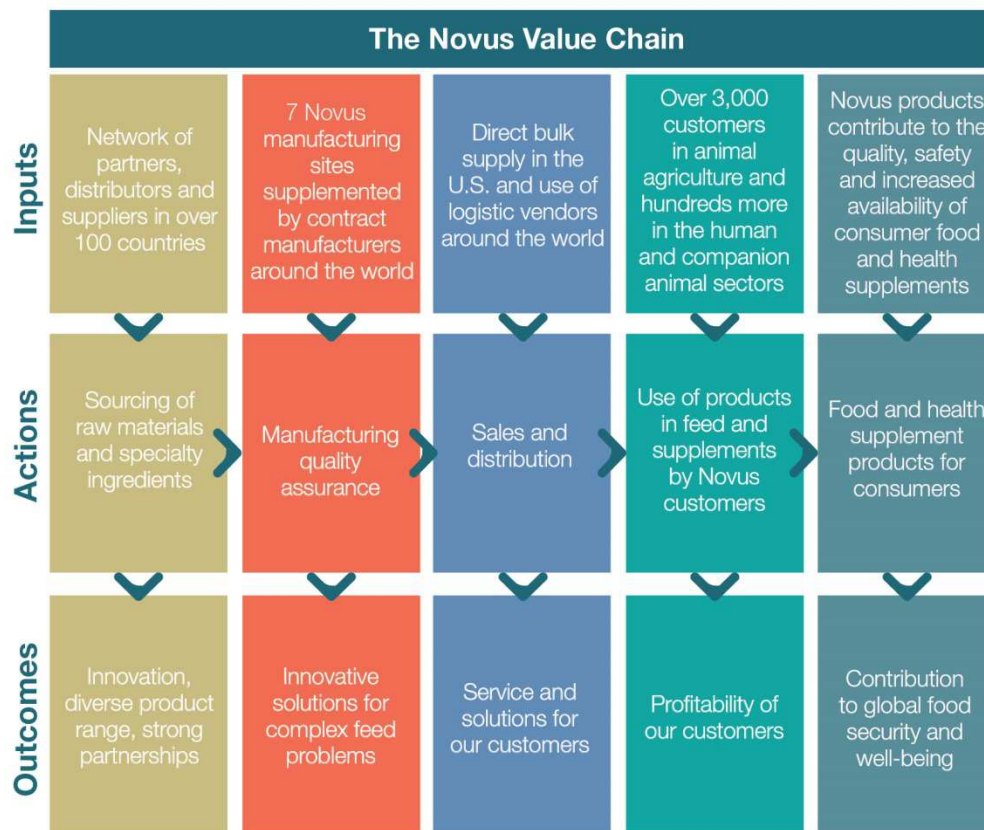


Novus International – 2015 Global Reporting Initiative (GRI) G4 Content Index (Core option)

General Standard Disclosures

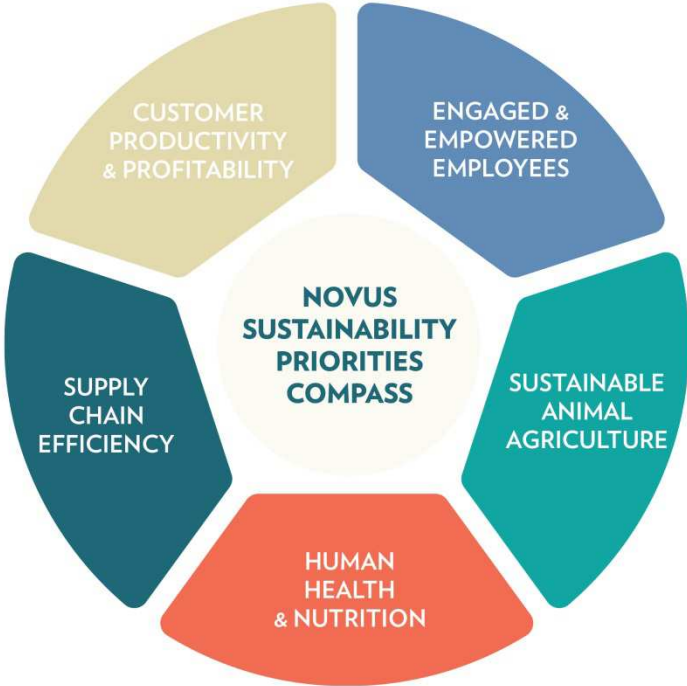
G4	General Standard Disclosure	Novus Response or Page / Link																
STRATEGY & ANALYSIS																		
G4-1	CEO statement	A statement from Novus president & CEO, Francois Fraudeau, can be found in the “at-a-glance” version of this report located at www.novusint.com/sustainability .																
ORGANIZATION PROFILE																		
G4-3	Name of reporting organization	Novus International, Inc. is headquartered in St. Charles, Missouri, U.S.A., and serves customers in nearly 100 countries around the world. A global leader in developing animal health and nutrition solutions, Novus provides a wide range of products including amino acids, organic trace minerals (OTMs), feed enzymes, eubiotic nutrition solutions, pigments and feed quality ingredients. Stratum [®] Nutrition, a division of Novus Nutrition Brands, LLC, focuses on pet nutrition and human nutrition through specialty and functional ingredients for manufacturers of dietary supplements. Novus is privately owned by Mitsui & Co. (U.S.A.), Inc. and Nippon Soda Co., Ltd.																
G4-4	Products																	
G4-5	HQ location																	
G4-6	Countries of operation																	
G4-7	Legal form																	
G4-8	Markets served																	
G4-9	Report the scale of the organization, including: Total number of employees; Total number of operations; Net sales (for private sector organizations) or net revenues (for public sector organizations); Total capitalization broken down in terms of debt and equity (for private sector organization); Quantity of products or services provided	<p>Total number of employees: 749</p> <p>Total number of operations: 7 manufacturing plants, three research centers and 1 headquarters (not including smaller, regional sales offices)</p> <p>Net sales (for private sector organizations): over \$1 billion USD</p> <p>Quantity of products or services provided: Over 20 brands of products accounting for more than 362,000 tons of animal feed ingredients produced in 2015.</p>																
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization’s work is performed by workers who are	<table border="1"> <thead> <tr> <th>Total Number of Employees by gender</th> <th>2013</th> <th>2014</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>Male Employees</td> <td>506</td> <td>473</td> <td>457</td> </tr> <tr> <td>Female Employees</td> <td>286</td> <td>281</td> <td>292</td> </tr> <tr> <td>Total Employees</td> <td>792</td> <td>754</td> <td>749</td> </tr> </tbody> </table>	Total Number of Employees by gender	2013	2014	2015	Male Employees	506	473	457	Female Employees	286	281	292	Total Employees	792	754	749
Total Number of Employees by gender	2013	2014	2015															
Male Employees	506	473	457															
Female Employees	286	281	292															
Total Employees	792	754	749															

legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	Total Number of Employees by region and gender			2013			2014			2015		
		Male	Female	Total	Male	Female	Total	Male	Female	Total		
	North America	171	112	283	163	112	275	163	121	284		
	Latin America & Africa	96	38	134	74	42	116	80	42	122		
	Europe & Middle East	107	69	176	112	66	178	99	61	160		
	Asia Pacific except China*	132	67	199	54	18	72	44	23	67		
	Northeast Asia*				70	43	113	71	45	116		
	Total Employees	506	286	792	473	281	754	457	292	749		
	Percentage Male - Female	64%	36%		63%	37%		61%	39%			
<p>*Asian regions were previously reported as one. Beginning in 2014, the Asian regions will now be reported as two in order to better align with the Novus organizational structure.</p> <p>Notes to compilation: Employees are permanent payroll employees employed by Novus at December 31, 2015. This excludes supervised workers or temporary contractors – there are very few such employees at Novus at any given time. There are no significant seasonal variations in the Novus workforce.</p>												
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	In 2015, 32% of the Novus global workforce was covered by some kind of collective bargaining agreement. This amount differed by region.										
G4-12	Describe the organization's supply chain.	Acting in line with its Vision, Mission, Core Values and Triple S bottom line approach, Novus creates value by developing and distributing best-in-class animal feed ingredients.										



G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	<p>In November 2015, Novus announced that it acquired the Methylmercaptopropanal (MMP) plant from Union Carbide Corporation, a subsidiary of The Dow Chemical Company, in St. Charles Parish, Louisiana. MMP is a key intermediate in the manufacture of ALIMET® feed supplement.</p> <p>This acquisition follows Novus's previous ALIMET® expansion announcement in the U.S. Gulf Coast region, reinforcing commitment to its customer base. Acquiring the MMP unit, which is based on Novus proprietary technology, supports the company's long term strategy in the methionine market. Novus now owns 100 percent of the MMP plants supporting ALIMET® production.</p>
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	Novus maintains a proactive approach to risk management and reviews financial, operational and Environmental, Safety and Health risks regularly throughout the year. It also regularly performs plant health and safety audits based on local and Novus requirements.
G4-15	List externally developed economic, environmental and	

	social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	<p>Novus adheres to the Responsible Care® practices of the American Chemical Association. In addition, Novus is a member of several trade associations and subscribes to declared principles and charters for quality, employee safety and food safety, including:</p> <ul style="list-style-type: none"> • ISO9000 • ISO18000 • ISO22000 • FAMI-QS • HACCP • GMP • Safe Feed/Safe Food <p>Stratum Nutrition and ESM Technologies adhere to additional certifications:</p> <ul style="list-style-type: none"> • Kosher • Halal • NSF International third-party GMP
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: Holds a position on the governance body; Participates in projects or committees; Provides substantive funding beyond routine membership dues; Views membership as strategic. This refers primarily to memberships maintained at the organizational level.	<p>Novus is a member of and holds governance positions in several organizations and institutions in the agriculture sector, and actively participates in projects/committees therein. These include:</p> <ul style="list-style-type: none"> • International Food & Agri-business Management Association (IFAMA) • European Union Association of Specialty Feed Ingredients and their Mixtures (FEFANA) and the Specialty Feed Ingredients Sustainability (SFIS) project • Food & Agriculture Organization (FAO) • American Feed Industry Association (AFIA) <p>Stratum Nutrition is a member of the Council for Responsible Nutrition, for which the Stratum president serves on the Board of Directors.</p>
IDENTIFIED MATERIAL ASPECTS & BOUNDARIES		
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	As a privately owned company, Novus does not publish financial statements. All entities owned or controlled by Novus are included in its reporting.
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting	During 2013, Novus launched a process to redefine its strategic approach to sustainability and the way it integrates sustainability principles into the business. This process led to the development of the Novus Sustainability Priorities Compass in early 2014 (see G4-19). The Compass is intended to be relevant for the next 5 years, with annual reviews to ensure ongoing compatibility with the needs of

	Principles for Defining Report Content.	Novus stakeholders.
G4-19	List all the material Aspects identified in the process for defining report content.	<p>In 2013, Novus laid the foundation of its sustainability strategy by reviewing its sustainability impacts on stakeholders and establishing a set of priority sustainability issues.</p> <p>In order to do this, Novus produced a Sustainability Materiality Map, which identified 108 separate sustainability impacts and issues, categorized by their relative importance to different stakeholder groups. Following analysis and evaluation, using internal management expertise and knowledge of stakeholders' priorities, 20 issues were selected from this list that represents Novus's most significant sustainability impacts.</p> <p>This shorter list was reviewed by both internal and external stakeholders in early 2014. After further analysis of the feedback received, the "Novus Sustainability Priorities Compass" was developed, with the corporate Vision at its core and five key areas of sustainability impacts. This Compass has informed the Novus sustainability strategy and is the basis for determining the content of our Sustainability Reports.</p>  <p>The diagram is a circular compass with five segments. At the center is a white circle with the text "NOVUS SUSTAINABILITY PRIORITIES COMPASS". Surrounding it are five colored segments: a yellow segment at the top left labeled "CUSTOMER PRODUCTIVITY & PROFITABILITY", a blue segment at the top right labeled "ENGAGED & EMPOWERED EMPLOYEES", a teal segment on the right labeled "SUSTAINABLE ANIMAL AGRICULTURE", a red segment at the bottom labeled "HUMAN HEALTH & NUTRITION", and a dark teal segment on the left labeled "SUPPLY CHAIN EFFICIENCY".</p> <p>In 2015, Novus implemented a strategy to turn the high-level direction of the compass into actionable projects within the business. This strategy took the form of the "3 Ps": People, Process and Product. A few of the key results from 2015 are noted below.</p>

People

A custom report was created to pull monthly employment data from SAP, Novus's enterprise management software. The data is now reviewed monthly by the Sustainability Manager, and reported quarterly to the Executive Leadership Team. This new process was documented in a standard operating procedure (SOP), to ensure consistency and longevity in reporting in future years.

