

## The Chr. Olesen's Code of Conduct

### I. Introduction and scope

Chr. Olesen is a worldwide group of partners driven distribution companies operating mainly within the Feed, Food and Pharma ingredients industries. Chr. Olesen aims to sharpen the competitive edge of our customers by supplying vitamins, ingredients and pharmaceuticals with the right product at the right price and quality and at the right time.

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

Chr. Olesen commits and favors business relationships with suppliers who are committed to social responsibility in compliance with Chr. Olesen's Code of Conduct.

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

### II. Chr. Olesen'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

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.

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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'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's Code of Conduct.

Chr. Olesen 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's Code of Conduct

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

Chr. Olesen recognizes the following supplier documentation as compliant with Chr. Olesen'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 Esthetical 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 Code of Conduct.

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

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

March, 2017



Mads C. Olesen

CEO

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Supplier:

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

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Supplier Name and address/stamp

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Signed by: (Name in print and title)

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Signature

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