



Supplier Code of Conduct

Governance	
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1 Introduction

Scandi Standard is one of the leading suppliers of chicken in northern Europe. Environmental, economic and social responsibility are integral parts of our long-term business strategy. We consider these factors as keys to achieve the company's vision of inspiring people to eat more chicken.

1.1 Purpose

Scandi Standard's Supplier Code of Conduct ('the Code') covers the sustainability requirements that we expect all our Suppliers to comply with. These sustainability requirements are formulated with the principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises and the ILO core conventionsⁱ as a foundation.

1.2 Scope

The Code applies to all suppliers of products, services and work, as well as business partners. In addition, we expect that relevant guidelines and routines are implemented to ensure compliance and that the responsibility for compliance with requirements is assigned to a member of the senior management. The requirements apply for all the Supplier's employees and others who carry out work on behalf of the Supplier.

2 Supplier Code of Conduct

2.1 Compliance to national and international legislation

The Supplier is expected to comply and act in accordance with applicable national and international laws and regulations, industry standards and agreements. Should any of the requirements of this Code differ from what is stated in national law, the more stringent requirements will apply.

2.2 Social conditions

We expect the Supplier to support, and respect internationally declared human rights as well as the ILO core conventions regarding child labour, forced labour, the freedom of association, discrimination, and equal remuneration. Furthermore, we expect that Suppliers do not undermine our work to ensure that all employees are treated fairly, equally and with respect.

- The Supplier shall not accept child labour. No employee may be under the age of 15 (or 14 where this is allowed according to ILO convention 138), or younger than the minimum age of employment, if this age exceeds 15 years. Every child shall be protected from economic exploitation and performing any work that may be dangerous, have an adverse effect on the child's education or be harmful to the child's health and development. Children must never perform night work.
- No form of forced or compulsory labour or actions linked to any form of punishment shall be permitted by the Supplier. Modern slavery and human trafficking are prohibited. This requirement pertains to all employees, irrespective of employment condition. No employee may be forced to hand over valuables or identification papers to the employer. No one shall be prevented from leaving the place of employment or terminating his employment.

- The Supplier must respect employees' right to form or join trade unions and give employees' the opportunity to engage in collective bargaining agreements, or refrain from this, without risk of reprisals. In countries where the freedom of association is limited, or under development, representatives chosen by the employees must be able to meet the company management to discuss salaries and terms of employment without negative consequences.
- We do not accept the Supplier to allow any type of discrimination, threats, oppression, or harassment. The Supplier shall treat all staff with dignity and respect regardless of sex, transgender identity, ethnicity, religion, disability, sexual orientation and/or age.
- The Supplier's employees shall understand their terms of employment and have access to these terms in writing. Wages and benefits shall at least adhere to national legislation and agreements and the Supplier shall have the ambition that the salary level is so high that it covers the employee's actual costs i.e., a living wage. Wages shall be paid in full directly to the employee at the time stated in the contract. Overtime shall be remunerated according to national legislation or other agreement, and clearly specified on the payslip. Time off work, including vacation, holidays, sick leave, and parental leave shall at least be compensated in accordance with national legislation.
- Employees must have at least one day of rest per week. Working time must be divided into normal working time and overtime. Working time must be recorded in a truthful and correct way. Normal working time may not exceed 48 hours per week. Overtime work must be voluntary and must not exceed 12 hours per week. Overtime must not be requested systematically and regularly.
- The Supplier shall ensure that no employee, including temporary, seasonal, migrant labour and employees provided by agencies, recruiters or brokers, is requested to pay a recruitment fee (monetary or otherwise) at any time in the recruitment process or employment period. In case a recruitment fee has been paid, the Supplier must reimburse such fee.
- The requirements of this Code applies to the hiring and management of all employees irrespective of employment condition: migrant, contract agency, temporary or casual. The Supplier must take appropriate steps to prevent, investigate and address violations of human and labour rights.

2.3 Work environment, health and safety

We expect that the Supplier define responsibilities for health and safety at the workplace and establish and follow procedures to prevent accidents and work-related injuries.

- The Supplier must at least, respect and comply with the minimum standards according to national and local laws and regulations concerning work environment.
- Employees shall receive training on the potential health risks that the work can entail, including fire safety, hazardous operations and first aid. The Supplier shall provide relevant protective equipment to be used and ensure that information on health and safety is readily available at the workplace.
- Emergency exits shall be clearly marked, illuminated, and may not be blocked. Evacuation exercises and the testing of fire alarms shall be conducted on a regular basis.

- The Supplier shall provide access to clean toilet facilities and potable water, and when applicable, sanitary facilities for food storage.
- Accommodation, where provided, shall be clean, safe, and meet the basic needs for the employees. In or in the immediate vicinity of the accommodation there must be access to clean sanitary facilities, adequate ventilation, and clean drinking water.