Processes

A project was implemented to quantify the potential impact of optimizing the shipping process of a key Novus enzyme product – CIBENZA® DP100. The change was found to have the potential to save the company over \$200,000 in annual shipping costs alone, and reduce carbon dioxide emissions of shipping that product by over 38 percent. This is a tremendous impact to realize from just *one* product in the portfolio. In just the first four months, the new process has saved almost 17MT of carbon dioxide emissions. The impact of this change will continue to be monitored and reported on throughout 2016.

An online-based computer software was chosen for reporting of manufacturing plant environmental sustainability data. The project will be fully implemented in 2016, allowing more streamlined use of the reported data for trend analysis, impact assessments, and capital project modelling.

A SOP was developed to systematize how and when Novus plants report monthly sustainability data. This document is meant to function until the new reporting software is ready for implementation, at which time the SOP will be revised accordingly.

Products

A life-cycle assessment (LCA) was chartered on a key Novus product, and will be completed in mid-2016. This is a milestone for the company, displaying its dedication to ensuring that Novus delivers products that are manufactured in the most sustainable way possible. The LCA is intended to identify "hot spots", or areas for improvement in reducing the environmental impact of manufacturing Novus products.

An environmental, social, health impact assessment (ESHIA) was chartered to identify any significant impacts associated with Novus's plan to build a 120 KT ALIMET® plant in the U.S. gulf coast region. This further solidifies the company's intention to do things the right way. The ESHIA is meant to identify potential impacts of building and operating the new manufacturing facility, as well as to generate plans to mitigate the impact to the furthest extent. The project is expected to be complete in mid-2016.

All Material Aspects selected in this report apply equally to all Novus operations and entities.
Please see below for a table which shows whether the impacts occur internally or externally for each material Aspect.

MATERIAL ASPECTS (G4-19)	DMA & INDICATORS	MATERIAL WITHIN THE ORGANIZATION	MATERIAL EXTERNAL TO THE ORGANIZATION	RELEVANCE OUTSIDE THE ORGANIZATION	
Customer Productivity and Profitability	Economic: Indirect economic impacts: G4-EC8		✓	All efforts to support productivity contribute to global food security and sustainability	
Sustainable Animal Agriculture	Supporting the industry Economic: Indirect economic impacts: G4-EC8		✓	A sustainable agriculture industry will support the global food security needs of growing population	
	Supporting the talent pipeline Economic: Indirect economic impacts: G4-EC8		✓	Attracting talent to agriculture supports the future of the sector	
	Mimimizing food chain environmental impacts Environment: Products and Services: G4-EN27		✓	Attracting talent to agriculture supports the future of the sector	
Human Health and Nutrition	Economic: Indirect economic Impacts: G4-EC8		✓	Improving impacts in the supply chain reduces the environmental footprint of animal agriculture	
Sustainable Animal Agriculture	Encouragin employee engagement Social: Labor Practices and Decent Work: Employment: G4-LA1	✓			
	Investing in employee development	Social: Labor Practices and Decent Work: Training and Education: G4-LA9	✓		
		Social: Labor Practices and Decent Work: Training and Education: G4-LA10	✓		
		Social: Labor Practices and Decent Work: Training and Education: G4-LA11	✓		
		Social: Labor Practices and Decent Work: Occupational Health & Safety: G4-LA6	✓		
Supply Chain Efficiency	Mitigating climate change and reducing GHG emissions	Environmental: Emissions: G4-EN15		✓	All reduction in our resource consumption plays an important role in reducing the environmental footprint of our sector and improving the long-term sustainability of the planet
		Environmental: Emissions: G4-EN16		✓	
		Environmental: Emissions: G4-EN18		✓	
	Reducing consumption of resources	Environmental: Energy: G4-EN3		✓	
		Environmental: Energy: G4-EN5		✓	
		Environmental: Energy: G4-EN8		✓	
		Environmental: Effluents and Waste: G4-EN23		✓	
Environmental: Effluents and Waste: G4-EN24		✓			

G4-20

a. For each material Aspect, report the Aspect Boundary within the organization, as follows: Report whether the Aspect is material within the organization. If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: The list of entities or groups of entities included in G4-17 for which the Aspect is not material or The list of entities or groups of entities included in G4-17 for which the Aspects is material: Report any specific limitation regarding the Aspect Boundary within the organization

G4-21

a. For each material Aspect, report the Aspect Boundary outside the organization, as follows: Report whether the Aspect is material outside of the organization. If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified. Report any specific limitation regarding the Aspect Boundary outside the organization.

