Code of Conduct

Global code of conduct for Horticoop Scandinavia A/S, partners and suppliers.

Introduction

We expect that everyone in Horticoop Scandinavia A/S, partners and suppliers, as well as others who cooperate with Horticoop, live up to the same standards. In this connection, Horticoop Scandinavia A/S has prepared a Code of Conduct with guidelines for the requirements we place onour employees, partners and suppliers regarding social, ethical and environmental conditions. These principles are based on the ten principles from the Global Compact.

For Horticoop Scandinavia A/S, it is important that we can guarantee to our customers that our deliveries live up to the requirements we set for ourselves. To ensure that the full value chain meets our requirements, all partners and suppliers used by Horticoop must comply with this Code of Conduct.

Regulatory compliance

Horticoop Scandinavia A/S must comply with laws and regulations in all countries where we operate. All suppliers are expected to comply with national laws, regulations and applicable practices and industry standards relevant to their business.

Horticoop's suppliers must respect international human and labour rights expressed in the UN Universal Declaration of Human Rights.

Working conditions

The supplier must consciously and systematically work to create a good working environment, both physically, mentally and socially. This is to achieve a safe and healthy workplace. Employees shall receive appropriate health, safety and training information, including but not limited to arrangements for the safe evacuation of buildings and the proper handling and labelling of chemicals and machinery.

Forced or child labour

Horticoop does not tolerate child labour in its own workplaces or those of suppliers. We expect local legislation to be respected in relation to the minimum working age and not to employ people who are younger than national laws allow and do not benefit from child labour.

Horticoop does not allow any actions that restrict the free movement of employees. Forced labour and other forms of involuntary work are not acceptable at Horticoop or at partners or suppliers workplaces.

Working hours and wages

Standard working hours must follow local rules, collective agreements and industry standards. Fellow workers must have at least 1 day off per week and paid annual leave. Maternity leave, sick leave and other forms of leave must be granted to all employees in accordance with relevant local regulations.

Wages for a standard working week must meet at least the statutory minimum wage, industry standards or negotiated wages, whichever is higher. Wages must be paid regularly and in a timely manner.

Discrimination

No employee shall be subjected to discrimination or harassment on the basis of age, gender, religion, sexual orientation, disability, ethnic origin or political point of view.

Environmental aspects

Horticoop and suppliers must perform all tasks in full compliance with all applicable environmental laws and regulations. Suppliers must strive to prevent and continuously reduce any negative impact the company's activities may have on the environment. This includes, among others to secure and maintain all necessary registrations, permits and licenses.

The Supplier shall endeavor to conduct its business in an environmentally sustainable manner and comply with or exceed the standards set out in laws, regulations and international conventions in relation to the reduction of emissions to air, soil and water.

Local laws must be followed for the storage, handling, use and disposal of all chemicals and must comply with the Material Safety Data Sheet (MSDS) for each chemical product.

Anti-corruption

Suppliers are expected to act in accordance with high ethical standards and with integrity in all matters related to their business and have appropriate procedures in place to prevent corruption in their activities.

No form of corruption, extortion, kickbacks, facilitation payments or bribes may be offered, received or promised.

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Date

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Cooperation

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Signature