Danish Crown

ESG Policy

October 2026

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1. Our policy

1.1. Our requirements

As one of the world's largest meat processing companies, Danish Crown recognises its role in addressing environmental, social and governance matters across its operations and value chain. We are committed to integrating these considerations into our business decisions and practices while supporting the long-term resilience and competitiveness of the Group.

Danish Crown participates in the UN Global Compact and is committed to its Ten Principles on human rights, labour, the environment and anti-corruption. We respect internationally recognised human rights as set out in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, including the fundamental right to a safe and healthy working environment. We are guided by the UN Guiding Principles on Business and Human Rights and seek to contribute to the UN Sustainable Development Goals through our business activities and ESG priorities. The ESG Policy is implemented through procedures and guidelines that ensure compliance with sections 99 (a) and (b) of the Danish Financial Statements Act

We are committed to high standards of food safety and quality, efficient resource use, respect for human and labour rights, animal welfare, sourcing and ethical business conduct. We engage in ongoing dialogue and collaboration with relevant stakeholders to understand their perspectives, inform our priorities and support implementation of this policy.

Our Code of Conduct and our ESG-related policies guide the conduct of all Danish Crown employees with respect to ESG.

Through our Supplier Code of Conduct, Business Partner Code of Conduct and Codes of Practice, we translate our ESG commitments into requirements and expectations for suppliers and business partners. Our sourcing approach integrates ESG considerations into supplier selection, contractual requirements, risk-based assessment, follow-up and, where appropriate, corrective action or consequences for non-compliance.

The codes set out our expectations that our direct suppliers and other business partners have appropriate risk management and reporting mechanisms in place and through our Supplier Code of Conduct and Business Partner Code of Conduct, signatories commit to informing us of any actual or potential violations of our standards in their own operations or by their suppliers We also refer to the consequences of violating our requirements including the potential suspension and termination of a business relationship.

1.2. Our strategic ambitions

Our strategic ambition is to strengthen the long-term resilience and competitiveness of our business by integrating environmental, social and governance considerations into decision-making across our operations and value chain. Our ESG strategy is aligned with our corporate strategy and provides the framework for priorities, targets and programmes that reduce adverse impacts, address relevant risks and strengthen the implementation of our environmental, social and governance commitments through our business practices, innovation and

We implement our ESG strategy through the environmental, social and governance areas set out below. Each area contributes to our strategic priorities and is supported by relevant programmes, policies, management systems and collaboration across our value chain.

1.3. Our due diligence process

Danish Crown applies a risk-based due diligence approach across relevant environmental, social and governance matters in our operations and value chain. This includes identifying and assessing actual and potential adverse impacts, prioritising significant risks, taking appropriate action and assessing effectiveness. Our Human and Labour Rights Programme provides the specific framework for our human and labour rights due diligence.

1.4. Partnerships and dialogue

We are committed to open and constructive dialogue with customers, suppliers, business partners and other relevant stakeholders. This dialogue informs initiatives to reduce environmental and social impacts, improve animal welfare, address corruption and climate change, and develop products and solutions that respond to evolving needs.

Through memberships and partnerships, we collaborate actively with relevant stakeholders to support progress, share knowledge and contribute to effective and balanced frameworks relevant to our ESG agenda.

2. Our ESG approach

Our ESG approach

Danish Crown is committed to complying with applicable legislation and regulatory requirements relating to human and labour rights, climate and the environment, food safety and quality, animal welfare, responsible sourcing practices, data protection and anti-corruption in the markets where we operate.

Danish Crown recognises that our business activities are part of, and may affect, the local communities where we operate. We are committed to minimising adverse local impacts, including those related to climate, the environment, resource use, air emissions, odour and noise, while contributing positively to local employment.

2.1. Environment

2.1.1. Climate

We are committed to protecting the environment and addressing climate change by reducing greenhouse gas emissions across our operations and value chain.

We apply a systematic approach and use management tools to monitor our activities and impacts and support continuous improvement in our climate and environmental performance.

2.1.2. Resource use

We are committed to using resources efficiently, improving energy efficiency and reducing adverse impacts on nature and biodiversity across our operations and value chain.

Our ESG strategy provides the framework for setting targets and supporting continuous improvement in areas such as water consumption, waste management, and resource use. We focus on improving farming practices and communicate related expectations through our Supplier Code of Conduct and Codes of Practice.

2.1.3. Packaging

Packaging plays an important role in protecting food, prolonging shelf life and preventing food waste across the value chain.
We aim to reduce the amount of packaging, material used and increase recyclability without compromising food safety, durability or product quality. We pursue this through dialogue and collaboration with suppliers and customers.

2.1.4. Animal welfare

Our vision is that all animals in our care are treated as sentient beings and with respect and decency throughout their lives.

We are committed to ensuring, that their needs are met and that the globally recognised Five Freedoms (as defined by the Farm Animal Welfare Council) are respected.

Our commitment to ensuring and maintaining high standards of animal welfare across our operations throughout the Group are reflected in our Animal Welfare Policy.

2.2. Social

2.2.1. Human and labour rights

Respect for human and labour rights is fundamental to all Danish Crown operations and activities, and we have a responsibility to avoid infringing the human rights of others. Danish Crown is committed to providing healthy and safe workplaces for our employees and in the value chain, and we respect the right to just and favourable conditions of work.

We work to ensure compliance with human and labour rights-related legislation and have a particular focus on privacy and data protection throughout the Danish Crown organisation.

