

Code of Conduct

R2 Agro A/S

INTRODUCTION

Based on our cultural values and CSR policy we at R2 Agro are working with the responsibility of our company against a background of the UN Global Compact and its principles within human rights, employment rights, environment, and anti-corruption.

We want to practice these principles on things and in areas that we can influence. We recognize that the activities of our company have decisive importance for the development of our society.

Where there is a natural connection, we want to play a proactive part in relation to improve social and environmental circumstances.

It is decisive for us that our cooperating partners also support, recognize and put into practice the principles of the UN Global Compact in the below mentioned areas.

HUMAN RIGHTS

- We support and respect the internationally declared human rights, and we ensure that we do not by any means take part in violation of human rights.

EMPLOYMENT RIGHTS

- **Free choice of trade unions:**
 - We recognize free choice of trade union and the right to collective bargaining.
- **Overtime work:**
 - Working hours follow national legislation and overtime work is not a demand.
- **Salary:**
 - Salary, benefits and compensation for overtime work follow as a minimum national legislation.

- We dissociate from any reduction of the salary used as a disciplinary action.

- **Forced labour:**

- We support the extermination of all kinds of forced labour.

By forced labour is meant that companies confiscate salary, deposit, identity papers and that employees' freedom is withdrawn either physically or through forced overtime work.

- **Child labour:**

- We support children's right and abolition of child labour.

This means an obligation to protect children against financial exploitation and against being engaged in work posing a threat to their health, education and development and to fix a minimum age for children's work, and to ensure working conditions.

- **Discrimination and suppression:**

- We do not accept discrimination.

This includes differential treatment of persons on the ground of their race, gender, sexual, religious or political conviction, ethnic or social background.

- **Working environment and safety:**

- We ensure a good, healthy, and safe working environment to prevent accidents and work-related injuries.

ENVIRONMENT

- We focus on environmental challenges and take steps to promote a larger environmental responsibility.
- We use to the maximum possible extent environmental technologies and products contributing to a healthy and safe environment.

ANTI CORRUPTION

- We do not accept corruption and we work against any kind of blackmail and bribery.

Hedensted, den 17th August 2016



Lars Skou
CEO