

Supplier`s Code of Conduct

To ensure responsible sourcing with respect to ethical, social and environmental issues, this Supplier Code of Conduct summarizes the requirements to which CO-RO A/S is committed and to which CO-RO requires its suppliers to commit in order to conduct business with CO-RO.

We have committed to the guidelines from UN Sustainable Development Goals SDG 8 Decent Work and Economic Growth, SDG 12 Responsible Consumption and Production, SDG 16 Peace, Justice and Strong Institutions, SDG 17 Partnerships for the Goals, as well as the UN Global Compact.

We expect our suppliers to fully comply with applicable laws and regulations and to adhere to internationally recognized environmental, social and corporate governance standards (ESG standards). We also expect our suppliers to use their best efforts to implement these standards with their suppliers and subcontractors.

Supplier are expected to comply with CO-RO's requirements for food safety and quality and are directed to the company Quality & Food Safety Policy communicated on the company website. As part of the supplier approval process, all suppliers of goods and materials will be expected to complete a self-assessment questionnaire in order to provide details of their own quality and Food Safety procedures and more specifically certification within GFSI (Global Food Standard Initiative). A copy of the Supplier's current GFSI certificate shall be provided and updated as appropriate during the period of supply to CO-RO.

Beyond laws, regulations and specific requirements, we particularly expect you as our supplier to support, embrace and enact this Code.

Environment

- The Supplier will observe environmentally friendly technologies, operations and materials in all locations where the Supplier operates.
- The Supplier shall actively work to reduce emissions into the air, soil and water and make most efficient use of energy and natural resources, including environmentally friendly transport. On request the Supplier provides necessary information needed for calculation of carbon footprint throughout its supply chain.
- The Supplier shall actively work on behalf of preserving biodiversity, animal welfare, reuse and use of packaging materials and reduce and reuse the waste.

Labour and Human Rights

- The Supplier shall support, and respect internationally declared human and labour rights regarding the freedom of association, working hours and wages.
- The Supplier shall not employ children under the legal employment age or force any person to work against his/her will.
- The Supplier shall treat its employees fairly, equally and with respect, and provide a workplace free of harassment or abuse of any kind, unlawful practices, or discrimination.

Health and Safety

- The Supplier is responsible for the health and safety of its employees.
- The Supplier shall define responsibilities and establish and follow procedures to prevent accidents, hazards that represent a risk and work-related injuries.
- The Supplier shall at least fulfill minimum standards according to national laws and regulations regarding the work environment.

Business Ethics

- All forms of corruption, bribery, money laundering, restriction or prevention of fair trade and competition practices are strictly prohibited.
- The Supplier respects the privacy and confidential information of all its employees and business partners as well as protect data and intellectual property from misuse.
- The Supplier will ensure that accounting records and supporting documents describe and reflect the nature of the underlying transactions.
- The Supplier will neither directly nor indirectly support financially any religious or political organization.

Monitoring and non-compliance

CO-RO believes that building long-term, collaborative relationships with Suppliers is crucial for our business. We value honest and open communication and believe that transparency is vital to successful business relationships.

Supplier must, in the event of any non-compliance with this Code (1) promptly inform the relevant CO-RO Group top management by email to reception@co-ro.com and CO-RO Procurement coc@co-ro.com and (2) remedy such non-compliance in a timely manner. CO-RO reserves the right to audit Supplier`s compliance with this Code and Supplier must grant CO-RO the necessary access to property and information for this purpose.

CO-RO prefers a continuous dialogue and improvement approach with its suppliers to achieve compliance and expect commitment to ensure improvements and appropriate actions. In case of failure or lack of will, CO-RO reserves the right to terminate its agreements, or refuse to do business, with any Supplier who fails to comply with this Code, notwithstanding any provisions in any such agreement to the contrary and without thereby incurring any liability towards the Supplier.

We as Supplier hereby confirm that we share, respect and adhere to and apply the values as stated in this whole Supplier`s Code of Conduct. We also acknowledge, that the failure to comply with this Code may result in the termination as a qualified supplier to CO-RO.

Company _____ Place and date _____

Name (block letters) _____

Signature _____

Function of signee _____