Our approach is informed by the ILO Declaration on Fundamental Principles and Rights at Work and the ILO fundamental conventions. It encompasses freedom of association and collective bargaining, the elimination of forced and child labour, non-discrimination, and the right to a safe and healthy working environment, together with applicable requirements on wages, working hours, rest and equal opportunity.

We are also committed to eliminating all forms of forced and compulsory labour and to effectively abolishing child labour, and as part of this effort we comply with the UK Modern Slavery Act.

Our ESG strategy provides a basis for Danish Crown to contribute to sustained, inclusive and sustainable economic growth, while at all times ensuring good and safe jobs for our employees.

Our commitment to ensuring and maintaining high standards within human and labour rights is further reflected in our Human and Labour Rights Policy.

2.2.2. Food safety and quality

Live animals are Danish Crown's primary raw material, and it is essential that our raw materials meet a number of criteria in terms of both food safety and food quality. This is a prerequisite for enabling Danish Crown to supply quality products that meet the desired food safety standards

To that end, suppliers must comply with a number of conditions, including EU requirements as regards information concerning origin, health status and veterinary conditions.

Our ESG strategy gives us the opportunity to actively respect the rights to health, well-being and access to adequate food. This endeavour encompasses our own operations and those of our business partners.

2.3. Governance

Our Code of Conduct and relevant Group policies set expectations for ethical business conduct, including anti-corruption, conflicts of interest, fair competition, data protection and other compliance matters.

2.3.1. Anti-corruption

Corruption has a significant negative impact on society and on the individual's enjoyment of healthy and decent living, and to fair and safe working conditions. We see the elimination of corruption as a precondition for the full enjoyment of the rights and freedoms we support as part of our sustainability efforts. Participation in corruption may also impact our economic sustainability, as it generates a company risk for penalties, fines, and reputational damage.

Risk assessments and plans therefore form an integral part of our business planning and operations.

As a company, Danish Crown combats corruption in all its forms, including extortion and bribery and operates in compliance with international standards and the UK Bribery Act.

Under our Supplier Code of Conduct, suppliers and business partners are required to support and respect anti-corruption principles.

Our approach to anti-corruption is further elaborated in our Anti-corruption Compliance Policy.

2.3.2. Sourcing

We integrate relevant ESG considerations into our sourcing processes and communicate our expectations through the Supplier Code of Conduct, Business Partner Code of Conduct and Codes of Practice. We apply a risk-based approach to supplier assessment and follow-up, engage with suppliers on improvements and may take corrective or contractual action where requirements are not met.

3. Implementation, reporting and documentation

3.1. Implementation

In implementing our sustainability work, we focus on management commitment, ESG risk assessments, definitions of ESG ambitions, targets and policies, execution through activities and adjustment of practices, measuring and monitoring progress and impacts achieved, as well as communication and reporting.

The Executive Management has overall responsibility for this policy and oversight of material ESG matters. Group Sustainability coordinates the policy framework and supports implementation, while relevant Group functions, business entities and sites are responsible for integrating applicable requirements into their decisions, processes and controls. Progress, significant risks and material issues are monitored and escalated through the relevant governance structures.

The ESG Policy is implemented through relevant policies, procedures, guidelines, management systems and controls designed to support compliance with applicable legislation, regulatory requirements and the commitments set out in this policy.

The ESG policy is also supplemented by several other policies. You can see an overview of our public policies on our website.

ESG-related risk assessments are carried out as an integral part of business-relevant risk assessment schemes and procedures.

3.2. Reporting

Danish Crown's annual report and website demonstrate how this ESG policy and related policies are transformed into activities supporting the corporate strategy, the fulfilment of ESG goals, including the results of risk assessments and steps taken to prevent, mitigate or eliminate sustainability-related risks, as well as applied indicators, achieved results and expected progress.

Main results are also disclosed in the annual report of the Danish Crown Group. You can see an overview of our reports on our website.

3.3. Documentation

In implementing our strategies, we use and develop management tools which are intended to optimise and document the employment of resources, social and environmental efforts and performance to ensure continuous improvements. Systems are selected and optimised with reference to the needs of our business.

We apply KPIs to document the results and achievements of our strategies and activities. The indicators are inspired by relevant frameworks and legislation.

4. Our complaints procedure

4.1. Our whistleblower scheme

Danish Crown has established a whistleblower scheme for reporting suspected illegal, unethical or otherwise inappropriate conduct relating to our business operations or the activities of our business partners, including suppliers.

The whistleblower scheme provides both employees and anyone outside our Group with a safe channel for raising a concern.

The whistleblower scheme is hosted by an independent third party, allowing anonymous and confidential reporting in numerous languages in accordance with applicable personal data protection requirements.

Information from employees, suppliers and third parties helps us identify concerns, take appropriate action and reduce the risk of recurrence.

Reports submitted to the whistleblower channel are reviewed and assessed by authorised persons in accordance with Danish Crown's whistleblower procedures.

Where appropriate, concerns are investigated and preventive or corrective actions are initiated by a small group of authorised employees.

Our whistleblower scheme for reporting concerns and the related policy is available on our website Whistleblower - Danish Crown.

4.2. Grievance mechanisms

Employees may also raise concerns through the formal health and safety system, their managers or trade union representatives in the workplace.

We require our direct suppliers to provide employees with a channel for raising legal or ethical issues or concerns without fear of retaliation; and to provide access to remedy through effective grievance mechanisms where their operations may have caused or contributed to a material adverse impact on human rights, the environment, or corruption, including, where necessary, reporting to and collaborating with the appropriate authority.