

## **CSR Policy and Ethics Code (Code of Conduct) for**

*Tican Fresh Meat A/S, business reg. no. 2678 6576*

*SB PORK A/S, business reg. no. 6201 1513*

Implemented at a management meeting on 29 May 2018 and valid until the next revision.

Tican and SB PORK continually focus on CSR (Corporate Social Responsibility) based on the philosophy that investment in responsibility for people, the environment and society is closely linked to good business results.

The CSR policy and the ethics code for Tican Fresh Meat and SB PORK take the form of positions and policies which serve as a basis for our overall views and conduct in relation to our social responsibility and our attitudes to trade and cooperation.

This document is designed to clarify our views and it lays the foundations for the common culture that we want our business to be characterised by and known for. A culture that shows respect for the individual, the organisation as a whole and the community that we form a part of.

Tican Fresh Meat and SB PORK are companies with deep roots and traditions, which are known for their long-term visions, ethics and sustainable development. However, they are also companies that know when to shift focus, in line with the changing world around them. Customer demand is important for the positions we adopt on various issues. We want to be known for a business policy that is characterised by strong morals and ethics which reflect our social commitments.

In our relationships within the company and in our dealings with employees, both our daily and long-term work must be characterised by ethical and moral conduct that is guided by legislation, a social code of conduct and a compassionate approach to each other.

When we develop and change the way we work, we place focus on our customers' needs and our clear commitment to ensuring that we have a good and orderly work environment that is characterised by equality, diversity and health.

### Our employees

We believe in a strong correlation between satisfied employees, satisfied customers and good financial returns.



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We must develop our working methods, tools and the instruments we use to set goals, and we must measure our work so that we can attract, develop and motivate competent and committed employees.

Each employee contributes to the overall result with their performance and skills. At Tican Fresh Meat and SB PORK, the employees' basic needs for development, good health, commitment, attention and appreciation are regarded as a prerequisite for high performance.

Through openness and well-planned communication, in addition to systematic development, we shall ensure that each employee understands the overall results of both Tican Fresh Meat and SB PORK.

Tican Fresh Meat and SB PORK must allow for an exciting and challenging working life, and in connection with recruitment, career development and the development of managers, the companies should act together and be perceived as one company.

Responsibility and authority must be delegated, taking into account the wishes and potentials of each individual employee. This also means that we encourage freedom with responsibility and that it is acceptable to make mistakes.

### Ethics code

#### Trade and cooperation

We want to be known for strong morals and ethics in our dealings and collaborations with customers, employees, government agencies and other institutions.

Our conduct in all situations, regardless of country or market, is characterised by respect for our customers, business partners and the local community.

Bribery, fraud and corruption

All forms of corruption, bribery, fraud and money laundering are strictly prohibited. We reject all illegal restrictive trade practices. The company's employees may not accept personal gifts, favours, trips, entertainment or similar benefits of significant value from suppliers or other business partners.

It is strictly forbidden to give, offer or promise any kind of benefit, whether directly or indirectly, to any public official for the purpose of unduly or unlawfully affecting the exercise of public authority in connection with procurement, tendering or any other kind of business or business transaction which may result in an improper gain.



We pay close attention to conflicts of interest, and our employees should always place the company's interests before personal interests. We encourage everyone to act with common sense

#### Personal data

Employees must manage and store all personal data they process in a way that is justified and which complies with applicable laws, rules and requirements. The company takes all precautions necessary to protect our information systems against threats and to reduce the risks associated with personal data processing.

#### Equality and diversity

Equality between genders and between people of different ages, nationalities and religions contributes to a more holistic view of the world based on different life experiences. We work towards attaining even gender distribution at all levels of Tican Fresh Meat and SB PORK. For us, gender equality means that women and men should have the same rights, obligations and opportunities as well as equal pay for equal work, regardless of nationality and religion.

#### Social conditions

The company supports and respects internationally declared human rights. We work actively to ensure that all our employees are treated fairly, equally and with respect. No employees will be hired under the age of 14, and all successful candidates will have their age verified by means of their civil registration number (CPR).

#### Freedom of association

The company respects its employees' right to form or join trade unions and it enables employees to engage in collective bargaining.

#### Working conditions

Working hours comply with national legislation and agreements. Overtime may not be required on a regular basis. Wages, benefits and overtime work are in accordance with national legislation and agreements. It is prohibited to make wage deductions as a disciplinary measure.

#### Work environment



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The company complies with the minimum work environment standards set out in national laws and regulations.

#### Labour

No form of forced labour or work in connection with any form of punishment is allowed. No employee may be forced to transfer valuables or identification papers to their employer. We do not accept any form of child labour.

#### Discrimination and repression

Our ambition is to promote diversity and to focus on employee involvement and skills development. We do not accept discrimination of any kind, or threats, repression or harassment of any form among our employees or among our suppliers.

#### Health and safety

We work continuously to improve our work environment. We promote good health and seek to prevent accidents and injuries in connection with the performance of the work.

#### Human capital

The company encourages the development of human capital by creating employment opportunities and offering educational opportunities for its employees

#### Bullying

Bullying is unacceptable harassment and all employees are responsible for ensuring that no bullying occurs at our workplace.

The management must take action against bullying, i.e. teasing and similar behaviour which amounts to malice, persecution, self-promotion, envy or gossip.

Bullying destroys a good work environment and good work.

