of Conduct. Workers may not directly or indirectly use or attempt to use official authority or influence of their positions or offices for the purpose of interfering with the right of an individual to make a Protected Disclosure to supervisors and/or Company officials in accordance with this policy. It is the intention of the Company to protect the reporting worker and to take the appropriate action to prevent and correct activities that violate this reporting policy and the Genus Welfare Code of Conduct.



- 1.2 This policy is intended to:
- a. encourage workers to disclose Wrongful Conduct (as defined below) engaged in by others to the appropriate Company official (in accordance with this policy) so that prompt, corrective action can be taken by the Company;
 - b. inform workers how allegations of Wrongful Conduct can be disclosed;
 - c. protect workers from Retaliation as a result of having disclosed wrongful conduct (individuals who self report their own misconduct are not afforded protection by this policy); and
 - d. provide workers who believe they have been subject to reprisal or false allegations, a fair process to seek relief from these acts.
- 1.3 Any communication that proves to have been both unsubstantiated and made with malice or with knowledge of its falsity is not protected by this policy. This policy is also intended to protect workers against false allegations of Wrongful Conduct.
- 1.4 Nothing in this policy is intended to interfere with legitimate employment decisions.

2. DEFINITIONS

- 2.1 **Wrongful Conduct** – Wrongful Conduct is a violation of the Genus Animal Welfare Code of Conduct and includes any abuse, neglect or harm demonstrated toward livestock which are owned or managed by the Company. Failure to report wrongful conduct is in itself considered to be misconduct since tolerating abuse, harm or neglect toward animals is contrary to Company policy.
- 2.2 **Protected Disclosure** – Communication to a supervisor, designated Company official (as per the below), or the Company Welfare Hotline regarding actual Wrongful Conduct engaged in by a Company employee or



contractor in good faith and reasonable belief that the conduct has both occurred and is wrongful under the Genus Animal Welfare Code of Conduct.

2.3 **Retaliation** – Adverse action against an individual because she or he has made a Protected Disclosure or has participated in an investigation or proceeding involving a Protected Disclosure.

3. REPORTING

3.1 Workers who are aware of Wrongful Conduct should report the conduct either verbally or in writing to:

- a. the disclosing individual’s supervisor; or
- b. the Director of Human Resources for the Company; or
- c. the divisional HR representative at the following addresses:

Global Contact				
Genus, ABS, PIC	Sandi Baylor-Schmidt	+1 608 444 4833	1525 River Rd. Deforest, WI 53532	Sandi.Baylor-Schmidt@genusplc.com
Americas				
ABS	Shane McCarrey	+1 800 227 7883 x 1485	1525 River Rd. Deforest, WI 53532	shane.mccarrey@genusplc.com
PIC	Tony Thomas	+1 800 325 3398 x 2736	100 Bluegrass Commons Blvd. Suite 2200 Hendersonville, TN 37037	tony.thomas@genusplc.com
Latin America				
Genus, ABS, PIC	Fabiola Meza	+ 56 988 395 551	Av del Parque 4161, of 601 Huechuraba Santiago, Chile	fabiola.meza@genusplc.com
Asia Pacific				
Genus, ABS, PIC	Jennifer Preston	+86 156 016 626 45	1101-3 Ramada Plaza, 509 Caobao Road Xuhui District, Shanghai 200233 P.R. China	jennifer.preston@genusplc.com
UK & EU				
Genus, ABS, PIC	Sheila Durkan	+ 44 777 222 7690	Alpha Building, London Road, Nantwich, Cheshire CW5 7JW	sheila.durkan@genusplc.com

;OR



- d. the Group Company Secretary and General Counsel; or
- e. the Company Welfare Hotline; **ABS: +1-608-846-6301 | PIC: +1-615-265-2811**. Employees that would like to remain anonymous can leave concerns on this voice mail.

4. POLICY GUIDELINES

- 4.1 Acting in good faith - Anyone making a Protected Disclosure or filing a complaint concerning a violation or suspected violation of this policy must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Genus Animal Welfare Code of Conduct.
- 4.2 False allegation - Any worker who knowingly or with reckless disregard for the truth gives false information or knowingly makes a false report of Wrongful Conduct or a subsequent false report of retaliation will be subject to disciplinary action, up to and including termination. Allegations that are not substantiated yet are made in good faith, are not subject to corrective action.
- 4.3 Retaliation - No individual who makes a Protected Disclosure will suffer harassment, retaliation, or adverse employment consequences. Any person who retaliates against any worker who makes a Protected Disclosure is subject to discipline up to and including termination. This policy is intended to encourage and enable workers and others to raise serious concerns within the Company prior to seeking resolution outside the Company.
- 4.4 Confidentiality - Protected Disclosures may be made on a confidential basis by the complainant or may be submitted anonymously through the Company's reporting hot line. Protected Disclosures and investigatory records will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.
- 4.5 Handling Protected Disclosures - The party receiving the Protected Disclosure will notify the disclosing worker (if her or his identity is known) and acknowledge receipt of the reported violation. All reports will be



promptly investigated appropriate corrective action will be taken if warranted by the investigation.

5. INDIVIDUAL WORKER RESPONSIBILITIES

- 5.1 Be knowledgeable about this policy.
- 5.2 Report violations or suspected violations of the policy to the worker's direct supervisor or to the appropriate office as noted above.

6. UNIT RESPONSIBILITIES

- 6.1 Familiarise workers with this policy and incorporate into your orientation materials.
- 6.2 Maintain findings of Wrongful Conduct or false allegations in the worker's personnel file.
- 6.3 Report any Wrongful Conduct, Protected Disclosures and false allegations to the Director of Human Resources.
- 6.4 Schedule training for leaders, supervisors and managers. Provide training or information on an ongoing basis for workers.

7. OFFICE OF HUMAN RESOURCES RESPONSIBILITIES

- 7.1 Accept and investigate Protected Disclosures regarding Wrongful Conduct.
- 7.2 Accept and investigate complaints of Retaliation for making Protected Disclosures.
- 7.3 Report any Wrongful Conduct, Protected Disclosures and false allegations to the Group Company Secretary & General Counsel.
- 7.4 Provide training for managers and units about this policy.
- 7.5 Provide information about this policy during New Employee Orientation and Human Resource Professional training.



8. WHISTLEBLOWING POLICY

8.1 Protected Disclosures can also be made under the Company's Whistleblowing Policy if the criteria of the Whistleblowing Policy is satisfied.

9. MONITORING AND REVIEW

9.1 Senior Production Management and HR will monitor the effectiveness and review the implementation of this policy, regularly considering its suitability, adequacy and effectiveness. Any improvements identified will be made.

9.2 All workers are responsible for the success of this policy and should ensure they use it to disclose any suspected breach of this policy or wrongdoing.

9.3 Workers are invited to comment on the policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the Group Head of Human Resources.

9.4 This policy does not form part of any Genus employee's contract of employment and it may be amended at any time.