

Lantmännen's Supplier Code of Conduct

Lantmännen is an agricultural cooperative owned by Swedish farmers and a leading company within agriculture, machinery, bioenergy, and food in northern Europe. Ethical, social, and environmental responsibility is an integrated part of our long-term business strategy.

With the purpose of ensuring a responsible conduct, Lantmännen's Supplier Code of Conduct summarises the requirements we have on our suppliers. Our overall goal is to encourage respect for Human & Labour Rights as well as Environmental protection and Business ethics with our external partners. These requirements have been drawn up in accordance with the UN Global Compact principles and the OECD Guidelines for Multinational Enterprises as well as ILO and United Nations conventions.

Scope

This Supplier Code of Conduct applies to all suppliers and intermediaries of both products and services to the Lantmännen Group.

Compliance with the Law

All Lantmännen suppliers are expected to comply with applicable national laws.

Environment

The supplier shall assess significant environmental impact of operations, and establish and follow procedures that reflect their environmental responsibility.

- The supplier shall comply with national and international environmental legislation and regulations.
- The supplier shall actively work to reduce emissions into the air, soil and waterways and make more efficient use of resources.
- Environmental aspects shall be taken into consideration throughout the production and distribution chain, from the production of raw materials to the sale of end-user products.

Business Ethics

All forms of corruption, bribery, money laundering and unlawful restrictive trade practices are strictly prohibited.

- The supplier shall establish and follow effective procedures to prevent corruption, bribery, money laundering and unlawful restrictive trade practices in all of their business activities.

Wages

- Wages, benefits and overtime compensation shall at the very least comply with national legislation, industry standards and collective agreements. In any event wages and compensation for regular working hours should always be enough to meet basic needs and to provide some discretionary income.
- In the case of deductions from wages as a disciplinary measure, this will be permitted only under the conditions and to the extent regulated by law or collective agreement.

Forced Labour

- No form of forced labour or labour linked to any form of punishment is permitted. This requirement pertains to all employees, irrespective of employment condition.
- No employee may be forced to hand over valuables or identification papers to his/her employer.

Child Labour

- Lantmännen does not accept child labour. Every child shall be protected from economic exploitation and performing any work that may be dangerous, have an adverse effect on the child's education or be harmful to the child's health and development.

- The term ‘child labour’ refers to work carried out by a child who is under 15 years of age, or under 14 years of age in those countries specified in Article 2.4 of ILO Convention 138.
- Young workers under 18 may not work at night or in hazardous conditions.

Equal Treatment

Lantmännen does not accept discrimination, intimidation, oppression or harassment in any form.

Social Conditions

The supplier shall support and respect internationally declared human rights and treat its employees fairly, equally and with respect.

Freedom of Association

The supplier shall respect its employees’ right to form or join trade unions as well as the right to collective negotiations.

Working Hours

- Working hours, breaks and vacations must comply with national legislation and agreements as well as international agreements.
- Working hours, excluding overtime, shall be identified by contract, and is expected not to exceed 48 hours per week.
- Overtime shall be voluntary, shall not be requested on a regular basis. Overtime is recommended not to exceed twelve hours per week.

Work Environment and Safety

The supplier shall define responsibilities, and establish and follow procedures to prevent accidents and work-related injuries.

- The supplier shall at least comply with the minimum standards according to national and local laws and regulations regarding the work environment.
- Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

Follow-up and Enforcement

Enforcement of this Supplier Code of Conduct is important to Lantmännen’s business.

- It is the supplier’s responsibility to ensure that the content of this Supplier Code of Conduct is implemented. We also expect all suppliers to have appropriate procedures to ensure that their own suppliers of products and services are in compliance with the content of our Supplier Code of Conduct.
- To assure that the Supplier Code of Conduct is being followed, we reserve the right to conduct inspections of our suppliers. These inspections may be unannounced and also conducted by an independent third party.
- If the supplier fails to comply with the terms of this Supplier Code of Conduct, we may terminate the business relationship if improvements are not made within an agreed period.