



Danish Crown



Code of Conduct

for managers and employees in Danish Crown

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**Big
companies
have bigger
obligations**

As a global leader in sustainable food production, we have a big responsibility to continuously improve how we work, from farm to fork to ensure good, safe food for people around the world to enjoy. We live and work as an integral part of the society in which we operate, and we must act as a good citizen in all that we do. As a farmer-owned company our history goes back to 1887 and our responsibility towards society, our employees and our owners, the farmers defines who we are.

We operate in an ever more challenging global environment and as a global supplier we need to embrace the changes in a way that corresponds with the beliefs and values of Danish Crown. Not all is easy, and we are constantly challenged on many issues. But we remain committed to improving how food is produced - with respect for animals, people and the environment.

As colleagues in Danish Crown, we all share the responsibility for our company's success through our attitude



“
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”

Jais Valeur,
Group CEO

and our behavior. It is culture that determine how we act and how we collaborate and interact both with each other and with people outside Danish Crown. And being a multicultural company we will find common ground in this code of conduct.

With these 8 rules of conduct we have set the direction in which we want to develop our business. They provide our leaders and employees with a framework to base all our decisions, actions and operations upon. I therefore expect you to read the contents carefully and consider how it should influence your daily work and cooperation with your colleagues and external relations.

Jais Valeur, CEO

Why do we need a Code of Conduct?

Guide our employees regarding expected behaviour and decision-making.

Unite our employees across companies and cultures in order to act as one.

Define Danish Crown's business principles across the world.

Create trust in Danish Crown for external stakeholders.

Protect Danish Crown's reputation from non-desired behaviour.





Our 8 rules of conduct

1

We maintain respectful and honest relationships with our colleagues, communities and all other stakeholders.

2

We develop our business together with consumers and customers and in the interest of our owners.

3

We strive to uphold the highest standards on food safety and the quality of our products.

4

We strive for sustainable solutions in all decisions.

5

We respect human and labour rights throughout the entire value chain.

6

We act with integrity and transparency in all our business operations.

7

We take responsibility for the work safety of ourselves and our colleagues and contribute to a good working environment.

8

We comply with laws and regulations in all countries in which we operate.

1

We maintain respectful and honest relationships with our colleagues, communities and all other stakeholders

Danish Crown is a big company with multiple relations across the world. We operate in an industry that often attracts attention and sometimes encounters a range of strongly held opinions. Therefore, communication is essential to our success.

Commitments

We act as ambassadors for Danish Crown and communicate in a positive and constructive tone with all stakeholders.

We keep our promises and respect agreements made.

We listen and learn from others and respect different opinions.

We engage in fact-based dialogue with stakeholders and take their input into account when we formulate our opinions and make decisions.

Policies:

Communication Policy (to be released)



We develop our business together with consumers and customers and in the interest of our owners

Danish Crown wants to be a winner today and in the future. This requires that we stay tuned on market trends and cooperate closely with our customers and consumers on new, inspiring and value-adding solutions.

Commitments

We always strive for win-win solutions.

We are passionate about producing the best food based on raw materials from the farmers.

We focus on market-driven innovation together with our customers.

We strive to understand the needs of consumers and to share knowledge and insights with our colleagues.

3

We strive to uphold the highest standards on food safety and the quality of our products

Providing food to millions of consumers all over the world is a tremendous responsibility. Trust in our products is therefore core to everything we do.

Commitments

We are proud of our products and our craftsmanship.

We never compromise on food safety.

We do our utmost to meet the expectations of our customers in every delivery.



We strive for sustainable solutions in all decisions

Meat and food production have a major impact on Planet Earth. As a major producer we therefore have a very big responsibility. We consider the UN Sustainable Development Goals and the UN Global Compact our compass for sustainable development.

Commitments

We require that sustainability is on the agenda at all management meetings and in all investment plans.

We set ambitious targets to reduce our impact on environment and climate.

We pay close attention to animal welfare in all parts of the production process.

We use resources with respect and limit consumption and waste to a minimum.

5

We respect human and labour rights throughout the entire value chain

Thousands of people around the world are part of our production from farm to fork. We strive to take responsibility for our full value chain and to comply with international conventions on Human and Labour rights.

Commitments

We treat each other with respect regardless of gender, ethnic, social and national background, religious belief, age, political opinion and sexual orientation.

We consider diversity as an opportunity for mutual inspiration and personal growth.

We share our commitment to Human and Labour Rights with our suppliers.

Policies:

CSR Policy

Supplier Code of Conduct

6

We act with integrity and transparency in all our business operations

As a global company Danish Crown operates in many different countries and cultures. However, when it comes to ethical business conduct we operate with one common mindset.

Commitments

We do not tolerate corruption, bribery or any other non-ethical business practices.

We compete and operate in the market on fair and equal terms.

We do not allow personal interests to compromise the interest of Danish Crown.

We protect confidential information of both internal and external origin.

Policies:

Anti-corruption Policy
Competition Law Policy



We take responsibility for the work safety of ourselves and our colleagues and contribute to a good working environment

Working in abattoirs and food processing factories can be physically demanding and with potential safety hazards. Danish Crown aims to deliver a safe and positive working environment for everyone. We know that we can only do this as a team.

Commitments

We proactively take responsibility for the safety and well-being of ourselves and others.

We ensure that work safety instructions are available and understandable for all employees.

We set ambitious targets to reduce work accidents and work-related diseases.

We support and help each other across business units and job titles.

8

We comply with laws and regulations in all countries in which we operate

Danish Crown wants to be a trustworthy and reliable company. Compliance with applicable national and international laws, rules and regulations as well as recognized international standards and treaties is non-negotiable in all our activities.

Commitments

We take responsibility for complying with laws and regulations applicable within our areas of work.

We are familiar with Danish Crown's own policies on compliance issues.

We seek advice with our management or Legal Department if we have doubts related to work situations or relations.

Policies:

GDPR Policy

Tax Policy

Competition Law Policy

Anti-corruption Policy

Applicability and enforcement

The management and all employees of the Danish Crown Group, including its subsidiaries and controlled companies, are expected to follow the Code of Conduct.

Non-compliance with the Code of Conduct may result in disciplinary action.

We encourage companies where Danish Crown has a joint or minority ownership to adhere to the Code of Conduct or to equivalent principles.

Our business partners and in particular our suppliers are expected to adhere to the principles of the Code of Conduct.

If you have any questions on how to live our Code of Conduct or if you find yourself in a situation that could raise questions about the respect of the rules of conduct, you can always seek guidance from your management.

If you wish to file a confidential report on suspected non-compliant or illegal conduct related to Danish Crown, you can use our whistle-blower portal at danishcrown.whistleblownetwork.net.

