

Code of Conduct for DanBred

1. Development focus
2. Respectfulness and Diversity
3. Decency
4. Reliability
5. Professionalism

Good behaviour at DanBred PS

Code of Conduct is an expression of a decent and respectful behaviour in DanBred PS. With the Code of Conduct, we want to continue and develop this behaviour, so that DanBred, also in the future, is characterized by reliability and loyalty.

At DanBred PS, we do not only sell pig genetics, services and mobility, we create long-term customer relationships through high quality, credibility and individual treatment. We must therefore go the extra mile to create customer satisfaction, both internally and externally.

It is DanBreds position that we must be fair, forward-looking and have a twinkle in our eye, and that in all processes and actions we must be professional, create and develop together with our customers, employees and partners.

As employees, we all have a responsibility for DanBreds image, working environment and our future. Every approach to issues and challenges, in individual departments and across the organization, is therefore characterized by respect, decency and development focus. In this way, we find value-creating solutions that benefit DanBred overall.

Scope The Code of Conduct applies to all entities, subsidiaries, agents, and representative offices owned by DanBred PS and is therefore targeted at all employees throughout the organization.

DanBreds Code of Conduct derives from 5 basic principles and our vision of **One DanBred**. Our Code of Conduct is based upon our business values and describes how we expect to behave and interact internally and externally as well.

Our behaviour characterizes the organizational culture that will be characteristic of our employment with DanBred.



DanBred is known for our world class genetic and therefore we are jointly responsible for shaping a workplace, that contributes to, as well as strengthens our daily work-life and make good decisions.

Individual wrongdoings affect not only DanBred, but also colleagues and our business partners.

At DanBred we base our cooperation on trust, partnership and reliability. We treat our partners, suppliers, contractors, subcontractors, customers and colleagues – the way we wish to be treated ourselves.

This means:

- Be respectful to each other: You don't have to be friends with everyone but be nice to your colleagues "what you give you get back".
- Remember to communicate, work together: Consult with each other, be clear of tasks and responsibility across all departments.
- Adhere to safety and good working conditions
- Be loyal to the company, act in freedom with responsibility and be committed to our company's strategy, values, vision and mission.

Yours sincerely

Claus Fertin, CEO

1. Development focus

We are a customer centric company, and our most important task is to ensure happy and satisfied stakeholders. We must always have service and customer needs in focus. This always involves adhering to the response policy, being service minded, professional and polite when interacting with stakeholders.

By placing our customers at the centre of everything we do, we strive to be trusted partner and the preferred supplier by developing and providing quality services and customised solutions that add value to our customers.

DanBred want to be innovative and is committed to collaboration with customers and partners to deliver innovative breakthroughs and introduce new ways of working in the marketplace. We want to offer our customers performance

2. Respectfulness and Diversity

At DanBred, we have respect for diversities. We support and respect internationally human rights and show a high level of cultural awareness and respect.

We expect everyone to treat colleagues with mutual respect and we do not harass or discriminate based on race, age, seniority, gender, religion, sexual orientation, class or appearance. We always keep a constructive and nice collegial tone and we do not promote a certain group or individuals at the expense of others

We want to create a safe and inspiring workplace, and we care about the safety and well-being of our employees. DanBreds physical and psychological working environment is a high priority. We invest in a healthy environment at all locations where DanBred has the managerial and operational responsibility. We strive to involve and engage all employees, subcontractors and partners personal and professional learning and support, and we want to encourage an active life. It is a mutual responsibility to support each other in maintaining a good work-life balance.

In event that an employee is injured during work:

Who: the employee or the immediate manager

How: must contact the HR department

When: immediately

What: with the conditions and circumstances of the incident.

3. Decency

Bullying and harassment.

We define bullying as constant and/or repetitive coarse offensive actions that the receiver experiences as hurtful or degrading.

Any kind of harassment, defined as unwanted conduct in relation to one's gender, race, skin colour, religion or belief, political views, sexual orientation, age, disability or national, social or ethnic origin for the purpose of violating their dignity or creating a threatening or unpleasant climate for that person. Harassment and bullying can be physical, mental, written or verbal as well as of a visual nature.

Bullying and any kind of harassment and sexual harassment is unacceptable and will have major consequences for employments at DanBred.

We have no tolerance for any violent or sexual harassment



Employees who experience any form of bullying or harassment are encouraged to contact the HR department – of course confidential or use the DanBred Whistle-blower portal: <https://danbred.whistleblownetwork.net/setup>

4. Reliability

All information obtained directly or indirectly during the employment period with DanBred, its subsidiaries or associates (“Information”) must be kept confidential by the employee. Information obtained may only be used by the employee for the operations of the company. Such Information may not be copied, provided or made available to any person other than in connection with the business of the company or the employment.

DanBred complies with all national and international laws to prevent, identify and combat economic crime.

All employees must refrain from both action and non-compliance with obligations or guidelines for this type of criminal activity. Employees must actively cooperate with all investigations of this type of crime.

We comply with the competition laws of all countries where DanBred is doing business. DanBreds relations with all our partners play an important role in the development of DanBreds business. We require our partners to follow relevant legislation and follow good business practice.

Our cooperation is built on mutual decency and trust. If a partner does not comply with the applicable requirements, it may result in the collaboration with DanBred being forced to be terminated.

DanBreds employees are expected to openly and without delay report all cases that may be non-compliance with our guidelines for business partners.

We protect all our company's resources, including intellectual property. All DanBreds material and intellectual assets and resources (such as office, IT equipment, business information, technical processes, etc.) are intended exclusively to be used for DanBreds business goals and to ensure our long-term success. DanBred respect also third parties physical and intellectual property, including business partners and our competitors, and we will never harm or abuse them in any of DanBreds business activities

5. Professionalism

A core value at DanBred is knowledge and development. We believe that we are differentiating from our competitors through our high level of knowledge and competencies. We become a top 3 leading company by strengthening our knowledge and individual competencies.

We question the status quo and have the courage to explore. As our industry changes, we explore the new opportunities and continue to acquire new knowledge and develop solutions that create the best result for our business in the industry.

We must ensure that all employees are skilled in their tasks and responsibility, and therefore we provide opportunities for competence development.

By improving processes and elimination complexity and unnecessary costs, DanBred continues to optimise daily operations and establish robust processes across its business with the aim of building a uniform global operating model for its business units and staff functions, which ultimately enables Danbred to “Work smarter to get stronger” by fortifying our core competencies.

This is for the benefit of our customers, stakeholders, suppliers, and business partners.