

# Global Handbook

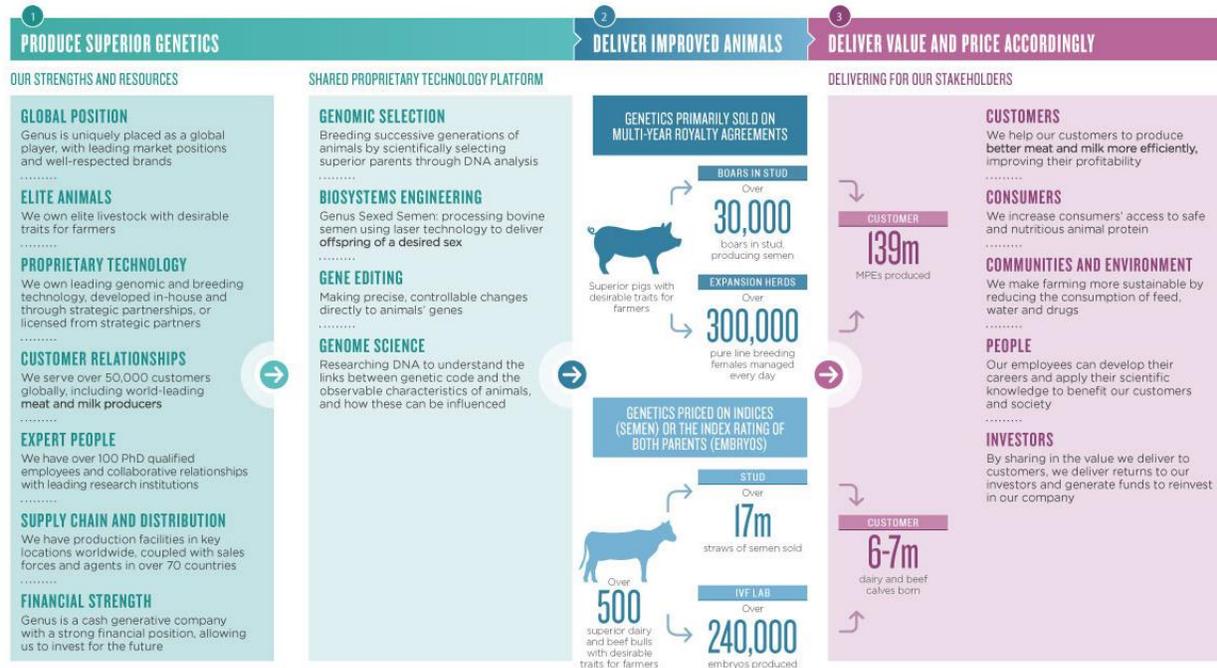
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## Welcome to Genus

It is a pleasure to have you join us as member of the large team of people who make up our Company. We have asked you to join us as we believe that you can make a valuable contribution to our continuing success.

Our corporate vision is ‘Pioneering animal genetic improvement to help nourish the world’. We drive and deliver genetic improvement in the following ways:



We are the only animal genetics company with a truly worldwide reach and we have a distinctly global mindset. We encourage – and need – collaboration between colleagues in different businesses, countries and roles, every day. When you join Genus, you become part of this global team and play your part in pursuing our vision and shared strategy.

Underpinning our work is our set of core values, which we developed with input from colleagues across the Company. Our values form our moral compass: they guide the way each of us works and behaves, every day.

Those values shape an organization full of commitment, energy and passion for our work. We are a company that prizes high-performance and strives for excellence in everything we do. As individuals and as teams, we are always seeking to enhance our contribution to colleagues, customers and the communities we work in. But whilst we are focused, we are also supportive: we will give you every opportunity to achieve, grow and fulfil your potential.

Genus is a place where you can be yourself and be part of a growing global team. We have a culture of respect, openness and fairness for all. Whatever your background, your role or your area of work, you will have the chance to thrive in an environment that inspires, challenges and supports you to succeed.

We hope that your experience with us will be enjoyable, interesting, exciting, challenging and satisfying!

## An Introduction to our Background and History

### What we do

Genus is a world-leading animal genetics company dedicated to improving the genetics of animals to help nourish a growing world. Headquartered in the UK, we're a company with purpose and recognize that our nearly 3,000 employees in more than 30 countries are the core of everything we do and accomplish. Our dedicated professionals range from geneticists to livestock technicians, veterinarians to accountants and sales and account managers, to marketing professionals...and more. We are growing company, listed on the London Stock Exchange with revenues of over £470m and a market capitalization of £1.5 bn and looking forward to a bright and prosperous future.