2.4 Environment

The Supplier shall identify and assess significant environmental impact of operations and establish and follow procedures that reflect their environmental responsibility. Environmental aspects shall be taken into consideration throughout the whole production and distribution chain, from the production of raw materials to the sale of end-user products.

- The Suppliers must respect and comply with national and international environmental legislations and regulations, as well as apply the Precautionary Principle in all decisions that can have a negative impact on the environment.
- The Supplier shall actively work to reduce emissions into the air, soil, and waterways, caused by their operations and constantly search for ways to optimise the use of resources.
- The Supplier must work actively to reduce the climate impact deriving from its activities. In accordance with the previous requirement, the Supplier must be able to present the areas in its operation that have the greatest impact, set targets for reducing emissions per area, and present an action plan and/or implement concrete measures showing how the company is working to reduce emissions of greenhouse gases.
- The Supplier must ensure that waste is minimised and managed in accordance with local regulations.
- The Supplier must ensure that chemicals are used in such a way that risks to society and the environment are minimised. Information on the health and environment for hazardous substances used should be available to anyone who comes in contact with them. Particularly hazardous substances used should be used as little as possible with the ambition to phase out completely. Special hazardous substances are those which are difficult to break down and accumulate in living organisms, carcinogenic, mutagenic, toxic for reproduction, hormone-destructive, highly allergenic and those of corresponding severity such as mercury, cadmium, and lead.
- The Supplier shall identify potential negative impact on biodiversity and be able to present relevant policies and action plans, in accordance with Scandi Standard Environmental Policy.
- The Supplier shall acknowledge that it is a part of the community in which it operates. It is important to ensure constructive dialogue with such communities around the Suppliers impact, for example related to noise, pollution and odour.

2.5 Animal welfare

- The Supplier shall ensure that all animals supplied to Scandi Standard are treated with respect and take responsibility for Animal Welfare as defined by the internationally accepted Five Freedomsⁱⁱ.
- Medical treatment with antibiotics shall be provided only in case of illness. Methods and systems which ensure and enhance animal health and welfare shall be practiced in order to limit the need for antibiotics.
- Antibiotics that are particularly important for human care (colistin, fluoroquinolones and third- or fourth-generation cephalosporins) are not allowed.

2.6 Business ethics

All forms of unethical business behaviour are prohibited. We expect that the Supplier establish and follow effective procedures to prevent all forms of corruption, bribery, money laundering, and unlawful restrictive trade practices in all business activities.

2.7 Products

The Supplier shall comply to relevant international standards for food safety and protect consumers with a proactive product safety work. All products shall be traceable in accordance with applicable legal requirements and industry standards. Suppliers shall establish and follow guidelines and procedures to ensure traceability as well as fraud and terror defence. Products that may entail any risk for the end-user shall be recalled, and suppliers shall have routines to ensure effective global recalls of products.

2.8 Grievance mechanism

- The Supplier shall strive to provide means for confidential complaint reporting to all employees, irrespective of employment condition, and ensure that processes are in place to ensure employees who raise concerns and speak up in faith are protected from retaliation in accordance with EU Whistleblower Directive or local legislation.
- The Supplier and its employees can raise any concerns about misconduct related to legislation or Scandi Standard 'Supplier Code of Conduct' through Scandi Standards whistleblower reporting system found on the external Scandi Standard website. The whistleblower reporting system is hosted by an independent third party which allows for anonymous and confidential reporting in compliance with personal data protective regulations (GDPR).

3 Document Breaches

3.1 Document Deviation

By signing this document, the Supplier states its commitment to comply with the Supplier Code of Conduct. The supplier also commits to provide Scandi Standard with any necessary documentation related to compliance with the Code upon request and to allow Scandi Standard, or any third-party auditor acting on behalf of Scandi Standard, to conduct on-site or online audits. The Supplier shall ensure appropriate measures are in place to ensure

compliance with the Code in the Supplier's own operations and supply chain, such as policies and controls, and that these are communicated to all employees. If a case of an act contradictory of this Supplier Code of Conduct, the Supplier is expected to establish a corrective action plan to remedy the situation. Scandi Standard reserves the right to terminate agreements with Suppliers that do not rectify deviations within the agreed time period (maximum 12 months) or show a lack of engagement and/or transparency or repeatedly and seriously violate the requirements in this Code.

Signature	
Name	
Title	
Company	
Location and date	

ⁱ References to relevant UN and ILO conventions: UN's Universal Declaration on Human Rights (1948), ILO's Fundamental Conventions (No. 87, 98, 29, 105, 138, 182, 100 and 111), UN's Convention on the Rights of the Child (article 32), UN's Convention against Corruption.

ⁱⁱ 1. Freedom from hunger, malnutrition and thirst, 2. Freedom from fear and distress, 3. Freedom from physical and thermal discomfort, 4. Freedom from pain, injury and disease, 5. Freedom to express normal patterns of behavior