Group Code of Conduct of Scandi Standard AB (publ) reg. no. 556921-0627

Adopted at the board meeting held on 25 February 2016
for the time period until the next review.

It is noted that Scandi Standard AB’s (publ) (“Company”) shares are listed on NASDAQ Stockholm. This Company Information Policy (“Policy”) has been adopted in order to align the work of the Board of Directors of the Company (“board”) with the requirements imposed by the Swedish Corporate Governance Code. This Group Code of Conduct (“Code of Conduct”) is in addition to said requirements although certain provisions thereof are included in this Code of Conduct in order to facilitate their application. This Code of Conduct replaces previously adopted Code of Conducts.

Thus, in addition to what is provided for in the above mentioned requirements, this Code of Conduct shall apply for the time period until the next review. References herein to the “Company” shall, unless otherwise clear from the context include not only Scandi Standard AB (publ) but also the group in which Scandi Standard AB (publ) is the parent company.
Code of Conduct

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1. The Company
   The Company is the leading poultry company in the Nordic region.

   Environmental, economic and social responsibility is an integral part of our business strategy for achieving our vision of “having the Scandinavians eat chicken once more a week”.

   Our mission is to become the preferred chicken supplier by providing chicken products based on local market preferences. We focus on innovation, animal welfare, food safety and sustainable development.

   Our corporate culture is shaped by the notions of being open-minded and challenging and by creating a sense of urgency.

2. Communication and Scope
   Our activities are based on open-minded dialogue and transparent communication with our stakeholders.

   Communicating our responsibility is crucial to our work with the Company Code of Conduct. Our owners should feel secure that we understand our responsibility towards customers, employees and the surrounding environment.

   Our responsibility encompasses everything we do, from purchase and processing to marketing and sales. It’s about economic aspects, the environment, animal welfare, relationships with employees, farmers and other suppliers, consumers, customers, shareholders and public authorities.

   Our Code of Conduct is applicable in its entirety to all board members and all employees of the Company.

   Relevant parts are incorporated in our Supplier Code of Conduct. Our Supplier Code of Conduct must always be presented to and accepted by new suppliers. Also our Supplier Code of Conduct constitutes the basis for supplier auditing.

3. Legal Requirements
   The Company always complies with applicable laws, regulations and I requirements in the countries where we are active. In some countries the enforcement thereof might be unsatisfactory according to Scandinavian standards. In such cases we endeavour to apply our own standards.

   This Code of Conduct summarizes our corporate governance practices. The Code of Conduct is made in line with the principles of the United Nation’s Global Compact and OECD Guidelines for multinational enterprises. We aim at monitoring compliance with our Code of Conduct in consistency with the GRI G4 Sustainability Reporting Guidelines.

4. Our Work with Responsibility and Sustainability
   Conducting responsible business requires a long-term ambition and at the same time it must be performed by all employees in their daily work.
Once a year, the management team sets the strategic ambition for responsibly dealing with environmental, economic and social aspects of our business. We do so in order to assure a sustainable development of the Company.

- **We have a Long-Term Ambition**
  Overall strategic decisions are taken by the board and management. Our key issues, risks, legal and other requirements are identified and analysed as a basis for the strategic plan.

  The strategic plan guides the work of taking responsibility through established objectives and main activities.

5. **The Environment**
In order to continuously lessen our environmental impact, we endeavor to improve our knowledge of, and control over resource consuming processes.

- **Emissions**
  We work on an ongoing basis to reduce emissions into the air, soil and waterways. Whenever feasible, we aim at setting goals for reducing emissions and for the communication of progress made.

- **Energy and Water**
  Production plants within Company must measure and record use of energy and water. We constantly search for ways to optimize water and energy use.

- **Sustainable Supplies**
  The Company supports the establishment of sustainability programs and actively and constantly evaluate how they may fit into our value chain.

- **Transportation**
  We demand logistics solutions that reduce the impact on the environment and increase transport safety and reliability. Special attention is paid the transportation of live chicken as a means to safeguard animal welfare and the close relation to the farmer.

- **Breeders**
  We contribute with competence, resources and production data systems to build a sustainable supply of live chicken.

  We have a responsibility to continually inform and advise our breeders on the use of production inputs including medication in order to ensure their efficient utilization and to minimize the risks to humans and to the environment.

- **Animal Welfare**
  We strive to ensure good chicken care from breeding to slaughter.

  We monitor that chickens are treated responsibly. They receive medical treatment when relevant, we register health indicators such as foot pad lesions and mortality and act promptly whenever breeding conditions appear critical.
6. **Business Ethics**

Our conduct in all situations, irrespective of country or market, is characterized by due respect for customers, business partners and the local communities in which we are operating. Employees within the Company should always act with sound judgement.