G4-22

Report the effect of any restatements of information provided in previous reports,

No data has been restated.

	and the reasons for such restatements.	
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	There is no change from previous reporting in the scope and Aspect Boundaries of this report.
STAKEHOLDER ENGAGEMENT		
G4-24	Provide a list of stakeholder groups engaged by the organization.	<p>Novus stakeholders are individuals or groups that have an interest or concern in the company. They are affected by the way it does business and the business is affected by the way they engage with it in return. Therefore, Novus values stakeholders as partners and works with them to meet their goals as well as its own business goals. Novus maintains a vibrant dialogue with stakeholders based on mutual trust and respect. Stakeholders include:</p> <ol style="list-style-type: none"> 1. Customers 2. Employees 3. Owners 4. Suppliers, distributors, business partners 5. Industry, community, environment 6. Consumers
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	The basis for selection of stakeholders is management judgment based on interaction and feedback from stakeholder groups during the year.
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	<p>Customers – Now more than ever, it is important for companies in the agriculture supply chain to understand each other's challenges and needs. In 2015, Novus continued to use the Novus Forum platform to engage with customers, key opinion leaders and industry partners to further this discussion. Ten such forums took place in the five Novus regions, as well as specific customer visits to global headquarters. These are important activities for Novus, as they help to calibrate the Company's activities with customer desires. In addition to Novus Forums, the Company maintained a presence at over 20 industry trade shows and conferences in 2015.</p> <p>Employees – Novus leadership continued the process of holding quarterly "communications meetings" with employees in 2015. These meetings are important to keep employees informed of the Company's health, strategic direction and specific operational changes throughout the year. In addition, the Company conducted two employee surveys. The first on employee engagement, and the second on cultural diagnostics. The Human Resources and Legal departments are utilizing the results to guide company culture and compliance efforts.</p> <p>Owners – Quarterly Board meetings are held to review the current state of the Novus business. Novus's Board of Directors is kept informed of important activities regarding the health and well-being of the company. Novus's majority owners, Mitsui & Co. (U.S.A.), Inc., and Nippon Soda Co., Ltd., place an emphasis on environmental performance, and requests that Novus share its greenhouse gas emission data with them on a yearly basis.</p> <p>Suppliers, distributors, business partners – Novus's global business requires the alliance of various other entities along the value chain. From raw-material suppliers to transportation companies, all are held to a high standard of sustainability. Before engaging in a new partnership, Novus evaluates the impact each supplier or partner will have on social, economic and environmental sustainability.</p>

		<p>Industry, community, environment – Novus participates in various industry and community working groups and charities around the world. The purpose of these is to provide insight into challenges and needs at a micro level. In order to provide solutions to animal agriculture sustainability at a global level, Novus must have an acute awareness of the local environments in which it operates.</p> <p>Consumers – The customers of Novus’s customers are equally important to supply chain. Novus interacts with these individuals through various working groups and forums which give the consumer an opportunity to dialog with food producers, identifying areas of improvement to be appreciated by all.</p>
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	<p>Our customers want solutions to their animal agriculture challenges and world-class, attentive service. They want us to help them become more productive and more profitable, while meeting the social standards of the consumer. We engage closely with our customers both directly and through participation in technical conferences, trade shows, symposiums and training events in many countries. We maintain an informative corporate website and an active presence on social media, publishing news, videos, webcasts and technical articles for the benefit of customers.</p> <p>Our employees seek a responsible, fair and empowering workplace, with opportunities for personal development and recognition. They want to contribute to our mission. We thrive on a culture of open dialogue and exchange with employees. In addition to bi-annual performance reviews, employees participate in quarterly “communications meetings”, lectures on different aspects of sustainability and a range of activities which provide opportunities for engagement and action.</p> <p>Our owners wish to enjoy Novus’s long-term business success. They require disciplined, value-based leadership and a financial return that also contributes to global sustainability. Our owners mostly comprise our Board of Directors and are represented in our Executive Management Team. Dialogue with our owners is continuous, both formal and informal.</p> <p>Our suppliers, distributors and business partners form an expansive network all over the world. They all want us to engage with them in a spirit of partnership, fair dealing and long-term relationships. We work hard to embrace their value-adding expertise to create improved service and solutions for our customers.</p> <p>Our industry, our community and our environment includes stakeholder groups with diverse interests which we address in different ways. We support our industry and communities through collaborative relationships with over 170 non-profit organizations and trade and industry associations that advance food security, nutrition, sustainable agriculture and environmental stewardship. We maintain dialogue with community partners through our charitable giving and employee volunteering programs and engage with over 30 universities and academic institutions around the world in joint research programs, providing scholarships to students and participation in academic conferences and events.</p> <p>Our consumers are becoming increasingly informed and health-conscious regarding where their food comes from. They want to know where it is from, how it is produced, and what health benefits it provides. They are also looking to get more for their money, and above all, they want their food to be safe. Our industry strives to keep consumers informed and satisfied with their food choices. By working together in all levels of the food supply chain, the industry can more efficiently and profitably deliver products to meet these requirements.</p>
REPORT PROFILE		
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	Calendar year 2015.
G4-29	Date of most recent previous	

	report (if any).	The last report covered calendar year 2014 and was published on October 29, 2015.
G4-30	Reporting cycle (such as annual, biennial).	Annually.
G4-31	Provide the contact point for questions regarding the report or its contents.	We welcome feedback on this report and on our sustainability performance. Please send comments to Novus Sustainability Manager, Jake Piel, at jake.piel@novusint.com .
G4-32	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below. c. Report the reference to the External Assurance Report, if the report has been externally assured.	<p>This eighth global Sustainability Report of Novus International, Inc. describes its approach to sustainability and the actions it has taken during 2015 to advance responsible and sustainable business practices.</p> <p>In developing this report, Novus has considered input from stakeholders, gathered in meetings and discussions through many channels in several countries. It determined the selection of content for this report based on priority sustainability material impacts following a process of evaluation and focused feedback from stakeholders.</p> <p>This report has been written in accordance the Global Reporting Initiative G4 reporting framework, core option, and reports in line with the principles of materiality (the issues most important for long-term business growth and which are of most importance to stakeholders), stakeholder inclusiveness (responding to stakeholder expectations and interests), sustainability context (presenting performance in the wider contexts of sustainability issues), and completeness (inclusion of all the information which reflects significant economic impacts in order to enable stakeholders to assess performance).</p> <p>The scope of this report covers all of Novus's operations globally, including wholly owned and majority-owned subsidiaries. Environmental data covers Novus-owned or Novus-operated manufacturing plants and research centers. Exceptions have been noted where relevant. This is the eighth successive year Novus has reported on sustainability and the company intends to continue to report annually. Novus has not sought external assurance of this Sustainability Report but has consulted with an external consultant during development.</p>
G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	Novus has not sought external assurance for disclosures in this report. All data and information contained in this report is robustly checked internally by the Novus Sustainability Manager and Executive Leadership Team. Additionally, an external consultant provides assistance in various aspect of report development.

