

Scan Sverige AB Supplier Code of Conduct

Scan Sverige AB (“Scan”) is a leading producer of food in Sweden, where the craft and concern for our entire value chain – from farm to fork – is a core value of our business. Our product range is broad, with both meat- and vegetable-based products, well-known Swedish brands such as Scan, Pärsons and Bullens and a strong focus on sustainable production. Ethical, social and environmental responsibility is an integrated part of our long-term business strategy.

With the purpose of ensuring a responsible conduct, Scan’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 conventionsⁱ.

Scope

- This Supplier Code of Conduct applies to all suppliers and intermediaries of both products and services.

Compliance with Law

- All of Scan’s 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.

Animal Care

- The supplier shall comply with Scan’s policy for animal welfare, which encompasses the well-being of the animal, (animal health) and the animal’s perception of its situation (animal welfare).
- Animal health is a vital parameter and of utmost importance to Scan. Unhealthy animals shall receive proper treatment and Scan encourages preventive actions against illness.
- Scan considers the welfare of animals throughout the entire supply chain, and ill or improper treatment of animals which causes fear, stress or pain is not acceptable.

Product Safety and Quality

- Suppliers must adhere to applicable rules on product safety and quality.
- Product and services delivered to Scan must be safe and comply with Scan’s directive on food product safety and quality.

Business Ethicsⁱⁱ

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.

Social Conditionsⁱⁱⁱ

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

Freedom of Association^{iv}

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

Working hours^v

- 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 and is recommended not to exceed twelve hours per week.

Wages^{vi}

- 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^{vii}

- 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^{viii}

- Scan 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^{ix}

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

Work Environment and Safety^x

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 Scan'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

SCoC accepted

Date: _____

Company: _____

Signature: _____

Block capitals: _____

ⁱ References to relevant ILO and United Nations conventions for each area of the code, including web link, are found below.

ⁱⁱ [UN Convention Against Corruption](#)

ⁱⁱⁱ [Universal Declaration of Human Rights](#)

^{iv} ILO Conventions No. [87](#), [98](#), [135](#) and [154](#)

^v ILO Convention No. [1](#) and [14](#), ILO Recommendation No. [116](#)

^{vi} ^{vii} ILO Convention No. [26](#), [95](#) and [131](#)

^{viii} ILO Conventions No. [29](#) and [105](#)

^{viii} [UN Convention on the Rights of the Child](#)

ILO Conventions No. [138](#), [182](#), ILO Recommendation No. [146](#) and [UNICEF's Children's Rights and Business Principles](#)

^{ix} ILO Conventions No. [100](#), [111](#), [143](#), [169](#), [183](#) and [UN](#)

[Convention on Discrimination Against Women](#)

^x ILO Convention No. [155](#), [184](#) and ILO Recommendation No. [164](#)