- **Bribery, Fraud and Corruption**
  All forms of corruption, bribery, fraud and money laundering are strictly prohibited. We repudiate all unlawful restrictive trade practices. The Company’s employees must not accept personal gifts, services, trips, entertainment or similar benefits of any significant value from suppliers or other business partners. All benefits and business entertainment for persons outside the Company must be characterized by similar moderation.

  It is strictly forbidden to give, offer or promise any form of benefit, either directly or indirectly, to any Public Official in order to unduly influence the exercise of public authority in the context of public procurement, to keep any other form of business or business transaction or which may otherwise entail an improper gain. By “Public Official” means any officer or employee of any national or local government or any department, agency, or instrumentality of any such government or of a public international organization, or any person acting in an official capacity for or on behalf of any such person, or any political party or party official, or any candidate for political office. It is important to note that the term Public Official is very broad and it includes officers or employees of a government-owned or controlled entity, for example, a company that is owned or controlled by the government.

- **Conflicts of interest**
  We pay attention to conflicts of interest and employees should always place the Company’s interests before personal interests.

- **Marketing**
  In our product labelling and advertising, we provide information that is correct and not misleading.

- **Confidential information**
  Confidential information about the Company’s strategies, activities and business operations must be protected and must not be disclosed to any unauthorized parties.

  Confidential information supplied to the Company by a third party must be dealt with and protected in the same way as the Company’s internal confidential information.

- **Information Security**
  Employees shall handle all the information they deal with in a way that is justifiable and complies with applicable laws, regulations and requirements. The Company takes all precautions necessary to protect our information systems from threats and to reduce the risks associated with information processing.

7. **Social Conditions**

The Company supports and respect internationally declared human rights. We actively work to ensure that all our employees are treated fairly, equally and with respect.
Scandi Standard

- **Freedom of Association**
The Company respects employees’ right to form or join trade unions and gives the opportunity to engage in collective bargaining agreements.

- **Working Conditions**
Working hours comply with national legislation and agreements. Overtime must not be demanded on a regular basis. Wages, benefits and overtime compensation do at the very least comply with national legislation and agreements. Any deduction from wages as a disciplinary measure is prohibited.

  The Company complies with at least the minimum standards according to local laws and regulations regarding the work environment.

- **Labour**
No form of forced labour or labour linked to any form of punishment is permitted. No employee may be forced to hand over valuables or identification papers to his/her employer. No child labour is accepted.

- **Discrimination and Oppression**
Our ambition is to promote diversity and to focus on our employees’ involvement and skills development. We do not accept discrimination of whatever nature, threats, oppression or harassment in any form among our employees or among our suppliers.

- **Health and Safety**
We make ongoing improvements to the work environment. We promote good health and aim to prevent accidents and work injuries that can be linked to the work that is being carried out.

- **Human Capital**
The Company encourages human capital development by creating employment opportunities and facilitating training opportunities for employees.

8. **Products**

  The Company’s products must be safe for the user/consumer and the principle of prudence forms the foundation of our responsibility.

- **Safety and Traceability**
We work according to international standards for food safety and protect consumers through our active work with product safety. All products are traceable in accordance with applicable legal requirements and industry standards. If a problem arises, we recall any products that entail a risk for the user/consumer.

- **Products and Packaging**
The Company ensures safe products that do not pose any threat to people’s health. We test raw material, our production processes and the end products to guarantee product safety and quality.

  When conceptually relevant, we use eco-friendly packaging.
- **Innovation**
  We want to contribute to sustainable development and innovation within the areas that are strategically important for the Company.

  The conceptual platform for product innovation is the healthy and climate-smart Scandinavian chicken.

9. **Economic Conditions**

- **Economic Value and Impact**
  We seek close co-operation with local communities, including business interests, and develop the Company’s activities in our domestic and foreign markets, consistent with sustainable development principles and sound commercial practice.

- **Economic Legislation**
  The Company refrains from seeking or accepting exemptions not contemplated in the statutory or regulatory framework related to taxation, financial incentives or other economic issues.

10. **Standards and Management Systems**

- **Sustainability Management System**
  In our aim to recognize improvement opportunities in sustainability issues and continuously improve our environmental performance, we formulate strategies, develop action plans and set goals.

  A Sustainability steering group sponsored by top management directs and develops the overall sustainability work.

- **Food Production Certification**
  The Company applies to the internationally recognized and comprehensive BRC - Global Standard for Food Safety.

- **Recall System**
  All business units within the Company have a routine in place to ensure effective global recalls of products. The routine is tested on a regular basis to ensure that it is updated and working in practice.

- **Animal Welfare System**
  All handling of live chicken in the Company meets national animal welfare legislation and is supervised on site by our own veterinarians.

  Production data is registered in a common database in order to deliver a transparent platform for monitoring and optimizing the breeding of chicken.