We own and operate two core, world-leading business units:

- **Genus PIC** provides continuous genetic improvement in pig breeding stock and technical support to help pork producers realize their goals.
- **Genus ABS** provides bovine genetics, reproduction services, technologies and udder care products. ABS Dairy helps dairy farmers enhance profitability by harnessing genetic progress. ABS Beef develops products and services dedicated to serving beef producers.

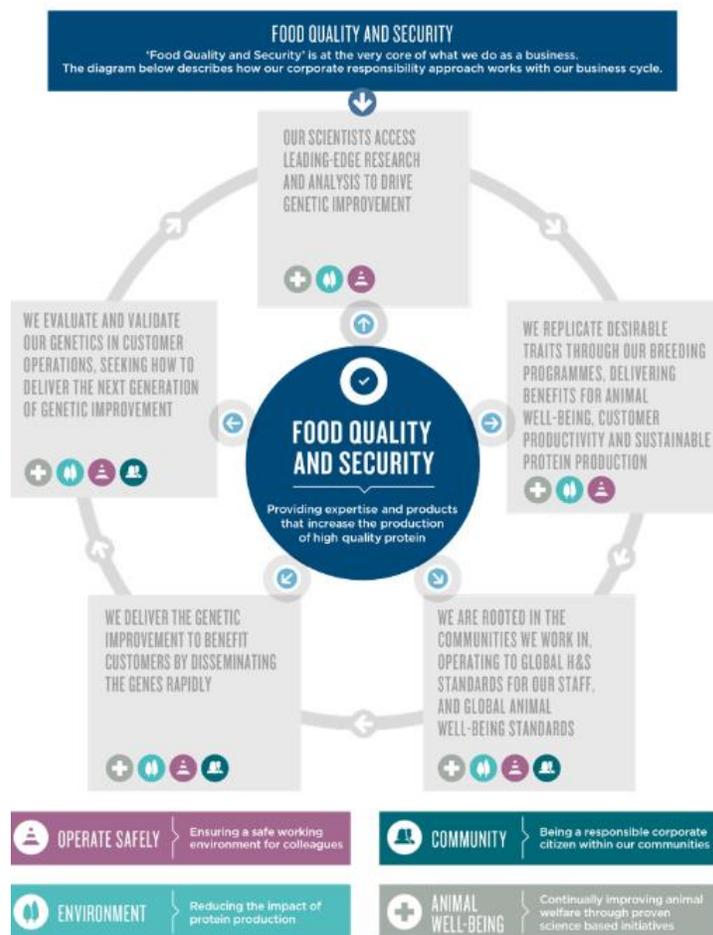
Both business units harness the pioneering science of our world-class Research and Development (R&D) team, which uses leading-edge research techniques and technology to drive genetic improvement and deliver innovation (e.g. our IntelliGen Technologies unit, focusing on pioneering and proprietary technology for sexing bovine genetics). We support this work with a programme to protect the innovations and intellectual property we develop.

## Genus Vision

### Pioneering animal genetic improvement to help nourish the world

Both our business and our commitment to corporate responsibility, ultimately aim to enhance food quality and safety around the world. Faced with a growing global population, but with fewer natural resources to call on, farmers need to produce more with less. Our work on animal genetic improvement helps them achieve this and, by doing so, increases the supply of safe, high-quality and affordable animal protein.

We have developed a clear and comprehensive framework to translate our commitment to responsible business into practical activities that guide the way we work across our global company.





## Genus Core Values

These are the beliefs and principles that will guide and focus the way we work.

### Customer-centric

We are one team, dedicated to helping customers thrive. We anticipate their needs and help them seize opportunities, acting as partners to improve quality, efficiency and output. If we are not adding value to our customers, we stop and think again.

### Results-driven

We are pro-active, determined to be the best we can and exceed expectations. We re-define standards for ourselves, our customers and our industry. Every one of us takes pride in delivering the highest level of performance. If something can be improved, we find a simpler, better way to do it.

### Pioneering

We are an innovative, forward-thinking Company. We have the courage and confidence to explore new ideas and the energy and enthusiasm to deliver them. We are creative, tenacious and resourceful in every area of our work.

### People-focused

We are a business rooted in science but built around our people. We inspire, challenge and support everyone to perform, develop and grow. We treat others with respect and we invite views and feedback to help us improve.

### Responsible

We are ethical to our core. We feel a deep sense of responsibility to colleagues, our customers, communities and shareholders. We are honest, reliable and trustworthy. We mean what we say, and we do what we say.

## Our Values



## Animal Well-Being

Welcome to our principles on animal welfare and well-being.

