

# Elanco Code of Conduct



“Elanco’s purpose of ‘Food and Companionship Enriching Life’ begins with supporting the well-being of animals and pets. By extension, the way we operate at Elanco rests on a foundation of always doing the right thing.”

–Jeff Simmons, President and CEO  
Elanco Animal Health

**Elanco**<sup>™</sup>

A close-up photograph of a woman with voluminous, curly brown hair smiling warmly. She is holding a small, scruffy dog with brown and white fur. The dog is looking towards the camera. The background is softly blurred. The image is overlaid with a light blue geometric shape in the bottom right corner.

*The Code of Conduct  
is our foundation*



Elanco is a cause-focused company, driven by a higher vision—Food and Companionship Enriching Life—because we know that healthy animals are essential to the health of people and our planet.

We are proud of our history of decades-long customer relationships, scientific rigor and quality products that date to the development of the first antibiotic for veterinary use in 1953 by Eli Lilly & Company, our former parent company.

Today and every day, we honor our past as we develop the treatments for animals' most pressing health needs. We are humbled by the global challenges that lie ahead and build upon what we've learned in the last 60 years to innovate solutions that will redefine animal health for future generations.

As Elanco employees, we have a shared responsibility for developing and cultivating a culture of integrity, respect and excellence. Our Code of Conduct guides our decisions and relationships, establishes our behavioral expectations and sets the high standards against which we measure our performance.

We are committed to acting legally and ethically, following the laws, regulations, industry codes, policies and procedures that govern our business. We apply good judgment and we seek help when we're not sure of the right thing to do.





# We Are Elanco

## **Our Vision**

*Food and Companionship Enriching Life*

## **Our Promise**

*We will rigorously innovate to benefit our customers and improve the health of animals.*

### **FOR OUR CUSTOMERS**

We will be your advocate and continually earn your trust, improving the health of animals and creating value through innovative products, expertise and service.

### **FOR OUR EMPLOYEES**

Together, we will foster an inclusive culture where you can make a difference, encouraging ownership, growth and well-being while focusing on customers and the animals in their care.



# Elanco Culture

## **Values** *That Guide Decisions*

### **INTEGRITY**

Do the right thing in the right way.

### **RESPECT**

Respect people, our customers and the animals in their care.

### **EXCELLENCE**

Be accountable. Continuously improve. Deliver with discipline.

## **Behavioral Pillars** *That Guide Our Actions*



### **INVOLVE**

Seek participation and input to gain commitment, passionate performance and create an engaged community. Act with humility as One Elanco, collaborating for the best outcomes for the entire company.



### **DELIVER**

We will focus on the essential, build mastery and diligently deliver on our commitments to our colleagues, customers and shareholders. Disciplined execution, thought and people.



### **INNOVATE**

Bring an innovative mindset that drives continuous improvement of our processes, products and services.



### **OWN**

Be accountable and empowered. Ask questions and raise concerns. Be fully invested in Elanco's success.

# Our Responsibilities

We deliver on our promises by embracing our responsibilities and holding one another accountable for our actions.

## **1 DO THE RIGHT THING, ALWAYS**

We do the right thing by following the laws, regulations, industry codes, policies and procedures that govern our business.

## **2 CONDUCT BUSINESS ETHICALLY**

We do not offer, provide, authorize or accept anything of value—or give the appearance that we do—to inappropriately influence a decision or create an unfair advantage.

## **3 RESPECT ALWAYS**

We adhere to fair employment practices and value diversity of thought, backgrounds, experiences, skills and perspectives.

## **4 RESPECT PRIVACY AND SAFEGUARD INFORMATION**

We respect privacy and responsibly manage the personal and confidential information entrusted to us, whether it belongs to customers, Elanco employees or any other individual.

## **5 ENSURE FINANCIAL INTEGRITY**

We employ internationally accepted accounting standards and practices to ensure our books and records are maintained as an accurate representation of our business.

## **6 COMMUNICATE HONESTLY**

We share information with honesty, accuracy and transparency.

## **7 RELENTLESSLY PURSUE THE BEST SCIENCE**

We are committed to delivering innovation to improve the health of animals, the people who care for them and the planet we inhabit together.

## **8 DEMAND QUALITY**

We consistently deliver a high-quality, reliable product supply, assuring accurate and complete product, safety and efficacy information.

## **9 PROTECT THE PEOPLE AND PLACES OUR BUSINESS OPERATES**

We maintain a workplace that promotes the safety and security of our people, assets and the communities in which we operate and serve.

## **10 ASK QUESTIONS, RAISE CONCERNS**

We don't compromise on issues of integrity. We recognize that asking questions and raising concerns—even if anonymously—is our right and responsibility, knowing that Elanco does not tolerate retaliation.



# How We Operate

We're proud to foster an inclusive culture built upon mutual understanding, value and respect. We expect that culture to be honored and upheld by each employee, customer and third party with whom we work.

## What does this look like?

***If you see something inconsistent with our values, say something.***

We are all accountable for our culture.

***If you have an idea or opinion, share it.*** We benefit from diverse perspectives and experiences.





**Be respectful.** Do not engage in any improper conduct, including workplace harassment or discrimination, which are prohibited.

**Use good judgement** about whether a behavior is appropriate for the workplace.

**When someone offers a suggestion or idea, or shares a concern, listen.** It's important we foster an environment where people are valued and respected.



# *How to Report a Concern*

At Elanco, we foster a culture of integrity and doing the right thing in the right way. Because Elanco is committed to acting legally and ethically, we encourage employees, contractors, or suppliers to report any known or suspected violation of our Code of Conduct, policies, procedures or laws that regulate our business without fear of retaliation.

Elanco's IntegrityLine is a convenient, confidential and anonymous way for employees, contractors or suppliers to report issues, concerns or behaviors that could harm Elanco or those we serve. Translation services are available in most languages.

No Elanco policy or procedure prohibits you from reporting potential violations of any federal law or regulation to any government agency.

## **IN THE U.S. AND CANADA**

Call 1-866-921-6714 or file a report online at [www.integritycounts.ca/org/elanco](http://www.integritycounts.ca/org/elanco).

## **OUTSIDE THE U.S. AND CANADA**

Go to [www.integritycounts.ca/org/elanco](http://www.integritycounts.ca/org/elanco) and select the "Call the IntegrityLine" icon. Select the applicable telephone number for the country or submit your report online.

The online version of the Elanco Code of Conduct, accessible on [Elanco.com](https://www.elanco.com), supersedes all previous versions.

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