



Supplier Assurance Document

Date
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Document responsible
Vice President, SHE&Q

Review
Every 3 years Page 1 of 1

Fundamental principles in the Code of Conduct for suppliers to Cheminova A/S

1. All applicable laws and regulations of the country where operations are undertaken must be complied with.
2. No forced or compulsory labour may be used, and employees shall be free to leave employment after reasonable notice.
3. No child labour may be used.
4. Discrimination in employment related decisions may not take place, and no employee suffers harassment, physical or mental punishment, or other form of abuse.
5. The right of employees to collective bargaining shall be respected.
6. Wages and working hours will, as a minimum, comply with all applicable wage and hour laws and rules and regulations, including minimum wage, overtime and maximum hours in the country concerned.
7. No improper advantage may be sought, including the payment of bribes, to secure delivery to Cheminova A/S.
8. Safe and healthy working conditions will be provided for all employees.
9. Emergency procedures shall be established to prevent major accidents that can cause harm to health or the environment.
10. Operations will be carried out with care for the environment.

Documentation:

Upon the request of Cheminova A/S the supplier shall demonstrate compliance with this code.