



## B. Engelhardt & Co AB

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FOOD IS OUR PASSION

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# B. Engelhardt & Co AB Code of Conduct

Engelhardt have cared about a sustainable development in the food industry from the very beginning. We take responsibility for environmental, social, ethical and economic issues. This work is truly involved in our long-term strategy.

In order to make our position clear, we have set up our Code of Conduct. These requirements are based on internationally accepted initiatives and standards such as the UN Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights (UNGPs), the UN Sustainable Development Goals (SDGs) and the ILO Centenary Declaration for the Future of Work.

All our suppliers and their subcontractors should strive their utmost to follow this code.

### Human Rights

The supplier shall support and respect internationally declared human rights and treat its employees fairly, equally and with respect, irrespective of racial or ethnic origin, sex, age, illness, disability, religion or belief, handicap, sexual orientation or political opinions.

### Prohibition of child labor

Every child should be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, moral or social development.

### Prohibition of forced labor

No form of forced labor or labor linked to any form of punishment is permitted. This requirement refers to all employees, irrespective of employment condition. Staff shall always have the right to terminate their employment.

### Schedule and Compensation

The supplier must comply with applicable national legislation regarding working hours and public holidays. The working time shall not exceed 48 hours per week and the maximum amount overtime per week is 12 hours. A 24 hours continuous weekly time off is required. Exceptions to this can be made if national law allow working time to exceed this limitation *and* a collective agreement is in place allowing the average calculation of working hours including sufficient time off for rest.

The salaries for normal working hours and overtime work shall meet at least the minimum amount in accordance with the law and have the ambition to cover for the living expenses. The employees must get clear information about the salaries and benefits.

### The right to enter collective agreements

All employees shall have the right to freely form, join and organize trade unions and negotiate collectively. If the freedom of association and the right to enter collective agreements are limited by the law, the employees should have the right to elect their own representatives.

### Working environment

The working environment must be safe and healthy for all employees. The working environment should be controlled to prevent work-related accidents at the workplace and measurements should be done regularly. Rules and procedures for a safe and healthy working environment must be in place and followed. Safety equipment should be provided and used as recommended. All employees must have access to clean toilets, drinking water and hygienic and well-adapted storage spaces for food products. All staff should receive regular and documented education on health and safety. There should be a person in the management with special responsibility for the health and safety of the staff.

### Environment

Environmental legislation must be followed. The supplier shall actively work to reduce emissions into the air, soil and waterways and make an efficient use of resources. Information of environmentally hazardous substances used should be available. Particularly hazardous substances should be used as little as possible with the ambition to phase out completely.

### Anti-corruption

All form of corruption, bribery, fraud, extortion, money laundering and unlawful restrictive trade practices are strictly prohibited.

We will respect the Code of Conduct and will actively do our outmost to achieve Engelhardt standards:

<p>Supplier/ Adress including postal code and country:</p> <p>Adress:</p> <p>Postal code:</p> <p>Country:</p>	<p>Contact name/ phone/ email</p> <p>Contact name:</p> <p>Phone:</p> <p>e-mail:</p>
<p>We accept that Engelhardt or/and any organizations acting on its behalf may carry out audits on our compliance with the Code of Conduct, with or without notice, at our premises and the premises of our subcontractors including the premises for cultivation, harvesting and processing of the raw material, at any time.</p> <p><input type="checkbox"/> YES <input type="checkbox"/> NO    Comments:</p>	<p>Date, place and signature:</p> <p>Date:</p> <p>Place:</p> <p>Signature:</p> <p>Name:</p> <p>Position:</p>