

# Human rights

Danish Crown wants to promote human rights and labour rights, and we have been a signatory of the UN Global Compact since 2011. The UN Guiding Principles on Business and Human Rights are incorporated in our Code of Conduct, ESG Policy, Human and Labour Right policy, Supplier Code of Conduct, Business Partner Code of Conduct and Codes of Practices just as we work towards contributing positively to the UN Sustainable Development Goals. In 2021, we became a signatory of the EU Code of Conduct for Responsible Business and Marketing Practices, and we signed up for the Science Based Targets initiative which was approved in December 2022.

## Human and labour rights at farmer level Code of Practice

We have a sustainability programme aimed at farmers, where we focus on workplace assessments and employment conditions at the farms supplying animals for our production.

Livestock suppliers have to comply with the Code of Practice. In our Code of Practice, we define the minimum requirements that must be met by our Danish livestock suppliers in order to deliver animals to Danish Crown. Compliance with the Code of Practice is a prerequisite for cooperation with Danish Crown and the code constitutes a legally binding document for all suppliers of pigs, sows and cattle in Denmark.

## Respecting human and labour rights in the entire supply chain

We also expect from non-livestock suppliers and other business partners to respect and generally promote human rights and labour rights in their business and their supply chain. Hence, we expect them to live up to our Supplier Code of Conduct or Business Partner Code of Conduct.

All Codes reflect Danish Crown's commitment to the UN Global Compact and is based on compliance with applicable national legislation and international rules and regulations as well as recognised international standards and agreements.

## Sedex

At our production sites, we use Sedex to identify and monitor current and potential impacts on human rights and labour rights as well as to drive continuous improvements. Sedex processes are based on the ETI Code of Conduct.

## Whistleblower scheme

If internal or external stakeholders suspect non-compliance with legislation or our policies, they can anonymously report this to us via our whistleblower scheme.



Read our policies and statements on [danishcrown.com](https://danishcrown.com)

- [Annual report](#)
- [Code of Conduct](#)
- [Human and Labour Rights Policy](#)
- [Supplier Code of Conduct](#)
- [Business Partner Code of Conduct](#)
- [ESG Policy](#)
- [UK Modern Slavery Act Statement](#)



## Objective

We respect international conventions on human rights and labour rights, and we strive to mitigate any negative impacts on human rights and labour rights in our production and our value chain.

## Sustainable Development Goals

We support target 8 and target 16 by offering decent work, combating modern slavery, protecting labour rights and providing a safe and stable working environment.

### Target 8:

Decent work and economic growth. We create economic growth and decent jobs, protect workers' rights and create a safe and stable working environment.

### Target 16:

Peace, justice and strong institutions. We use our influence to promote human rights and do not tolerate any form of corruption or bribery in our value chain.

## Sedex

Since 2020, Danish Crown has used Sedex to monitor performance within labour, health and safety, environment and business ethics. The ethical trade organisation Sedex provide us with a digital platform and tools to mitigate our due diligence responsibility and processes.

## Whistleblower scheme

A whistleblower scheme has been established at group level. The scheme represents a safe channel for all employees, board members, customers, suppliers and other partners to report inappropriate conduct, suspicion of criminal and unethical issues with respect to all group companies. The portal is available in 28 languages and instruction videos for reporting in nine languages.

## UK Modern Slavery Act

Danish Crown is an annually submitting the Statement on Modern Slavery Act.