This is one of the most important core principles for Genus as someone who works for, or with, our company. It explains why caring for animals is so important to us and outlines the commitments that guide the way we work with animals in all our operations and on customer sites around the world.

Genus has a zero-tolerance approach to any mistreatment of animals. It is essential that you understand the 6 principles in this document and the policies that support them. You will receive tailored information and training on the specific needs of animals with which you will be working as part of your onboarding and annual training, but the principles outlined here are the foundation of animal care.

### **1. A safe place for animals to live and thrive**

We establish an environment that gives animals appropriate shelter, allows sufficient space, helps to prevent injury or illness and provides access to clean air. We operate in different countries with contrasting climates, and we look after different species with varying needs, so there is no single way of achieving this. Therefore, we use our years of experience, harness industry-leading practices and work with local experts to help us design and deliver appropriate facilities in each case.

### **2. Nutrition to meet the animal's needs**

We give animals access to clean, fresh water and feed them balanced diets, designed to meet their needs. These diets are designed by experts in animal nutrition.

### **3. Safe and low-stress transportation**

During transportation, we seek to minimize stress to the animals. We choose the appropriate mode of transport for the climatic conditions, give animals sufficient space and handle them with due care and attention at all times.

### **4. Prompt identification and treatment of sick animals**

We conduct daily observations, so we can quickly identify any ill or injured animals and ensure they receive the veterinary care and treatment needed.

### **5. Proper use of vaccines/medications and maintenance of accurate and complete records**

We do not use any unnecessary antibiotics or pharmaceuticals during our medical care for animals. Treatment is only carried out by appropriately-trained individuals and we keep complete records of all medication given.

### **6. Proper procedures for euthanasia and removal of animals**

Euthanasia, when required, is carried out by appropriately-trained individuals. Deceased animals are treated and disposed of with due care and respect.

## Corporate Social Responsibility

Genus strives to be socially accountable – to itself, its stakeholders and the public. By practicing corporate citizenship, we are conscious of the impact we have on all aspects of society including economic, social and environmental. Our Genus Corporate Social Responsibility (CSR) efforts focus around recruiting into local farms and encouraging support for local charitable causes that link to our corporate mission and values.

## Anti-Corruption and Bribery

It is our policy to conduct all our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and to implementing and enforcing effective systems to counter bribery. As Genus plc is a Company listed on the London Stock Exchange we remain bound by the laws of the UK, including the Bribery Act 2010, in respect of our conduct both at home and abroad.

## Health and Safety

Health and safety is a priority for Genus. We recognize that occupational health and safety is an integral part of our business operations and are committed to reducing risk and securing a safe and healthy working environment for our employees and third parties who work along-side us. We are committed to the prevention of injury, ill health and continual improvement in our occupational health and safety management systems.

We will endeavor to ensure that the risks arising out of our activities are identified and that the necessary controls are provided for, along with the necessary training, instruction and supervision needed to facilitate them. We expect the full participation of all the company employees and management in ensuring that the health and safety implications of the work for which they are responsible, at all levels are considered thoroughly and resourced appropriately.

## Human Rights

Economic well-being and respect for human rights are part of the foundation of a healthier relationship between people and food. Genus is committed to respecting the human rights of workers throughout our value chain and the local communities in which we operate.

Our aim is to ensure that all rights holders that might be affected by Genus directly or indirectly through our value chain can enjoy the human rights described in the International Bill of Human Rights and ILO Declaration on Fundamental Principles and Rights at work. This can be a challenge for a company with a global footprint, making products directly and indirectly through franchise, joint ventures, and utilizing thousands of farms or suppliers for products. Nevertheless, we recognize that we can contribute to positive human rights impacts and the responsibility to prevent, mitigate and address adverse impacts in our direct operations and use our leverage to encourage our business partners to respect human rights in the broader value chain.

## Co-Worker Relations Philosophy

We believe that Genus co-workers are the most important element in the complex formula that makes us a successful company. We believe each of us is a mature and responsible person who deserves the full respect and trust of the company and his/her fellow co-workers.

At Genus, we work together:

- To provide a safe working environment
- To treat everyone with dignity and encourage honest, professional communication
- To promise continuous improvement of knowledge and skills and employ people who embrace change and demonstrate leadership and creativity
- To encourage participation, cooperation, and teamwork

We want to provide all co-workers with a safe, violence-free workplace. As part of our commitment to this policy, Genus prohibits all forms of workplace violence and prohibits all conduct that could lead to workplace violence. This applies to violence by any individual, including co-workers, customers, vendors, and visitors.

Genus has a zero-tolerance policy toward any type of harassment or discrimination based on race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability or veteran status, or any other protected category under applicable law. This includes harassment by other employees and third persons encountered at work, including customers, visitors or vendors of Genus.

