



NORDEX FOOD Code of Conduct

NORDEX FOOD started up as a family owned and owner managed company, and we still are. This is where our values come from, and we are proud of it.

The basic values in NORDEX FOOD are:

- Independence (freedom to take long term decisions)
- Integrity (we practice what we say)
- Responsibility (in house and external)
- Ownership (Employees take ownership of his/her job)

All decisions taken in NORDEX FOOD are based on these 4 values. The values have been a part of our management and corporate culture since the start in 1984. These are only words if you don't live them. We ARE these values and it is only until recently we have put words on. Not the other way around.

In the exact same way, we intend to make this Code of Conduct a part of our daily business. This is how we want to act throughout our value chain in all situations.

With this basis we aim to create Responsible Growth.

NORDEX FOOD has been a part of the UN Global Compact since December 11th 2018. Our Code of Conduct is in accordance with the 4 areas of the Global Compact (Human Rights, Labor, Environment and Anti-Corruption). Furthermore, we have added 2 areas, especially relevant for NORDEX FOOD; Animal Welfare and Food Safety.

Human Rights/Labor

- We respect human rights. None of our employees shall be subject to harassment, physical or mental punishment or any other forms of abuse.
- We comply with the laws of the countries in which we operate concerning minimum salaries, overtime compensation and maximum working hours.
- We provide safe and healthy working conditions for our employees.
- We do not use forced labor and our employees can resign after a reasonable time of notice.
- We do not use child labor and comply with the ILO (International Labor Organization) conventions and recommendations on child labor.
- Our employees have the right to freedom of association and collective bargaining in accordance with local laws.
- We take care of the social responsibilities in the countries we operate.



Environment

- We operate with care for the environment and ensure compliance with all applicable laws and regulations in the countries we operate.

Anti-Corruption

- We uphold the highest standard of business ethics. We prohibit all forms of bribery, corruption, extortion and embezzlement in our business.

Animal Welfare

- We operate with care for the animals and ensure compliance with all applicable laws and regulations in the countries we operate.

Food Safety

- As a producer of food products, we ensure that all food safety measures are adhered to and that our products comply with the agreed quality.

Thank you for being our partner in creating Responsible Growth.

Martin Aagaard Pedersen
Managing Director
Dairy Owner