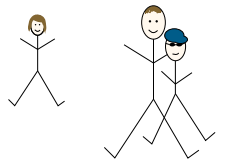


# CODE of conduct

## DIVERSITY

We find **strength** through diversity. We strive to reflect a **global** society and are therefore attentive to **diversity** in terms of ethnicity, educational background, gender, religion, sexuality, age and ability to work.



## HUMAN RIGHTS

We **act** in observance of human rights and **require** the same of our partners. We refuse to accept child labour or forced labour. We also recognise the **rights** of labourers.



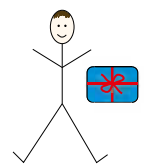
## ENVIRONMENTAL CARE

We **take** a practical approach to operating a business and wish to provide **future** generations with good environmental conditions. We are aware of the environment – both internally and externally. **We** believe in the connection between a **better** environment and a higher level of motivation.



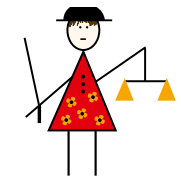
## ANTI-CORRUPTION

We act in an **ethically** responsible manner by listening with our minds and our **hearts**. We avoid all forms of corruption and bribery, including financial exploitation, gifts and unethical agreements.



## COMPLIANCE WITH LAW

We **see** national legislation as a set of minimum requirements and **aim** to do more where possible.



*Kim Boyter*  
Kim Boyter  
President & CEO

*Dan Boyter*  
Dan Boyter  
Executive Vice President

*Michael Bruun*  
Michael Bruun  
BD & Supply Chain Director

*Henrik Damberg*  
Henrik Damberg  
Production Director

*Mette Dyhl*  
Mette Dyhl  
Senior HRD & Policy Director

*Hans Love Hoegh*  
Hans Love Hoegh  
Commercial Director

*Marianne Kristensen*  
Marianne Kristensen  
Senior Finance & IT Director

*Niels Norge*  
Niels Norge  
Senior Commercial Director

*Jesper Riis-Antonsen*  
Jesper Riis-Antonsen  
Logistic Director