



Date: 03-07-2023

NORDEX FOOD GROUP Code of Conduct

The Code of Conduct for the NORDEX FOOD GROUP is applicable to NORDEX FOOD A/S, FUTURA FOODS UK LTD and their suppliers and own production sites.

The basic values in the NORDEX FOOD GROUP are:

- Independence (freedom to take long term decisions)
- Integrity (we practice what we say)
- Responsibility (in house and external)
- Ownership (Employees take ownership of their job)

All decisions taken in the NORDEX FOOD GROUP are based on these 4 values. The values have been a part of our management and corporate culture since the beginning in 1984. These are only words if you don't live them. We ARE these values, and it is only until recently we have put words on. Not the other way around.

In the exact same way, we intend to make this Code of Conduct a part of our daily business. This is how we want to act throughout our value chain in all situations.

With this basis we aim to create Responsible Growth.

The NORDEX FOOD GROUP has been a part of the UN Global Compact since December 11th, 2018. Our Code of Conduct is in accordance with the 4 areas of the Global Compact (Human Rights, Labour, Environment and Anti-Corruption). Furthermore, we have added 2 areas, especially relevant for the NORDEX FOOD GROUP and their suppliers; Animal Welfare and Food Safety.

Human Rights/Labour

- We respect human rights. None of the NORDEX FOOD GROUP or their supplier's employees or workers shall be subject to harassment, physical or mental punishment or any other forms of abuse.
- The NORDEX FOOD GROUP and their suppliers complies with the laws of its country and takes care of its social responsibilities.
- The NORDEX FOOD GROUP and their suppliers obeys the laws of its country concerning minimum salaries, overtime compensation and maximum working hours.
- The NORDEX FOOD GROUP and their suppliers do not use force over its employees and allows them to resign after a reasonable time of notice.
- The NORDEX FOOD GROUP and their suppliers do not use child labour and complies with the ILO (International Labour Organisation) conventions and recommendations on child labour.
- The employees of the NORDEX FOOD GROUP and their suppliers shall have the right to freedom of association and collective bargaining in accordance with local laws.
- The NORDEX FOOD GROUP and their suppliers must provide its employees and workers safe and healthy working conditions.



Environment

- The NORDEX FOOD GROUP and their suppliers must operate with care for the environment and ensure compliance with all applicable laws and regulations in the country where products or services are manufactured or delivered.

Anti-Corruption

- The NORDEX FOOD GROUP and their suppliers must uphold the highest standards of business ethics. The NORDEX FOOD GROUP and their suppliers must prohibit all forms of bribery, corruption, extortion, and embezzlement in its business dealings with the NORDEX FOOD GROUP or any third parties.

Animal Welfare

- The NORDEX FOOD GROUP and their suppliers of milk or milk-based products shall operate with care for the animals and ensure compliance with all applicable laws and regulations in the country where products are manufactured.

Food Safety

- The NORDEX FOOD GROUP and their suppliers of food or food related products shall ensure that all food safety measures are adhered to and that products comply with the agreed quality.

The NORDEX FOOD GROUP must ensure that their direct suppliers and subcontractors comply with the principles of the Code of Conduct.

Monitoring and/or documenting the above principles is the responsibility of the NORDEX FOOD GROUP and their suppliers. The NORDEX FOOD GROUP needs to be informed if the conditions at the supplier are not in accordance with the above listed principles. If so, we together will find a solution to the problem.

Thank you for being our partner in creating Responsible Growth.

Martin Aagaard Pedersen
Managing director,
NORDEX FOOD GROUP

Name:
Title:
Supplier: