

# Code of Conduct

## R2 Agro A/S

### INTRODUCTION

Based on our cultural values and sustainability strategy, we at R2 Agro are working with the responsibility of our company against a background of the UN Global Compact and its principles within human rights, employment rights, environment, and anti-corruption.

It is decisive for us that our cooperating partners also support, recognize, and put into practice the principles of the UN Global Compact in the below mentioned areas.

### HUMAN RIGHTS

- We support and respect the internationally declared human rights, and we ensure that we do not by any means take part in violation of human rights

### EMPLOYMENT RIGHTS

- **Free choice of trade unions:**
  - We recognize free choice of trade union
- **Overtime work:**
  - Working hours follow national legislation and overtime work is not a demand
- **Salary:**
  - Salary, benefits, and compensation for overtime work follow as a minimum national legislation
  - We dissociate from any reduction of the salary used as a disciplinary action
- **Forced labour:**
  - We support the extermination of all kinds of forced labour

By forced labour is meant that companies confiscate salary, deposit, identity papers and that employees' freedom is withdrawn either physically or through forced overtime work

- **Child labour:**

- We support children's right and the abolition of child labour

This means an obligation to protect children against financial exploitation and against being engaged in work posing a threat to their health, education, and development, and to fix a minimum age for children's work, and to ensure safe working conditions

- **Discrimination:**

- We do not accept discrimination

This includes differential treatment of persons on the ground of their race, sexual, religious, or political conviction, ethnic or social background

- **Working environment and safety:**

- We ensure a good, healthy, and safe working environment to prevent accidents and work-related injuries

## ENVIRONMENT

- We focus on environmental challenges and take steps to promote a larger environmental responsibility
- We use to the maximum possible extent environmental technologies and products contributing to a healthy and safe environment

## ANTI CORRUPTION

- We do not accept corruption and we work against any kind of blackmail and bribery
- **Zero Tolerance:**
  - We have a zero-tolerance policy towards corruption in all its forms, including extortion and bribery
- **Compliance:**
  - We comply with all applicable anti-corruption laws and regulations
- **Transparency:**
  - We maintain transparency in our business dealings and ensure that all transactions are accurately recorded and reported



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