

Scagro Group A/S Supplier Code of conduct

INTRODUCTION

Our company underlines the need for moral and ethical values, and we expect our suppliers to respect and adhere to the same philosophy. Therefore, we seek to ensure that all our suppliers operate in compliance with the terms and standards of our supplier Code of conduct.

We believe that cooperation is the cornerstone of positive change. We engage in collaborative and open communication with our suppliers. We select our suppliers carefully, and expect them to comply with our Supplier Code of Conduct and the sustainable operating principles relating to ethical, social and environmental aspects.

ETHICS

General Requirements

Scagro A/S requires its suppliers to be committed to ethical conduct, in full compliance with all applicable national laws, regulations, and international treaties, and respect human rights according to internationally recognized standards.

Privacy and protection of Intellectual Property

Suppliers will safeguard and make only appropriate use of confidential information, ensuring that all employees' and business partners' privacy is protected. Suppliers shall comply with all laws and international treaties on intellectual property and refrain from infringing on either Scagro's, or third-party, intellectual property rights.

Business ethics

Scagro A/S requires its suppliers to commit to the highest standards of ethical conduct. All forms of corruption, bribery, money laundering, and unlawful restrictive trade practices are strictly prohibited.

LABOUR AND HUMAN RIGHTS

Suppliers shall commit themselves to uphold the human rights of workers. Workers should be treated with dignity and respect at all times. The supplier shall support and respect internationally declared human rights and treat its employees fairly, equally, and with respect.

Freedom of association

In accordance with applicable laws and regulations, the supplier shall respect its employees' right to form or join trade unions as well as the right to collective negotiations.

Prevention of Forced labour and Human trafficking

Modern slavery in all forms; forced, bonded, involuntary prison labour, or labour linked to any form of punishment, shall not to be permitted. Employees shall not be forced to hand over valuables, passports,

work permits or identification papers to his or her employer. Scagro's Suppliers shall not use or benefit from any kind of human trafficking.

Prevention of Child labour

Supplier will not use child labour as defined by local law. Every child is to be protected from economic exploitation and from carrying out work that can be considered dangerous, to have a negative effect on the child's education, or to be harmful to the child's health or development.

Working hours

Working hours must comply with national legislation and agreements.

Wages

Wages, benefits, and overtime compensation shall, at the very least, comply with national legislation and agreements. Any deduction from wages as a disciplinary measure is prohibited.

Discrimination and oppression

Scagro A/S does not tolerate discrimination, threats, oppression, or harassment in any form, and supports equal opportunities for all employees.

ENVIRONMENT

Sustainability

The supplier shall comply with national laws, regulations and the principles in the UN Global Compact concerning the environment. The supplier shall proactively work towards reducing all negative environmental impacts, including, but not limited to, emissions into the air, soil and waterways, and to make more efficient use of resources.

Environmental Permits and Reporting

Supplier shall make sure that they obtain, keep current, and follow the reporting guidelines of all the required environmental permits and registrations. Suppliers shall ensure that key employees are aware of, and trained, in product safety practices.

HEALTH AND SAFETY

Suppliers shall commit to ensuring safe working conditions, as well as a healthy and clean working environment for their workers. The supplier shall at least comply with the minimum standards according to local laws and regulations regarding the working environment. Accidents and work-related injuries must be prevented.

MANAGEMENT SYSTEMS

Suppliers are expected to have the risk management, documentation, and measurement systems in place to facilitate compliance with all applicable laws, and the promotion of continuous improvement in respect to the expectations set forth within this Code.

COMPLIANCE WITH SCAGRO A/S SUPPLIER CODE OF CONDUCT

Scagro A/S requires that all Suppliers read and comply with the Scagro A/S Supplier Code of Conduct. Enforcement of this Supplier Code of Conduct is important to Scagro's business, and it is the supplier's responsibility to ensure that this Supplier Code of Conduct is implemented. Scagro A/S reserves the right to make inspections to ensure that the Supplier Code of Conduct is being enforced. These inspections may be performed by an independent third party, and may be unannounced.

If the supplier fails to comply with the terms of this Supplier Code of Conduct, and remedial actions of such breaches do not meet Scagro's satisfaction within an agreed time period, Scagro A/S may terminate its business with the supplier.

We hereby understand, accept, and will comply with the Scagro Supplier Code of Conduct.

Signature:

Name and position:

Company:

Date: