

## Modern Slavery Act Statement - Financial year 2024/25

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### Scope and Purpose

This statement is published by Danish Crown A/S and its subsidiaries in accordance with section 54 of the UK Modern Slavery Act 2015. The statement covers the period 1 October 2024 to 30 September 2025.

Danish Crown acknowledges that the risk of modern slavery - including human trafficking, forced labour, and bonded labour - can occur in any industry, including in the food industry. This statement outlines the efforts Danish Crown has made over the past year to help ensure that modern slavery does not occur within our organisation, including the policies and processes we have implemented to manage and mitigate the risk of such practices potentially arising at our production facilities and in our supply chain. At Danish Crown, we are committed to operating with integrity and to continuously improving our due diligence efforts to identify, prevent and address risks of modern slavery wherever they may arise.

This statement should be regarded as complementary to the Danish Crown Annual Report 2024/25, as well as our annual UN Global Compact Communication on Progress.

### About Danish Crown: Our Organisation and Supply Chains

Danish Crown is a cooperative headquartered in Denmark and is one of the largest meat processing companies in the world, with approximately 24,000 employees globally. We have a total of 68 abattoirs and processing facilities, 43 casing facilities, 14 separate warehouses and 56 offices in 27 countries.

Danish Crown is a global food company which operates in different business units. Danish Crown's business is centred around four business areas: Danish Crown, Sokolow, KLS and DAT-Schaub. The core work within the business areas differs, however, can be categorised into Livestock, Fresh Meat, Foods and Traded Goods. Some categories of the latter are handled by Group Procurement including Food ingredients, Packaging Material, Logistics, MRO (spare parts) and Facility and Business Services.



In our fresh meat business alone, we source livestock directly from 5,272 Danish farmer owners, as well as livestock from farmers in Sweden, Germany, and Poland. In addition, Group Procurement handles thousands of suppliers across all our entities, countries, and global regions, which implies an extensive and complex value chain.

## **Policies and Governance on Modern Slavery and Human Trafficking**

### **Governance**

Danish Crown maintains a governance framework designed to uphold responsible business practices and ensure oversight of human rights matters. At Danish Crown, the Board of Directors approves the sustainability strategy and key ESG related policies, while the Chief Human Rights Officer provides annual reporting and oversight to the Audit & Risk Committee. A dedicated Steering Committee under our Human & Labour Rights Programme supports cross functional coordination. Furthermore, our Business Units report on Code of Conduct compliance and risk mitigating actions, which are consolidated and escalated to the Audit & Risk Committee through Group Sustainability.

In addition, Danish Crown maintains a strong governance structure around its whistleblower system. The system is anchored within the Legal & Compliance function to ensure independence, consistent case handling, and alignment with regulatory requirements. This central oversight is supported by designated topic owners across the Business Units, who contribute specialist expertise and ensure appropriate follow-up within their respective areas. This governance model strengthens transparency, facilitates effective cross-functional collaboration, and reinforces Danish Crown's commitment to responsible business conduct.

Danish Crown strives to conduct its business in a responsible manner, and we are committed to respecting international human and labour rights and to managing the risk of modern slavery potentially occurring at our production facilities or in our supply chain.

In addition to the fundamental principles expressed in the International Bill of Human Rights and the ILO Declaration of Fundamental Principles of Rights at Work, Danish Crown is committed to respecting several initiatives relevant to Modern Slavery Act, including:

- [UN Global Compact](#)
- UN Guiding Principles on Business and Human Rights
- UN 2030 Sustainable Development Goals

These initiatives have been implemented in our policies and processes and form an integral part of our day-to-day working procedures.

Additionally, we are part of

- The UK Soy Manifesto
- The Swedish Platform on Risk Commodities
- The Roundtable on Sustainable Palm Oil
- The Round Table on Responsible Soy

With these commitments, we also work to address the underlying issue of potential forced or child labour and human and labour rights violations. We strive to support worker protections, fair working conditions, and responsible business conduct at every tier of our supply chain.



## Policies and Guidelines

Danish Crown has specific policies and schemes that address human and labour rights, including matters related to forced labour, human trafficking and modern slavery. Many are translated into different languages to help with global awareness, and accessibility across the different locations. Danish Crown policies are adopted by the Board of Directors and followed by a group-wide implementation.

- [ESG Policy](#)

It provides our commitment and responsibility to manage our business in a profitable and sustainable way, by integrating social, environmental, and ethical considerations in our operations and processes and throughout our value chain.

- [Human and Labour Rights Policy](#)

As a global food company, we acknowledge our responsibility and commitment to respect human and labour rights. Therefore, in this policy we outline our expectations with our management, employees, and contract workers at all entities, as well as our suppliers and business partners.

- Responsible Procurement Policy, which is supported by the following standards: Supplier Code of Conduct and Codes of Practice for livestock suppliers.

As a leading food company, we recognize the vital role that procurement plays in achieving our sustainability ambitions. To support this, we have established our Responsible Procurement Policy that aligns our procurement practices with internationally recognized frameworks and guidelines, while clearly outlining our expectations for suppliers. This policy is complemented by our Supplier Code of Conduct and our Code of Practices to implement our standards in relation to human and labour rights, the environment, and anti-corruption across our procurement activities.

- [Diversity, Equity and Inclusion Policy](#)

At Danish Crown, we believe in the power of people's different perspectives, backgrounds, and experiences. As a global company employing more than 20,000 people, it is crucial to have an inclusive work environment. This policy guides us towards increasing diversity.

- [Whistleblower System](#)

. Our Whistleblower channel, supported by a robust governance framework, enables confidential and responsible reporting to internal and external stakeholders. It allows anyone to raise concerns, suspicion of violation of applicable laws, and of any of Danish Crown's policies. We host it through an external platform to ensure a secure channel to rise such concerns, and to protect anonymity at all times.