Genus is committed to equal opportunities for all staff, irrespective of race, color, creed, ethnic or national origin, religion or similar philosophical belief, political affiliation, gender or gender re-assignment, sexual orientation, marital or civil partnership status, pregnancy/maternity status, disability, age, or on the basis of being an ex-offender with a spent sentence (“protected characteristics”).

## Learning, Development and Engagement

In a global company, there will always be differences between what's on offer between countries and businesses. But at Genus we make some core commitments to every employee. Whatever your role, and wherever you work, you can count on these elements throughout your time with us.

- Career development – you can build the career you want to at Genus. We will work with you to understand your aspirations and then help you build the path you need to make the progress you want.
- Learning and development – we will discuss and draw up a personal learning and development plan for you. From bespoke courses to on-the-job mentoring and coaching, and help with professional studies, we will work together to identify and harness the support you need to help you thrive.
- Talent management – our talent management programs nurtures employees to grow them to their highest potential. We will challenge and support individuals to fulfil their potential.
- Performance management – every employee, at every level of the Company, has clear and measurable annual objectives with mid- and full-year reviews of progress. These are high-quality, in-depth discussions with your manager: not just about your progress, but also about your aspirations.
- Work-life balance – we recognize that people have lives outside work, and we encourage everyone to strike an appropriate balance (and to encourage others to do the same).

## International Assignments

We are a global business and we encourage people to move around the company through international assignments. In the last two years alone, we have arranged more than 30 international assignments of this type. These have involved people in both managerial and professional roles, and have included moves from the US to China, Mexico to Europe, the UK to China and Spain to Russia.

Such assignments give you the chance to learn new things and to live and work in a different culture. They are not for everyone, though, and you don't need to live abroad to build your career here: there are many ways to continue developing and progressing if you stay in your 'home' market. But if you're interested in a move, we are always open to discussing opportunities.

## Engagement

We are fully committed to effective, two-way communication with employees across the company. We share information about business plans and progress throughout the year. We also celebrate the people and projects shaping our success through our intranet and Genus Matters employee newsletter.

We also conduct a global employee survey every two years (and smaller-scale surveys on occasion). These surveys give us valuable snapshots of employee views and the changes we've made – from enhancing communication to investment in new training programs – show we act on what we hear.

## Electronic Communications / Social Networking

Computers, e-mail and Internet access are provided by Genus to assist co-workers in completing their work, improving their efficiency and obtaining work-related data and technology.

Computers (including the e-mail system, Internet access, computer files, and software furnished to co-workers) are the property of Genus and are intended for business use. As a result, co-workers have no right to privacy for any uses to which they may put the computers (including the e-mail system, Internet access, computer files, and software furnished to co-workers) provided to them. Similarly, Genus reserves the right to monitor any and all use to which our equipment or networks may be put, regardless of whether the use is personal in nature. In keeping with the European Union's GDPR (General Data Protection Regulation) we've updated our privacy policy to ensure we continue to provide the data privacy and protection in accordance with the law.

Social networking sites including, but not limited to, Facebook, Twitter, Instagram, blogs, and wikis present unique opportunities for co-workers to communicate with friends, family, colleagues and the general public. However, these websites also pose a significant risk to distract co-workers and reduce productivity.

To the extent co-workers access these sites during non-company time, co-workers should keep in mind that the information on such sites is posted in a global forum and, therefore, there is no guarantee of privacy or ability to restrict receipt of posted information. Co-workers should exercise the same judgment and discretion in posting to social networking sites as they would when engaging in any conduct in a non-private setting.

While Genus has no general practice of reviewing co-workers' profiles on such sites, co-workers should be aware that if such profiles contain information suggesting conduct that violates this or any Genus policy, such information may form the basis for an appropriate investigation and/or discipline.

If you have any questions, please refer to Genus's complete IT Security and Privacy Policies, available on the Intranet.

## Confidential, Proprietary or Trade Secret Information

Genus's confidential, proprietary and trade secret information ("Information") are assets vital to our continued success and to everyone's job security. Protecting Information is everyone's responsibility.

Information is not always of a technical nature. It includes business research, new product plans, objectives, strategies and tactical action programs, divisional and department sales, profits and any unpublished financial or pricing information, yields, productivity, manufacturing methods and systems, customer and vendor lists and detailed information regarding customer requirements, preferences, business habits, and plans except where such information is publicly available. This list, while not complete, suggests the wide scope and variety of Genus's Information that must be safeguarded.

If you have a question or concern about this, consult your supervisor or Human Resources for guidance.