1. Introduction

Good Food Group A/S is a Danish group within the food sector, consisting of 6 subsidiaries in Denmark, Sweden, Norway and Poland.

The enclosed Code of Conduct is valid for all purchases made by Good Food Group subsidiaries. If the Code of Conduct in any point is in conflict with local law the most stringent requirement shall apply.

Kindly read the content thoroughly, sign the signature page and return it to Good Food Group A/S – or the relevant subsidiary from which you have received the Code of Conduct.

2. Application

This Code of Conduct applies to suppliers to Good Food Group A/S' subsidiaries:

- Scandic Food A/S, Denmark
- Scandic Food Sp. z.o.o., Poland
- Danica Foods AB, Sweden
- Danica Foods AS, Norway
- JAN Import A/S, Denmark
- Jakobsens A/S, Denmark

We expect our suppliers as well as their sub-suppliers to follow the requirements and principles that are outlined in this Code of Conduct.

The suppliers who do not ensure that the conditions and requirements outlined in this document are complied with will find that their cooperation with the Good Food Group and its subsidiaries is affected. This also applies to suppliers that consciously mislead our company by withholding information or falsifying documents.

If the supplier or any of their sub-suppliers/subsidiaries comes under allegations that indicate breach of the Code of Conduct, Good Food Group and its subsidiaries have the right to pause the contract indefinitely until the matter has been investigated, and a conclusion has been reached.

If the allegations are correct, Good Food Group can cancel any contract with the supplier and release themselves from any contractual obligations, without negative consequences for Good Food Group.

3. Follow-up

Suppliers must on request provide all documentation needed to confirm compliance with the Code of Conduct. Good Food Group and its subsidiaries reserve the right to carry out audits at the suppliers, sub-suppliers and sub-contractors, with a prior written notice, to control and follow-up on compliance with the Code of Conduct. Any relevant employee at the time of these audits must be available for interviews. The audit can be carried out by personnel from Good Food Group or its subsidiaries or by assigned 3rd party auditors

Any non-conformances will be reported and followed up on. Suppliers must present and initiate corrective action plans. Progress and improvements will be tracked and if non-conformance is not corrected and documented to our satisfaction, all collaboration with the supplier can be discontinued.

4. Legal Compliance

Suppliers must comply with all applicable national laws and regulations, industry minimum standards, International Labour Organization (ILO) and UN Conventions, as well as any other relevant statutory requirements, whichever requirements are more stringent.

5. Employee Rights

Good Food Group A/S' suppliers must commit to upholding the rights of all employees in accordance with applicable international and national laws and ethical standards, and strive to foster a respectful, inclusive and fair work environment.

Every employee is entitled to:

- **Equal opportunity:** Employment decisions are based on merit, qualifications, and business needs. We accept no discrimination or harassment based on race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity, or any other protected characteristic (ILO Conventions 100 and 111).

- **Safe and healthy workplace:** Employees have the right to work in an environment that is safe, secure, and free from violence, harassment, or any form of abuse.

- **No forced labor:** We do not tolerate any form of forced, bonded, or involuntary labor. Employment must be based on the free choice of each individual, and employees are free to leave in accordance with legal notice requirements (ILO Convention 182).

- **No child labor:** We strongly condemn use of child labor as defined by ILO. This means that we do not tolerate that our suppliers exploit young individuals in a way that is mentally, physically, socially or morally dangerous and harmful to children, or interferes with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work. (ILO Convention 138).

- **Freedom of expression and association:** The right of employees to express their views and to associate freely must be respected. This includes the right to join labor unions or other representative organizations where permitted by law (ILO Convention 87, 98 and 135; ILO Recommendation 143).

- **Fair wages and working hours:** Employees are entitled to fair wages and reasonable working hours in compliance with local labor laws and regulations (ILO Conventions 26 and 131).

- **Privacy and confidentiality:** Personal information is handled with respect and confidentiality. Employees have the right to privacy in accordance with applicable data protection laws.

- **Right to raise concerns:** Employees must be encouraged to report any violations of conducts or incidents of unethical behavior without fear of retaliation. Reports must be investigated promptly and thoroughly.

6. Environmental Responsibility

We believe that environmental responsibility is a shared duty. By working together with suppliers who prioritize sustainability, we aim to reduce our collective environmental footprint and contribute to a more sustainable global economy.

Suppliers must:

- **Comply with environmental laws:** Operate in full compliance with all relevant environmental regulations, standards, and international conventions.

- **Minimize environmental impact:** Actively work to reduce emissions, energy consumption, water usage, and waste generation. Suppliers should implement practices to prevent pollution and manage hazardous materials responsibly.

- **Promote sustainable resource use:** Use natural resources efficiently and sustainably. This includes efforts to reduce, reuse, and recycle materials wherever practical.

- **Support climate action:** Take steps to monitor and reduce greenhouse gas emissions and adopt climate-conscious practices in line with global sustainability goals.

- **Ensure transparency:** Maintain accurate environmental records and provide relevant information to Good Food Group A/S upon request to demonstrate compliance and progress toward sustainability goals.

- **Engage in continuous improvement:** Regularly assess and improve environmental practices, invest in cleaner technologies where possible, and train employees on sustainability and environmental protection.

7. Governance

Through ethical governance and responsible business conduct, we can build a strong, transparent, and trustworthy supply chain that upholds the values we share.

Suppliers must:

- **Comply with laws and regulations:** Adhere to all applicable local, national, and international laws, including those related to anti-bribery, anti-corruption, competition, trade, and sanctions.
- **Protect animal welfare:** Ensure that animals are treated with care and respect, and that practices minimize pain, distress, and suffering throughout their lives and during handling, transport, and slaughter.
- **Maintain accurate records:** Ensure that all business and financial records are complete, accurate, and transparent. Records must be maintained in accordance with applicable legal and regulatory requirements.
- **Prevent corruption and bribery:** Strictly prohibit all forms of bribery, corruption, extortion, and embezzlement. Suppliers must not offer, give, or receive any improper payment or benefit to gain or retain business or secure an unfair advantage.
- **Enable whistleblower protection:** Provide a mechanism for employees and stakeholders to report concerns or unethical behavior confidentially and without fear of retaliation. Such concerns should be investigated promptly and fairly.
- **Cooperate with audits and assessments:** Be open to reasonable audits, assessments, or requests for information that help verify compliance with this Code of Conduct

8. Approval

Approved by (Name/title)	Chris Mariegaard Hoffmann, Chief Procurement Officer
Approval date (DD-MM-YYYY)	27-08-2025
Next review date (DD-MM-YYYY)	27-08-2027

9. Supplier signature page

By signing this document, we confirm that we have read, agree to and comply with the contents of Good Food Group A/S' supplier Code of Conduct.

Date (DD.MM.YYYY)	Click or tap here to enter text.
Company name & address	Click or tap here to enter text.
Signed by (full name and position)	Click or tap here to enter text.
Signature	
Company stamp	