

Axiota®

Business Snapshot

Axiota Animal Health is a commercial developer and marketer of cattle health products that promote well-being across all stages of dairy and beef production. The company includes Multimin USA, MS Biotec, and Warburton Technology, which sell non-antibiotic solutions that improve animal health and performance and offer livestock producers science-based, natural solutions to animal productivity challenges.

Axiota prepares cattle to thrive during times of transition and stress through the use of injectable trace minerals and native rumen microbes produced by anaerobic fermentation. Multimin markets Multimin® 90, a patented supplement that delivers trace minerals to cattle to support immunity and reproductive health. MS Biotec and its subsidiaries are the exclusive providers of a patented strain of *Megasphaera elsdenii* (*Mega e*®), a natural probiotic that supports digestive health and animal performance particularly when transitioning from a roughage-based diet to a high-grain diet.

Product Impact

In 2021, approximately 13 million head of cattle received Multimin 90, with 2.6 million head of cattle receiving MS Biotec's product, Lactipro®.

ESG Governance & Management

In 2021, Axiota developed an ESG Policy based on the company's priorities of animal and human health across the firm. As the global population continues to grow, it is increasingly vital to produce a safe and secure food supply to provide both safer and healthier products to consumers. The company committed to leading the industry in food safety, animal welfare, and reducing their environmental footprint.

For instance, Lactipro can be used to facilitate using downed corn as feedstock, reducing the environmental impact of feed production. In addition, Axiota has developed longer shelf-life for their products, reducing potential waste volumes.

In their operations, Axiota has installed LED lighting in all its new buildings to reduce energy use and will implement further water reduction strategies. It has also provided recycling trainings to all staff, in addition to sourcing renewable bathroom products. Axiota continues to support local and national organizations, most recently contributing to the Academy of Veterinary Consultants.

Human Capital

In 2021, the company implemented Equal Opportunity (EO) and Diversity, Equity, and Inclusion (DE&I) Policies within Axiota. Axiota conducted an employee satisfaction survey to elicit ongoing concerns, including a special group session with an independent facilitator. The company took action on several items, including reviewing salary equity throughout the company based on job description and banding. The company continued to address EHS issues, policies, and safety procedures during quarterly town halls, including the use of new chemicals.

This year, Axiota will hire a director of Human Resources to further support regulatory reporting and operational practices. The team has also updated its food safety policies to encompass all new products, and have scheduled trainings with all divisions where changes have been made. The company also implemented courses through LinkedIn Learning regarding state and federal employment compliance, such as anti-harassment and DE&I trainings.

Looking Ahead 2022

Axiota will publish its statements around ESG policy across its product lines, as well as develop an ESG management team to oversee progress and identify areas of improvement in direct communication with the CEO. The company has committed to reviewing its ESG policy annually. Axiota also plans to implement salary adjustments based on the findings of its compensation equity review.

In 2022, MS Biotec will improve the water efficiency of its manufacturing process by installing a chiller and water reclamation system to reduce the amount of water wasted. Similarly, Axiota will delve into high-level assessments into potential Enterprise Risk Management processes to implement long-term strategies and outlooks.

SDG Relation: SDG 2 Zero Hunger

Operations identified by the SDI framework that link the company to SDG 2:

Increase animal productivity (e.g. animal health products for healthier and more productive livestock)

Applicable SDG Target Link:

2.4 Production and productivity: Ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production