GOVERNANCE

G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	<p>Novus is committed to taking all necessary measures to ensure that best governance practices are upheld in its business. First and foremost, Novus acts in accordance with the law and all applicable regulations in every country in which Novus has a presence. Beyond the law, Novus aspires to achieve the highest possible standards of corporate ethics and integrity in all actions, and in respect of all Novus stakeholders.</p> <p>The Board of Directors is Novus's highest governing body and represents the interests of Novus's shareholders and all stakeholders. The Board determines Novus's long-term strategy, ensures that the necessary practices for risk management and compliance are in place, appoints the executive management and guides Novus management in regard to overall sustainable business practices. Novus's Board of Directors is composed of 7 members, reflecting the ownership and management structure. All members of the Board of Directors are currently male. All but one of the Board Members is non-executive.</p> <p>The Novus Board of Directors maintains four primary Committees that assist the Board in fulfilling its responsibilities. These are: Audit Committee, Employee Benefits Committee, Employee Compensation Committee, and Compliance Committee. In addition, Novus maintains a Risk Committee staffed by Novus senior management that supports the work of the Audit Committee.</p>
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	<p>The Chairman of the Board is a representative of Novus's major shareholder, Mitsui & Co. (USA), Inc., or its shareholder, Mitsui & Co., Ltd., and is not an executive officer of Novus. In 2015, this position was held by Mr. Koichiro Tago. The President and CEO of Novus in 2015, François Fraudeau, was also a member of the Board of Directors.</p>
<p>ETHICS & INTEGRITY</p>		
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	<ul style="list-style-type: none"> • Our Vision is to help feed the world affordable, wholesome food and achieve a higher quality of life. • Our Mission is to make a clear difference in sustainably meeting the growing global need for nutrition and health. • Our Core Values help bring our Vision and Mission to life, guiding our business strategies, plans and objectives and shaping our work culture and interactions with all stakeholders. Our Core Values are: <ul style="list-style-type: none"> • We seek excellence from every employee. We encourage, expect and support alignment, diversity, individual growth, initiative and teamwork. • We strive to provide products with demonstrable value. Our research focuses on leading-edge concepts, and we are committed to supplying preferred products and services. • It is critical that we maximize long-term customer satisfaction. Whether related to products, services or innovation, we must always anticipate our customers' needs and exceed their expectations. • We protect our employees, the public and the environment. Specifically, we make health, safety, security and environmental considerations a priority in everything we do. • We act with integrity. We treat all of our stakeholders - including employees, customers, suppliers, business partners, our owners and the public - in a fair and ethical manner.

		<p>Novus strives to act with integrity at all times and according to a strong standard of business ethics. Its ethical framework is embodied in the Novus Integrity System (NIS), which defines policies and expectations of all employees with regard to conflict of interest, all forms of corruption, insider trading, intellectual property, antitrust and international competition laws, environmental protection, health, safety and security, anti-harassment and non-discrimination, data privacy, records management, whistle blowing and more.</p> <p>The NIS is accessible to employees in different countries in six languages: English, German, Portuguese, Spanish, Thai and Chinese. All new employees are trained on the NIS as part of their company orientation and all Novus employees are requested to positively affirm their compliance with the NIS on an annual basis, in writing. For the reporting year 2015, 100 percent of then-current employees fulfilled this requirement.</p> <p>Novus adheres to strict standards of respect for and compliance with human rights. The Novus Integrity System (NIS) is the cornerstone of its approach to human rights and all business practices are in line with the NIS. During 2015, complaints raised alleging NIS violations were investigated and appropriate action(s) were taken. Novus takes complaints seriously and ensures that employees receive training to better understand their role in ensuring a workplace free of discrimination or harassment.</p>
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Novus offers a range of options to make it easy for employees to report suspected breaches of the NIS either in person or anonymously, without fear of reprisal. These include reporting to an employee's Manager, a Human Resources Manager, the Compliance Officer, a telephone report to the NIS Message Service, a web-based report via an external service (Ethics Point) or by letter to the Novus Legal Department.

Specific Standard Disclosures

Material Aspects (G4-19)		DMA and Indicators	Page	Omissions	External Assurance
Customer productivity and profitability		Economic: Indirect economic impacts: G4-EC8 Significant indirect economic impacts, including the extent of impacts.	14		None
Sustainable animal agriculture	Supporting the industry	Economic: Indirect economic impacts: G4-EC8 Significant indirect economic impacts, including the extent of impacts.	15-16		None
	Talent pipeline				
	Food chain environmental	Environment: Products and Services: G4-EN27	16-17		None

	impacts	Extent of impact mitigation of environmental impacts of products and services			
Human health and nutrition		Economic: Indirect economic impacts: G4-EC8 Significant indirect economic impacts, including the extent of impacts.	17		None
Engaged and empowered employees	Employee engagement	Social: Labor Practices and Decent Work: Employment: G4-LA1 Total number and rates of new employee hires and employee turnover by age group, gender, and region.	18		None
	Employee development	Social: Labor Practices and Decent Work: Training and Education: G4-LA9 Average hours of training per year per employee by gender, and by employee category.	19	Employee category and gender not provided	None
		Social: Labor Practices and Decent Work: Training and Education: G4-LA11 Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	Bi-annually: 100% of employees		None
	Employee health, safety and wellbeing	Social: Labor Practices and Decent Work: Occupational Health and Safety: G4-LA6 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	19	Absenteeism is not provided.	None
Supply chain efficiency	Mitigating climate change and reducing GHG emissions	Environmental: Emissions: G4-EN15 Direct greenhouse gas (GHG) emissions (Scope 1).	22		None
		Environmental: Emissions: G4-EN16 Energy indirect greenhouse gas (GHG) emissions (Scope 2).	22		None
		Environmental: Emissions: G4-EN18 Greenhouse gas (GHG) emissions intensity	22		None
	Reducing consumption of resources	Environmental: Energy: G4-EN3 Energy consumption within the organization	20-21		None
		Environmental: Energy: G4-EN5 Energy intensity	20-21		None

