

# Global Human Rights Policy

March 2023



**At Zoetis, our purpose is to nurture our world and humankind by advancing care for animals. In the pursuit of this endeavor we are guided by our five core beliefs, including always do the right thing. This core belief is the foundation of our strong commitment to social responsibility. For more information on our core beliefs and how we expect our colleagues, officers and directors to commit to such beliefs see our [Code of Conduct](#).**

We are on a journey toward a better world for animals, people and the planet guided by the belief that healthier animals are essential to a healthier future. To learn more about our sustainability efforts aligned with our three Driven to Care pillars, **Communities, Animals and Planet**, see the [Sustainability](#) section of our website which includes our most recent Sustainability Report.

As the global leader in the animal health industry, we believe that we have the opportunity to positively impact the protection of human rights. We are resolutely committed to respecting the human rights and dignity of everyone and supporting efforts to promote and protect human rights. We will not tolerate the abuse of human rights in our operations or in our supply chain, and we are committed to implementing policies and procedures designed to identify and mitigate the risk of abuse of human rights in our operations and supply chains.

This policy applies to Zoetis and all of our colleagues worldwide. In addition, all members of our supply chain are expected to operate their business in a responsible and ethical manner, respecting human rights, as set forth in our [Supplier Conduct Principles](#) and [Supplier Conduct Position Statement](#). Our colleagues are also subject to additional internal policies and procedures that support this policy and its implementation.

## **Modern Slavery**

Zoetis operates a zero-tolerance policy with respect to all forms of modern slavery, including forced labor, child labor, slavery and human trafficking. Our standard contracts with suppliers require them to comply with all applicable laws, including modern slavery laws. For more information on our stance on modern slavery and measures taken to mitigate the risk of modern slavery in our operations and supply chain see our [Statement on Modern Slavery](#).

## Respect in the Workplace

It is our policy to provide a workplace that is inclusive and free from any fear of harassment and discrimination. At Zoetis, we treat all colleagues fairly, differences are acknowledged and valued, communication is open, and we drive a culture of empowerment and cooperation. Zoetis is committed to freedom of association and the effective recognition of the right to collective bargaining.

Zoetis is committed to equal employment opportunities and prohibits discrimination and harassment based on race, color, ethnicity, creed, ancestry, religion, sex, sexual orientation, age, gender identity or gender expression, national origin, marital status, pregnancy, childbirth or related medical condition, genetic information, military service, medical condition (as defined by state or local law), the presence or perception of a mental or physical disability, veteran status or other characteristics protected by applicable laws. Zoetis prohibits actions that are threatening, as well as any form of sexual harassment and bullying. We comply with all applicable employment, labor and immigration requirements.

## Health and Safety

At Zoetis, we look out for one another to ensure that our colleagues, contractors and visitors are safe, as safety is always our priority. We believe that all people have the right and responsibility to stop any work they feel may be unsafe. Zoetis does not tolerate violence of any kind, including threatening or intimidating others, whether physically or verbally, acts of vandalism, arson or other criminal activities. For more information on our position on health and safety see the Health and Safety section (found on page 13) of our [Code of Conduct](#).

## Right to Privacy

At Zoetis, we respect the privacy of our colleagues as well as others with whom we conduct business. Respecting the privacy of individuals who entrust us with their personal data is of the utmost importance to Zoetis. Our policies are designed to ensure that personal information is collected, used, and shared responsibly and in accordance with applicable laws. For more information on our position on privacy see the Protecting Private Information section (found on page 14) of our [Code of Conduct](#).

## Animal Care and Welfare / Responsible Use of Antibiotics

We are dedicated to helping animals live longer, healthier lives through the discovery and development of breakthrough medicines and therapies. Animal-based research in the pharmaceutical industry remains a vital component of the discovery, evaluation and regulatory processes, which lead to the development of products that save or improve animal lives throughout the world. We are fully committed to the development and use of scientifically validated alternative testing methods that are acceptable to regulatory authorities for the future reduction of animal usage, and which do not compromise patient safety or the effectiveness of our medicines.

We support the responsible use of antibiotic medicines in animals and people. With few alternatives today for treating life-threatening bacterial infections in animals, antibiotics are essential to animal health and, in turn, to their welfare. As part of our commitment to responsibly using antibiotics in animals we do not sell medically important antibiotics (as classified by the U.S. Food & Drug Administration) for growth promotion in animals anywhere in the world.

For more information on our position on animal care and welfare and the responsible use of antibiotics see our [Policy on Animal Care and Welfare](#) and [Position on Responsible Use of Antibiotics in Animals](#).

## Governance

This Global Human Rights Policy was developed by our Corporate Governance Team with input from a cross-functional group of colleagues, including Compliance, Legal, Sustainability, Communications and Corporate Affairs and has the full support of our entire executive team. Our Compliance Team is responsible for providing oversight of human rights, including compliance with this policy, our Sustainability Reporting and Disclosures Steering Council is responsible for providing strategic insight for human rights and this policy and our Corporate Governance and Sustainability Committee provides Board-level oversight for human rights. Zoetis is committed to reviewing this policy regularly to ensure it meets the evolving needs of our colleagues, customers and stakeholders globally.

## Reporting

Zoetis has an Open Door policy to help ensure that concerns and questions are raised so that they can be appropriately addressed. We have zero tolerance for any form of retaliation against colleagues who raise good faith concerns about actual or potential abuses. You can report any suspicion or evidence of human rights abuses in Zoetis' operations supply chain to the Legal function, [legal@zoetis.com](mailto:legal@zoetis.com) or 973-822-7000 or through our compliance helpline at [compliance@zoetis.com](mailto:compliance@zoetis.com) or 1-855-322-9944. You may also report a concern anonymously via the Zoetis Compliance Helpline. The Compliance Helpline can be reached by phone, or online via the web-reporting tool, and is available 24 hours a day, 7 days a week, 365 days a year; and is offered in 70 languages. The Compliance Helpline is operated by specially trained third-party representatives.

- Compliance Helpline Number\* (U.S. and Canada): 1.855.322.9944  
\* For Compliance Helpline numbers outside the U.S. and Canada, [click here](#).
- Compliance Helpline Web-Reporting Tool: <http://zoetis.ethicspoint.com>