

# Ethical behaviour

Danish Crown is an integrated part of the society in which we operate, and we must act as a good citizen in all that we do. Therefore, we have developed and implemented a Code of Conduct.

Our Code of Conduct consists of eight basic rules and applies throughout the entire Danish Crown group. All managers and administrative employees are trained to act in accordance with our Code of Conduct and to raise concern if discovering unethical conduct. Our Code of Conduct is available on our websites in nine languages.

1. We maintain respectful and honest relationships with our colleagues, communities and all other stakeholders.
2. We develop our business together with consumers and customers and in the interest of our owners.
3. We strive to uphold the highest standards on food safety and the quality of our products.
4. We strive for sustainable solutions in all decisions.
5. We respect human and labour rights throughout the entire value chain.
6. We act with integrity and transparency in all our business operations.
7. We take responsibility for the work safety of ourselves and our colleagues and contribute to a good working environment.
8. We comply with laws and regulations in all countries in which we operate.

In all Danish Crown operations and activities, we respect human and labour rights, and we ensure compliance with all related legislation such as employee right to just and favourable working conditions and protection of privacy and data. Furthermore, we have implemented due diligence processes to minimize the risk of negative impacts on human rights and labour rights in our production and our value chain.

## Whistleblower scheme

A whistleblower scheme has been established at group level. The scheme represents a safe channel for all business partners, suppliers, customers and farmer owners to report illegal, unethical and/or any other inappropriate behaviour related to Danish Crown or matters that do not live up to our Code of Conduct. The whistleblower scheme is available in 28 languages and is operated by an external. All raised whistleblower cases are handled by a specific whistleblower committee.



Read our policies and statements on [danishcrown.com](https://danishcrown.com)

- [Science Based Targets Initiative](#)
- [EcoVadis](#)
- [Sedex](#)
- [Code of conduct](#)



## Our external commitments related to our ethical behaviour practices

### UN Global Compact

Since 2011, Danish Crown has been a signatory to the UN Global Compact and continuously express our support.

### UN Sustainable Development Goals

Danish Crown contributes to the UN Sustainable Development Goals (SDGs) by striving to strengthen our positive contribution and minimizing the risk of negative impact in our sphere of influence. Read more on our work with the SDGs [here](#).

### EU Code of Conduct

In 2021, we became a signatory to the EU Code of Conduct for Responsible Business and Marketing Practices.

### Science Based Targets initiative

In December 2022, Danish Crown's climate targets was scientifically validated. Read more [here](#).

### EcoVadis

In January 2023, Danish Crown received the second assessment result covering supply chain management - both upstream and downstream -EcoVadis. We annually conduct the assessment to continuously identify gaps and improvement potential.

### Sedex

Since 2020, Danish Crown has used Sedex to monitor our performance within labour, health and safety as well as environment and business ethics. The ethical trade organisation Sedex provides us with a digital platform and tools to mitigate our due diligence responsibility and processes.

Hereby Danish Crown can assess the robustness of management systems, including policies, resources, processes, monitoring and training that are instrumental in reducing and managing the risk factors, we are facing in our business.

Next to monitoring our processes, it allows us to better evaluate risks along our supply chain and to be transparent in our value chain.