	Environmental: Water: G4-EN8 Total water withdrawal by source	21-22		None
	Environmental: Effluents and Waste: G4-EN23 Total weight of waste by type and disposal method.	23		None

Qualitative Responses - Specific Standard Disclosures

G4-EC8:

Material Aspects (G4-19)	DMA and Indicators	Explanation
Customer productivity and profitability	Economic: Indirect economic impacts: G4-EC8 Significant indirect economic impacts, including the extent of impacts.	<p>All of Novus's products are designed to deliver an economic advantage to animal producers. Each product platform contributes to this in at least one of three ways:</p> <ol style="list-style-type: none"> 1. Bolstering animal performance/productivity 2. Reducing cost of feed (which accounts for up to 70 percent of the total cost of production) 3. Improving quality and marketability of the final consumer product <p>The year 2015 saw an unprecedented industry shift in animal husbandry practices. Over 100 retailers (many in the U.S.) have made significant pledges regarding how they intend to procure food products in the next decade. Eggs laid by cage-free hens and animals raised without antibiotics used in human medicine are two significant examples.</p> <p>These changes in production process will require support from many different sources, including animal nutrition. Novus is working closely with customers and industry groups to identify the proper nutritional intervention to assist food producers through these changing times. This innovative and frontier-driven approach will help producers to continue delivering a safe and abundant source of food to the growing population, while also meeting the social principles that are required. Novus products have always focused on customer value, but the social significance is now equally important.</p>

Sustainable Animal Agriculture

Economic: Indirect economic impacts: G4-EC8

Significant indirect economic impacts, including the extent of impacts.

Supporting the talent pipeline

The agriculture industry has successfully innovated in answer to the call for increased food production. So much so that, in the U.S. for example, only two percent of the population produces food for the other 98 percent. The downfall of this is that there are fewer and fewer students entering the field of agriculture each year. Novus works with the industry to develop a talent pipeline which will feed future innovation.

Progressive Ag Safety Day

Some of the most influential stakeholders for the future of the agriculture industry are children. In 2015, Novus sponsored *Progressive Ag Safety Day*, an event hosted by a school district near global headquarters. 318 children in grades kindergarten to second participated in agriculture safety lessons to support the “Food for America” initiative.

Novus Graduate Scholars Program

Novus partners with top agricultural universities around the world to offer outstanding students an opportunity to enhance their knowledge with a research internship at Novus headquarters. Eight students participated in the program in 2015, the ninth year of the program.

Novus Internship Program

In 2015, Novus hosted 31 interns from around the world in the headquarters office. This was an increase of 11 from the prior year. These individuals held positions in various departments from research to finance, all receiving valuable insight into the agriculture industry and the animal nutrition business.

Supporting the industry

Today's food producers are tasked with delivering new ways to meet the growing global need for food security. This high-profile responsibility brings the industry into the mainstream culture on a regular basis. As a member of the food supply chain, it is important for Novus to advocate on behalf of the industry and its stakeholders.

Climate Change – The New Economy Article

In the fall of 2015, world leaders met in Paris for the 21st Conference of Parties (COP 21) to discuss the need for global action to combat climate change. Agriculture was an important topic on the agenda. In preparation for this, Novus authored an important advocacy article titled “Solving the Efficiency Question: Feeding the World, Sustainably”, which was published in a magazine distributed at the conference. Over 130,000 copies were given to global leaders and policy makers, with the Novus message of technology and sustainable agriculture practices being part of the climate change solution.

Specialty Feed Ingredients Sustainability Project

Novus continued to collaborate with the Specialty Feed Ingredients Sustainability (SFIS) project in 2015. The project team finalized materials

		<p>to report findings of a LCA which shows the environmental benefits of using specialty feed ingredients like amino acids and phytase enzyme. The company has committed to further work with the project group, which will begin in mid-2016.</p> <p>The Sustainability Consortium In 2015, Novus joined The Sustainability Consortium, a collection of multi-sector companies who develop tools to improve the sustainability of consumer goods. As a member of the Food, Beverage & Agriculture working group, Novus works along side food producers, retailers and consumer groups to ensure sustainability challenges are addressed at all levels of the supply chain.</p> <p>Bulk Delivery Biosecurity Measures 2015 saw a destructive outbreak of highly pathogenic avian influenza (HPAI) on poultry farms around the United States. In an effort to support heightened on-farm biosecurity measures, Novus proactively altered its protocol for delivering bulk ALIMET® and SANTOQUIN® to North American customers. These extra sanitation measures ensure the safety, well-being and sustainability of Novus customers.</p>
	<p>Environment: Products and Services: G4-EN27 Extent of impact mitigation of environmental impacts of products and services</p>	<p>Food chain environmental impacts The agriculture industry is always evaluating its environmental impact, and searching for ways to reduce it. Novus contributes to this by developing innovative technologies which reduce the impact of animal production by either reducing the amount of inputs needed or reducing nutrient excretion. Below are just a few examples.</p> <p>Reducing inputs Novus products, such as enzymes, allow animal producers to reduce the amount of inputs needed for their operation, mainly feed, while having no impact on the performance of their animals. This is due, in part, to the enzyme helping the animal to better digest the food that is provided. This means that when enzymes are used, less land and resources are required to produce ingredients for animal feed. This not only reduces the environmental impact of animal production, but allows that land to be put to use for other uses required of the population.</p> <p>Reducing pollution The life cycle of animal production includes the responsible management of manure on farmlands. In many cases, manure is turned to compost and used to fertilize crop lands. High levels of certain nutrients in manure can be problematic to land and water supplies. Such is the case for trace minerals like zinc, copper and manganese. Novus mineral products are scientifically proven to be more bioavailable in animal production. This means that the minerals are able to be absorbed by the animal for their intended uses, as opposed to being excreted and polluting the environment.</p>

