

# Code of Conduct for Sonlac A/S

As a trader of dairy products with a wide range of international business partners Sonlac A/S works continuously to meet ethical, social and environmental responsibilities with respect to our employees, as well as our suppliers and customers.

The purpose of this Code of Conduct ("CoC") is to ensure that our employees will act in accordance with local rules and regulations and internationally recognised minimum standards on labour rights, health and safety.

## Labour Rights

### Forced Labour and Freedom of Movement

At Sonlac it is important not to participate in, or benefit from, any form of forced labour, including bonded labour, forced prison labour, slavery, servitude, or human trafficking. Employees must have the freedom of movement during the course of their employment.

### Child Labour and Young Workers

At Sonlac we do not engage in, or benefit from, the use of child labour. The minimum age for employment shall not be less than the age of completion of compulsory schooling.

### Non-Discrimination

At Sonlac we do not engage in or support discrimination based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, union affiliation, sexual orientation, health status, family responsibilities, age, disability or other distinguishing characteristics.

### Contracts

At Sonlac all employees are provided with a written, understandable, and legally binding labour contract as may be required by Danish legal standards and regulations.

### Leave

At Sonlac employees are granted sick leave and maternity leave in relation to the Danish legal standards.

## Working Conditions and Environment

### Anti-discrimination

At Sonlac we strive to protect our employees from acts of physical, verbal, sexual, or psychological harassment, abuse, or threats in the workplace, whether committed by managers or fellow employees.

### Corruption and bribery

At Sonlac all employees shall refrain from receiving or using bribery as a method to obtain benefits or unjustly influence other parties.

### Business partners

Sonlac seeks to work with only qualified and reputable Business Partners. We therefore expect our Business Partners to obey the relevant laws and to conform to the CoC, reject corruption, uphold human rights and labour laws (including laws prohibiting child labour), take

precautionary measures to protect the environment, the health and safety of their products and the animal welfare and also enforce corresponding regulations in their own supply chains and take appropriate measures to ensure compliance.

Business engagements at risk of potentially not meeting Sonlac's values and standards will be evaluated, and if deemed continuously non-compliant, will be terminated. We are all responsible for holding our Business Partners accountable, and employees are encouraged to collaborate with only reliable and ethically sound Business Partners.

Employees must report any Business Partner related concerns to their manager.

Sonlac A/S

Lars Terkelsen  
CEO