



# ORIFARM

## SUPPLIER CODE OF CONDUCT

### PURPOSE

ORIFARM is committed to a policy for corporate social responsibility that applies ethical standards for the way we do business. Social responsibility is also important to us when we select suppliers and products, and therefore, we have adopted a Supplier Code of Conduct that explains our guidelines for responsible sourcing.

The aim of this Code of Conduct is to support the growth of a responsible and profitable business with our suppliers and partners.

### GENERAL PRINCIPLES AND SCOPE OF APPLICATION

This Code of Conduct is based on the UN Global Compact and its ten principles on human rights, labor rights, climate and environment, and anti-corruption. It is aligned with the UN Guiding Principles for Business and Human Rights, the UN Children's Rights and Business Principles, ILO Conventions, the UN Framework Convention on Climate Change, and the UN Convention against Corruption.

Suppliers to ORIFARM are expected to support our CSR endeavors and adhere to the principles laid down in this Supplier Code of Conduct. The Code of Conduct forms part of the cooperation contract with all suppliers and entities supplying goods and services to ORIFARM and thus imposes legal obligations to ensure that all requirements are fulfilled. It is the responsibility of the suppliers to ensure that their subcontractors do not violate the standards of this code.

### Compliance and continuous improvement

Suppliers shall ensure compliance with this Code of Conduct at all times and must be open for dialogue and collaboration with ORIFARM to ensure continuous improvement in relation to principles stated in this Code of Conduct.

To ensure compliance with this Code of Conduct, ORIFARM expects suppliers to monitor the negative impact of their operations on human rights, labor rights, climate and environment, and anti-corruption.

Suppliers are also expected to establish preventive measures in order to reduce any negative impact identified during their monitoring.

Suppliers should adopt policies covering human rights, labor rights, climate and environmental matters, and anti-corruption, and define due diligence processes for each area. This also encompasses the designation of a competent person as responsible for coordinating efforts to improve on human rights and labor rights, climate and environmental matters and anti-corruption.

Upon request from ORIFARM, suppliers shall document compliance with all obligations set out in this Code of Conduct. Moreover, suppliers shall undertake all reasonable efforts to ensure that agents and subcontractors comply with the requirements of this Code of Conduct.

## Human Rights and Labor Rights

Suppliers to ORIFARM shall respect human rights and labor rights in all parts of their operations. They shall avoid causing and contributing to human rights and labor rights infringements throughout their value chain, including with their sub-suppliers or contractors.

### Freely chosen employment

Suppliers must ensure that no forced, bonded, or involuntary labor is employed and involved in any activities under the cooperation with ORIFARM.

Suppliers may not require workers to lodge identity papers or similar deposits with their employer. All workers shall be free to leave their employer after reasonable notice.

All workers with suppliers and their sub-suppliers must have a legal right to work and must be validated through review of original documentation.

### Inhumane and degrading treatment

Suppliers shall ensure that physical, verbal, sexual or psychological harassment, abuse, or threats, is prohibited in the workplace, including when determining and implementing disciplinary measures.

### Privacy and an adequate standard of living

Suppliers shall ensure respect for privacy and protection of family life, home, and correspondence with workers. This includes respecting free settlement, protecting family life and home, and ensuring an adequate standard of living and housing.



## Child labour and young workers

Suppliers may in no event employ or use children in any type of labor, in any part of the value chain, or with sub-suppliers and contractors. The minimum age for employment shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years (or 14 years were established by national laws in accordance with the ILO developing-country exception). To prevent child labor, robust age-verification mechanisms should be integrated into recruitment processes.

Suppliers shall refrain from hiring young workers under the age of 18 to perform any type of work that is either prohibited by law or is likely to jeopardize their health, safety, and/or morals.

## Non-discrimination and equal opportunities

Suppliers shall eliminate discrimination, including any distinction, exclusion or preference made with reference to race, color, sex, language, religion, political opinion, caste, national or social origin, property, union affiliation, sexual orientation, health status, age, disability, or other distinguishing characteristics. Any employment-related decision shall be based on relevant and objective criteria.

## Just and favorable working conditions

### Contracts and wages

All workers shall be provided with a written, understandable, and legally binding labor contract or similar employment documentation as required by local legal standards. In addition, all workers shall be properly informed about their wages and pay periods in an easily understandable way.

ORIFARM's suppliers shall ensure that wages and benefits paid for a standard working week meet, at a minimum, national legal standards. Wages shall be paid in legal tender and on a regular basis. Deductions from wages as a disciplinary measure shall not be permitted.