		<p>Reducing spoilage In many areas of the world, ensuring a sustainable supply of quality feed ingredients is a challenge. Novus feed quality products prevent feed ingredients and finished feed from going rancid. Such rancid feed can cause health and performance issues on the farm, as well as become unnecessary waste.</p>
<p>Human health and nutrition</p>	<p>Economic: Indirect economic impacts: G4-EC8 Significant indirect economic impacts, including the extent of impacts.</p>	<p>Joint health ESM Technologies, LLC, a joint venture partner of Novus’s Stratum Nutrition division of its subsidiary, Novus Nutrition Brands LLC, provides an innovative solution to what would otherwise be a waste product of the food industry. In 2015, ESM Technologies converted over 890 tons of raw eggshells destined for landfills into human health supplements which support bone and joint health. This is an over 220 percent increase from 2014. The only byproduct of this 100 percent natural manufacturing process is steam. Also in 2015, ESM registered a patent application for additional eggshell membrane uses.</p> <p>NEM® is an eggshell membrane ingredient composed of naturally occurring nutrients essential for health joint cartilage and tissue. In 2015, results from a NEM study published in the <i>Journal of Inflammation Research</i> and the <i>Journal of Nutrition and Health</i>. NEM was also registered for sale in additional countries in 2015.</p> <p>ESC® is one of nature’s purest, most absorbable forms of calcium from eggshells. It contains many trace minerals which support bone density.</p> <p>Oral health Stratum Nutrition and ESM Technologies also continue to research and market probiotics for oral and digestive health.</p> <p>ACTAZIN® is a whole-fruit supplement ingredient made from the nutrient dense kiwifruit that supports digestive health. It is nutrient dense with many natural vitamins and minerals to maintain health and well-being.</p> <p>BLIS M18™ and BLIS K12® are advanced probiotics for oral and upper respiratory tract health. In addition, BLIS M18™ provides a natural defense against bad breath.</p>

G4-LA1 Employment:

New Hires by age	2013					2014					2015				
	Male	Female	% Male	% Female	% Total	Male	Female	% Male	% Female	% Total	Male	Female	% Male	% Female	% Total
Below age 30	12	19	2%	2%	4%	13	28	2%	4%	5%	13	13	2%	2%	3%
Age 30 - 50	44	24	6%	3%	9%	39	26	5%	3%	9%	38	40	5%	5%	10%
Over age 50	6	1	1%	0%	1%	1	2	0%	0%	0%	6	3	1%	0%	1%
Total New Hires	62	44	8%	6%	13%	53	56	7%	7%	14%	57	56	8%	7%	15%

New Hires by region	2013					2014					2015				
	Male	Female	% Male	% Female	% Total	Male	Female	% Male	% Female	% Total	Male	Female	% Male	% Female	% Total
North America	15	18	2%	2%	4%	8	18	1%	2%	3%	18	19	2%	3%	5%
Latin America & Africa	10	8	1%	1%	2%	6	6	1%	1%	2%	13	9	2%	1%	3%
Europe & Middle East	19	7	2%	1%	3%	26	13	3%	2%	5%	9	8	1%	1%	2%
Asia Pacific except China	18	11	2%	1%	4%	9	6	1%	1%	2%	12	12	2%	2%	3%
Northeast Asia	0	0	0%	0%	0%	4	13	1%	2%	2%	5	8	1%	1%	2%
Total New Hires	62	44	8%	6%	13%	53	56	7%	7%	14%	57	56	8%	7%	15%

Turnover by age	2013					2014					2015				
	Male	Female	% Male	% Female	% Total	Male	Female	% Male	% Female	% Total	Male	Female	% Male	% Female	% Total
Below age 30	13	10	2%	1%	3%	13	17	2%	2%	4%	9	7	1%	1%	2%
Age 30 - 50	58	49	7%	6%	14%	64	52	8%	7%	15%	44	44	6%	6%	12%
Over age 50	13	5	2%	1%	2%	16	5	2%	1%	3%	15	3	2%	0%	2%
Total Turnover	84	64	11%	8%	19%	93	74	12%	10%	22%	68	54	9%	7%	16%

Turnover by region	2013					2014					2015				
	Male	Female	% Male	% Female	% Total	Male	Female	% Male	% Female	% Total	Male	Female	% Male	% Female	% Total
North America	29	26	4%	3%	7%	24	26	3%	3%	7%	19	13	3%	2%	4%
Latin America & Africa	17	11	2%	1%	4%	23	3	3%	0%	3%	7	12	1%	2%	3%
Europe & Middle East	12	6	2%	1%	2%	23	16	3%	2%	5%	20	11	3%	1%	4%
Asia Pacific except China	26	21	3%	3%	6%	15	21	2%	3%	5%	15	7	2%	1%	3%
Northeast Asia	0	0	0%	0%	0%	8	8	1%	1%	2%	7	11	1%	1%	2%
Total Turnover	84	64	11%	8%	19%	93	74	12%	10%	22%	68	54	9%	7%	16%

G4-LA6 Occupational Health and Safety:

Work Injuries by region and Gender 2015	Male	Female	Total	Rate Male	Rate Female	Rate Total	Rate Change in 2015
North America	0	0	0	0.00	0.00	0.00	-0.36
Latin America	2	0	2	2.50	0.00	1.64	-0.08
Europe & Middle East	1	0	1	1.01	0.00	0.63	-3.87
Asia Pacific	0	0	0	0.00	0.00	0.00	0.00
Total injuries	3	0	3	0.66	0.00	0.40	-1.06

Lost days by region and Gender 2015	Male	Female	Total	Rate Male	Rate Female	Rate Total	Rate Change in 2015
North America	0	0	0	0.00	0.00	0.00	-0.36
Latin America	1	0	1	1.25	0.00	0.82	0.82
Europe & Middle East	29	0	29	29.29	0.00	18.13	-18.39
Asia Pacific	0	0	0	0.00	0.00	0.00	0.00
Total lost days	30	0	30	6.56	0.00	4.01	-4.75

Notes:

- Novus recorded zero fatalities in 2015, as in all prior years since the start of its reporting.
- Novus recorded zero incidents of occupational disease.
- Injury and lost day rates are calculated on the basis of 100 employees, using 2,000 hours per full time employee at year end.
- Novus does not specifically record total absentee levels throughout the organization and has no immediate plans to do so, given the complexity of local operations around the world.

