



SUPPLIER CODE OF CONDUCT



SUPPLIER

To ensure sustainable procurement with respect to ethical, social and environmental issues, this Supplier Code of Conduct summarizes the requirements to which Viking Malt Group is committed and to which Viking Malt requires its suppliers to commit in order to conduct business with Viking Malt.

Our overall goal is to encourage respect for Human and Labor Rights as well as Environmental protection and Business ethics with our suppliers of products and services.

All Viking Malt suppliers are expected to comply with applicable national laws.



ENVIRONMENT

The supplier is required to comply with all environmental laws, regulations and standards applicable to its operations.

The supplier will observe environmentally friendly technologies, operations and materials in all locations where it operates.

The supplier must actively work to reduce emissions into the air, soil and water and make most efficient use of energy and natural resources. On request, the supplier provides necessary information needed for calculation of carbon footprint in the barley-beer chain.

The supplier must actively work on behalf of preserving the nature biodiversity, reuse and recycling of packaging materials and reduce and reuse of the waste. The responsible use of plant protection and other necessary chemicals is required.

SOCIAL CONDITIONS

The supplier shall support and respect internationally declared human and labor rights regarding to freedom of association, working hours and wages. The supplier shall not employ children under the legal employment age or force any person to work against his/her will.

The supplier shall treat its employees fairly, equally and with respect. Viking Malt does not accept discrimination, intimidation, oppression or harassment in any form.





WORK ENVIRONMENT AND SAFETY

The supplier is responsible for the health and safety of its employees. The supplier shall define responsibilities and establish and follow procedures to prevent accidents and work-related injuries.

At least minimum standards according the national laws and regulations regarding the work environment must be fulfilled.



BUSINESS ETHICS

All forms of corruption, bribery, criminal tax evasion, money laundering and restrictive trade practices against the law are strictly prohibited. It is required that confidential business information is respected and not divulged to a third party. Our Suppliers should not cause any conflicts of interest for Viking Malt's employees and should avoid situations where a conflict of interest may occur.

We expect our suppliers to respect that Viking Malt employees may only accept gifts of modest value. Our suppliers need to comply with trade sanctions and restrictions issued by recognized authorities such as the United Nations.

**IT IS THE SUPPLIER'S
RESPONSIBILITY TO ENSURE
THAT THE CONTENT OF THIS
SUPPLIER CODE OF
CONDUCT IS IMPLEMENTED
IN THEIR SUPPLY CHAIN.**



To assure that the **Supplier Code of Conduct** is followed, we reserve the right to conduct audits of our suppliers. These audits may also be conducted by an independent third party.

The supplier is required to control and maintain the data of its operations for traceability as agreed with Viking Malt.

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.

Hereby I agree with Viking Malt **Supplier Code of Conduct**.

Place, Date
Company

Name, Position

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