

Nakskov Mill Foods A/S - Code of Conduct



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Responsible: Man. Director	Approved by: Managing Group	15-11-2011

Introduction

Nakskov Mill Foods recognizes the importance of managing quality and ethics in a sustainable and responsible manner and this has led to the decision to draw up a Nakskov Mill Foods Code of Conduct.

The acceptance of this "Code of Conduct" must be an integrated part of every business agreement with Nakskov Mill Foods and must be considered as a minimum demand.

General demands on suppliers

Legislation:

Nakskov Mill Foods suppliers must abide the law. Nakskov Mill Foods suppliers must report all its financial transactions in accordance with national legislation and have nothing to do with bribery. As a result, Nakskov Mill Foods suppliers are able to act with credibility and integrity in all relations. Nakskov Mill Foods suppliers compete in a fair and orderly manner.

Human rights:

- Nakskov Mill Foods suppliers are against the violation of human rights as defined by the United Nations and does not wish to do business with suppliers who do not share this position.
- Nakskov Mill Foods suppliers are under obligation to obtain sufficient knowledge of sub suppliers in order to assess the observance of Nakskov Mill foods' Code of Conduct.

Child labour

Nakskov Mill Foods suppliers respect the rights of children to develop and to receive an education, and must not engage in or tolerate the use of child labour. A Child is defined as any person under the age of 15

Employee Rights:

- Nakskov Mill Foods suppliers are committed to respect the employees' right to unionize and to collective bargaining.
- Nakskov Mill Foods suppliers may not profit from forced labour.
- Nakskov Mill Foods suppliers are committed to refrain from all kinds of discrimination of employees due to race, colour, and political opinion, national or social origin.
- Nakskov Mill Foods suppliers must provide a safe working environment, which complies with or exceeds national laws and regulations

Environment

Nakskov Mill Foods suppliers must be committed to behave in an environmentally sustainable manner. Nakskov Mill Foods suppliers must continually minimise the impact of their activities on the surrounding environment by establishing a range of active environmental measures - in full compliance with current legislation.

Nakskov Mill Foods suppliers must strive to reduce waste and emissions to the atmosphere, ground and water.

Nakskov Mill Foods suppliers must handle chemicals in an environmentally safe way and store and dispose hazardous waste in an environmentally safe manner.

Nakskov Mill Foods suppliers must develop and supply superior environmentally sustainable products and services.

Nakskov Mill Foods encourages suppliers to implement management systems based on international standards

Accepted by:

Company name

Signature

Date



Gasvej 3 . 4900 Nakskov

15/11 - 2011