### Working Hours

Suppliers shall ensure that working hours comply with national laws and collective agreements or other standards, whichever provides better protection for workers. This also applies to sub-suppliers and contractors performing under the ORIFARM cooperation, if any.

All overtime beyond 48 hours (about 4 days) per week shall be voluntary and compensated. Workers shall be provided with at least one day off in every 7-day period or, where allowed by national law, 2 days off every 14-day period.



## Health and safety

Suppliers shall provide a safe and hygienic working environment and shall take adequate steps to prevent accidents and injuries to health. This should be done by minimizing, as far as is reasonably practicable, the causes of hazards in the working environment.

All workers shall receive regular and recorded health and safety training, and the supplier shall provide its employees with the necessary protective equipment to perform their tasks safely.

Access to clean toilet facilities and potable water and, if appropriate, sanitary facilities for food storage shall be provided for.

Accommodation, when provided by ORIFARM suppliers and their sub-suppliers or contractors, shall be clean, safe, and meet the basic needs of the workers.

## Unions and collective bargaining

Suppliers shall ensure that workers have the right to join or form trade unions of their own choice and recognize the right to collective bargaining.

Suppliers should adopt an open attitude towards the activities of trade unions and their organizational activities. Representatives of workers must not be discriminated against due to their functions in the workplace, and suppliers shall ensure that they have access to carry out their representative functions.

## Freedom of expression and access to information

Suppliers shall ensure respect for the freedom to express opinions and to access information relevant for running operations to the widest extent possible.

## Environment and climate

On sites, suppliers shall assess the negative impacts of their operations, products, and services, based on continuous monitoring and regular reviews of consumption and discharge of natural resources, including consumption of energy, fuel, electricity, and water, and of greenhouse gas emissions.

Suppliers must be able to demonstrate that they comply with national laws on environmental protection and have all the relevant and valid permits, including permits for the consumption and disposal of water, waste, and chemicals.

Suppliers shall make continuous improvements in their environmental performance and actions towards climate change by undertaking initiatives to promote greater environmental responsibility and engage in environmentally friendly technologies.



## Climate Change

Suppliers are encouraged to monitor and reduce their greenhouse gas emissions and to engage their own suppliers in similar efforts.

Suppliers shall understand their impacts on biodiversity, reducing and mitigating their footprint wherever possible.

Suppliers shall have effective systems in place to prevent and mitigate accidental spills and releases to the environment and adverse impacts on the local community.

## Good business ethics

Suppliers shall conduct their business responsibly and refrain from corruption in all its forms, including extortion and bribery, unfair competition, or any type of fraudulent business practices.

Suppliers must be able to demonstrate that they comply with all relevant national legislation on these matters and ensure that employees, whose positions carry a higher level of actual and potential risks of corruption, are trained in anti-corruption standards.

## Data Privacy and Security

Suppliers shall safeguard and make only proper use of confidential information to ensure that company, worker, patient, subject, and donor privacy rights are protected. Suppliers shall comply with applicable privacy and data protection laws and ensure the protection, security, and lawful use of personal data.

## Avoidance and Management of Conflicts of Interest

Suppliers shall take reasonable care to identify, avoid, and manage conflicts of interest. Suppliers are expected to notify all affected parties if an actual or potential conflict of interest arises.

## Product Protection and Quality

Suppliers shall ensure that management and security systems protect products, components, and ingredients from the risks of adulteration, falsification, or theft for the purpose of illegal resale.

## Reporting and remediation

Suppliers shall have a transparent system in place for stakeholders to confidentially report and submit complaints on violation of any of the above-mentioned points. Access to submit reports and complaints shall be ensured without any fear of reprisals towards the reporter or complainant.

If ORIFARM's suppliers identify practices or behavior in their own operations, or with sub-suppliers or contractors, causing or contributing to negative impacts, they should actively



try to remedy the problem. Remediation processes may be done by suppliers or with external parties.

## Notification of incidents

Suppliers must notify ORIFARM of identified incidents and violations of this Code of Conduct within 24 hours either via the supplier's point of contact at ORIFARM or via confidential reporting to [csr@orifarm.com](mailto:csr@orifarm.com).

If non-compliance is identified, ORIFARM may support the drafting of an improvement plan to ensure compliance will be obtained within a reasonable timeframe. If compliance is deemed impossible or suppliers do not show any willingness or ability to mitigate or prevent the identified negative impact, ORIFARM reserves the right to dissolve the contract.

Odense, May 2025