G4-LA9 Employee Development

Global Training Hours 2015	2013	Per Employee	2014	Per Employee	2015	Per Employee
Novus Management System	N/A	N/A	776	1.03	4906.5	6.55
Global Sales & Product Training	1480	1.87	4595	6.09	4122.5	5.50
TOTAL	1480	1.87	5371	7.12	9029	12.05

Notes:

- An effort to expand on Novus Management System (NMS) training began in 2014. This purposely led to an increase in the number of employees receiving formalized NMS training during the course of 2015. The NMS is Novus's long-standing management framework that links people and their contribution to business goals.

G4-EN3 Energy consumption within the organization

ENERGY CONSUMPTION (NON RENEWABLE) SCOPE 1 in GJ	2013	2014	2015	Change in 2015
Diesel	3,049	2,111	1,909	-10%
Natural gas	282,655	264,675	265,082	0%
Gasoline	432	385	290	-25%
LPG	134	1,090	2,103	93%
Total	286,271	268,260	269,383	0%

ENERGY CONSUMPTION (RENEWABLE) SCOPE 1 in GJ	2013	2014	2015	Change in 2015
Solar energy	297	219	6	-97%
Wind energy	0.37	0.15	0.15	0%
Total	297	219	6	-97%

TOTAL SCOPE 1 ENERGY in GJ	2013	2014	2015	Change in 2015
Non-renewable	286,271	268,260	269,383	0%
Renewable	-	219	6	-97%
TOTAL SCOPE 1 ENERGY	286,271	268,479	269,389	0%

ENERGY CONSUMPTION SCOPE 2 in GJ	2013	2014	2015	Change in 2015
Electricity purchased	97,759	91,409	100,759	10%
Steam purchased	669,638	613,360	644,425	5%
TOTAL SCOPE 2 ENERGY	767,397	704,769	745,184	6%

TOTAL ENERGY CONSUMPTION in Gj	2013	2014	2015	Change in 2015
Fuel consumption non-renewable	286,271	268,260	269,383	0%
Electricity and steam, non-renewable	767,397	704,769	745,184	6%
Solar and wind renewable	-	219	6	-97%
Total energy Scope 1+2	1,053,667	973,248	1,014,572	4%

Energy for production	1,027,369	943,306	995,825	6%
Energy for non-production	26,298	29,942	18,747	-37%
Total energy Scope 1+2	1,053,667	973,248	1,014,572	4%

Notes:

- Solar energy usage drastically reduced in 2015 due to the discontinued use of a panel array that was destroyed by a tornado at the Novus headquarters building in 2014.
- Novus does not measure local sales offices or research laboratories which employ fewer than 50 people as resource consumption at these locations is negligible.
- All electricity requirements are drawn from the National Grid in each country of operation.
- Novus does not purchase heating or cooling as indirect energy sources.

G4-EN5 Energy intensity

Energy intensity (Gj/ton product) PRODUCTION SITES ONLY	2013	2014	2015	Change in 2015
	2.741	2.665	2.749	3%

Notes:

- Energy intensity ratio is calculated as total energy consumption for all Novus sites divided by the production output in tons from Novus production sites worldwide. The calculation includes all natural gas, diesel, electricity, steam and renewable energy sources at the production sites.

G4-EN8 Total water withdrawal by source

Water withdrawal by source in m3	2013	2014	2015	Change in 2015
Municipal water supplies or water utilities	N/A	24,511	12,997	-47%
Surface water	N/A	271,151	300,011	11%

Ground water	N/A	1,112	837	-25%
Total water withdrawal	309,988	296,774	313,846	6%
Water intensity PRODUCTION SITES ONLY (m3 / ton product)	0.80	0.80	0.86	7%

G4-EN15 Direct greenhouse gas (GHG) emissions (Scope 1)

G4-EN16 Energy indirect greenhouse gas (GHG) emissions (Scope 2)

Greenhouse gas emissions in tons CO2e	2013	2014	2015	Change in 2015
Scope 1 direct energy	14,979	14,029	14,090	0%
Scope 2 indirect energy	56,790	52,541	55,716	6%
Total greenhouse gas emissions	71,768	66,570	69,806	5%

Notes:

- Greenhouse gases included: CO2, CH4 and N2O.
- Calculations are made using EPA eGRID sources for electricity in the U.S. and IEA sources for electricity in all other countries. All other emissions factors are taken from DEFRA 2012 GHG conversion factors.
- Emissions from minor amounts of gasoline and LPG consumption are excluded.
- GHG emissions are total emissions and do not account for small offsets from solar generation.

G4-EN18 Greenhouse gas (GHG) emissions intensity

GHG emissions intensity in tons CO2e/ton product PRODUCTION SITES ONLY	2013	2014	2015	Change in 2015
Scope 1 direct energy	0.038	0.037	0.038	1%
Scope 2 indirect energy	0.144	0.140	0.148	6%
Total greenhouse gas emissions intensity	0.18	0.18	0.19	5%

Notes:

- GHG intensity ratio is calculated as total GHG emissions for all Novus sites divided by the production output in tons from Novus production sites worldwide. It includes Scope 1 and Scope 2 emissions as reported in G4-EN15 and G4-EN16.

G4-EN23 Total weight of waste by type and disposal method in tons

Solid waste	2013	2014	2015	Change in 2015
Recycling/reuse	1,604	475	836	76%
Incineration	250	137	80	-42%
Landfill	282	722	592	-18%
Total solid waste	2,135	1,334	1,508	13%

Liquid waste				
Liquid waste to deepwell injection	372,688	390,363	427,037	9%
Liquid waste to water treatment	26,492	25,278	47,295	87%
Total liquid waste	399,180	415,641	474,332	14%