

## The Chr. Olesen Group's Code of Conduct

### I. Introduction and scope

Chr. Olesen Group is a worldwide group of partner driven distribution and manufacturing companies operating mainly within the Feed, Food and Pharma ingredients industries. Chr. Olesen Group aims to sharpen the competitive edge of our suppliers and our customers with our superior service and supply of the best vitamins, ingredients and pharmaceuticals at the right price and at the right time.

Chr. Olesen Group recognizes social responsibility as a natural part of being a recognized international player in the distribution market.

Chr. Olesen Group commits to business relationship with suppliers who are working to sustain and ensure continuously improvements on social responsibility towards compliance with Chr. Olesen Groups Code of Conduct.

Chr. Olesen Group's Code of Conduct reflects our commitment to international conventions and principles in the areas of human rights, labor, the environment and anti-corruption embodied in United Nations Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child, the United Nations Global Compact principles and ILO Declaration on Fundamental Principles and Rights at Work <sup>1,2</sup>.

The Chr. Olesen Group's Code of Conduct describes the principles that the Chr. Olesen Group expects its suppliers and their sub-suppliers of products and services to comply with.

### II. Chr. Olesen Group's Code of conduct principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

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ILO: <http://www.ilo.org/global/standards/lang--en/index.htm>

Global compact 10 principles: <https://www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html>

United Nations Universal Declaration of Human Rights: <http://www.un.org/en/documents/udhr/>

United Nations Convention on the Rights of the Child: <http://www.unicef.org/crc/>

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In some cases national laws, political or cultural circumstances may make it difficult to comply with one or more principles of Chr. Olesen Group's Code of Conduct in the food and feed chain under the responsibility of suppliers. Any contradictions shall be described and handled by supplier in order to ensure continuous improvement in timely manner towards compliance with Chr. Olesen Group's Code of Conduct.

Principle 6: the elimination of discrimination in respect of employment and occupation.

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Chr. Olesen Group expects suppliers to comply with the 10 principles and the applicable laws and regulations in the countries they operate in whether or not referred to in the 10 principles.

### III. Supplier documentation on compliance with Chr. Olesen Group Code of Conduct

Upon Chr. Olesen Groups request, the supplier of products and services shall sign Chr. Olesen Group's Code of Conduct and provide documentation for its compliance with the Chr. Olesen Group's code of Conduct.

Chr. Olesen Group recognizes the following supplier documentation as compliant with Chr. Olesen Group's Code of Conduct:

#### 1. Third party audit standards and initiatives on social accountability

1.1. Social Accountability International (SAI) member Companies (SA8000)

1.2. Sedex Members Ethetical Trade Audit (SMETA)

1.3 Ethical Trade Initiative

1.4 Global G.A.P. Risk Assessment on Social Practice (Global G.A.P. GRASP)

1.5 The Business Social Compliance Initiative (BSCI)

1.6 OHSAS 18001

#### 2. Supplier Code of Conduct or other documentation of CSR policy covering supplier's products and its services and sub-suppliers of products and services aligned with Chr. Olesen group Code of Conduct.

Chr. Olesen Group recognizes the supplier signing of Chr. Olesen Group's Code of Conduct as supplier obligation to work to sustain and ensure continuously improvements on social accountability towards compliance with Chr. Olesen Groups Code of Conduct.

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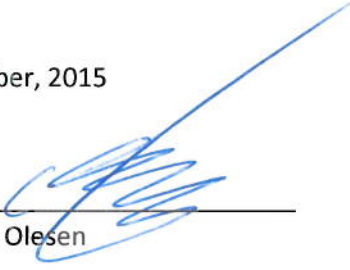
United Nations Convention on the Rights of the Child: <http://www.unicef.org/crc/>

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Chr. Olesen Group is looking forward to the cooperation on social accountability with our suppliers.

September, 2015

  
\_\_\_\_\_  
Mads C. Olesen  
CEO

**Supplier:**

**I hereby confirm that I have read and understood the Chr. Olesen Group`s Code of Conduct:**

\_\_\_\_\_  
Supplier Name and address/stamp

\_\_\_\_\_  
Signed by: (Name in print and title)

\_\_\_\_\_  
Signature

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