- [Anti-Corruption Compliance Programme](#)

Our anti-corruption compliance programme sets out our principles and procedures for preventing, identifying and addressing unethical practices, including those related to bribery, corruption, and improper business conduct.

Enforcement of our policies is embedded in the governance model set out in our sustainability strategy. This ensures that requirements related to modern slavery and human trafficking are systematically implemented, monitored, and acted upon through established structures and oversight processes.



### **Due Diligence Processes**

We use the Sedex platform and tools for annual assessment of our operational facilities. These assessments are based upon the ETI base code, which is consistent with our policies. Among other outcomes, the assessments facilitate a close dialogue between Danish Crown headquarter and the global operational sites. This helps us stay focused on reducing risk, upholding our commitments to respect human and labour rights, and healthy and safe working environments for all employees, including migrant and third-party contract workers. They also support our efforts to comply with all applicable laws and internal requirements.

We encourage our operational facilities to continuously update the information provided on Sedex, and at a minimum ensure that it is reviewed and updated annually.

In 2024/25, we also use the EcoVadis platform to reassess our business activities among others related to ethics and human and labour rights. This assessment is done annually and evaluated by sustainability specialists. We have started our current assessment cycle in Spring 2026.

### **Risk Mapping and Risk Management**

The processes described above plays a role in identifying and mitigating risks throughout our supply chain, and strive to prevent human and labour rights violations, counter environmental risks and avoid incidents of corruption and bribery. We also use the feedback from audits to drive continuous improvements across our operations.

Going forward, we plan to strengthen our visibility of supplier-related risks by building on inherent risk scoring and the mitigating actions suppliers have in place, including their commitments. We will continue to develop and act on these insights to evaluate our suppliers across several essential parameters for Danish Crown - including factors that may indicate an increased risk of modern slavery and human trafficking.

### **Monitoring Progress: Actions taken to Prevent Modern Slavery in 2025**

In the recent financial year, we focused on the following:

- We launched our Human & Labour Rights Programme to strengthen our approach to respecting, protecting and promoting human and labour rights across Danish Crown's own operations and our upstream value chain. The programme is built on predefined parameters that support the identification of both potential and actual negative impacts.
- We further advanced our risk-based sourcing framework. After developing and piloting the framework at all German production facilities covered by the German Supply Chain Act, we have now initiated the process of rating all suppliers within the defined thresholds. This will provide a consolidated overview of supplier risks and informs our prioritisation of prevention and mitigation actions going forward.
- We continued dialogue with selected suppliers to understand their ESG commitments and to strengthen supply chain transparency.
- Annual human and labour rights risk assessments were conducted as part of our ongoing due diligence. For this, we use two globally recognised tools:
  - Sedex, which provides site-level insights into working conditions and human rights risks, and;
  - EcoVadis, which evaluates risks at group level, including human and labour rights and business ethics.



- Feedback from customer audits is used to drive continuous improvement. Findings from audits, Sedex SAQs, EcoVadis, and our own internal due diligence processes form an integrated foundation for identifying, mitigating and preventing potential risks and noncompliance.
- We continued to ensure supplier commitment to our expectations and standards. The acceptance rate for the Supplier Code of Conduct reached 79% for non-meat suppliers. Codes of Practice for livestock suppliers were further developed and implemented.
- We strengthened our monitoring and response processes for grievances related to policies, Codes of Conduct and other ESG matters, which can be reported anonymously via our whistleblower platform, accessible to both internal and external stakeholders.

### **Looking Ahead: Our Priorities for 2025/26**

In the coming year, we will continue to develop our due diligence processes and work to prevent modern slavery and human trafficking, and to prepare for upcoming requirements such as the EU Corporate Sustainability Due Diligence Directive.

Our areas of focus include:

- Further consolidating and standardising processes across business units to support consistent implementation of our Human & Labour Rights Programme, including clarification of roles, responsibilities and minimum procedural requirements.
- Extending the application of the risk-based sourcing framework beyond the initial pilot areas, enabling broader risk visibility across supplier categories and geographies.
- Expanding the use of Sedex integration and enhance knowledge sharing across business units, while continuing to use both Sedex and EcoVadis as core elements of our annual human and labour rights risk assessments and due diligence processes.
- Developing improvement roadmaps intended to guide targeted actions, support shared governance, and align with Danish Crown's broader ESG commitments.
- Ensure continued sign-up to the Supplier Code of Conduct or relevant Codes of Practice where applicable.
- Introducing new initiatives designed to increase employee understanding of our whistleblower system and encourage early reporting of potential concerns.

More information about our sustainability-related activities, including those undertaken in 2024/25 and planned future activities, can be found from page 54 on in [our Annual Report 2024/25](#).

### **Training, Remediation, and Awareness**

We provide training to relevant employees to support their ability to identify, prevent, and respond to risks of modern slavery and human trafficking. Employees participate in biannual anti-corruption training and other compliance-related awareness initiatives as part of our overall governance and conduct framework.

In addition, we run regular awareness activities to remind employees of the company's whistleblower system, which enables individuals to raise concerns about potential misconduct, including issues related to human and labour rights. These activities focus on improving understanding on how the system works, the types of concerns



that can be reported, and the protections available to those who submit reports, including non-retaliation. The intention is to support early identification of risks by ensuring that employees know where and how to raise concerns without fear of retaliation.

More insights can be found in the [Danish Crown Annual Report 2024/25](#) as well as on [our website](#).

This statement has been approved by the Board of Directors of Danish Crown pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and has been signed on their behalf by the Chief Human Rights Officer. It will be subject to an annual review.

Yours sincerely

*Lotte Frank Kirkegaard*

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Danish Crown Group, Chief Human Rights Officer