



CODE OF CONDUCT

INTRODUCTION

B&S Food AB is a responsible employer. Our company respects and adheres to internationally recognised conventions and statutes concerning human rights, labour rights, the health and safety of all of the people concerned, and international environmental regulations. These requirements must be made of our own company and also of our business partners.

It is the responsibility of both employees and management to ensure compliance with this Code of Conduct. The Code of Conduct provides B&S Foods AB with guidelines for our corporate conduct in various different situations. It protects us by setting the boundaries between appropriate and inappropriate conduct. Everyone is encouraged and expected to report any breaches of this Code of Conduct.

Companies delivering products or services to B&S Foods AB must fulfil the requirements stated in the Code of Conduct. B&S Foods AB furthermore expects all suppliers of products and services to ensure that their own sub suppliers also fulfil the Code of Conduct's requirements.

In certain cases, political or cultural circumstances may make it difficult for suppliers to fulfil some of the Code of Conduct's requirements, or make it hard for them to fully ensure that all sub suppliers comply with the requirements. In such cases, B&S Foods AB will be open to alternative approaches for as long as this does not concern gross non-conformances.

Fundamental statutory and regulatory provisions

B&S Foods AB's general rule is that the supplier and all of its sub suppliers must adhere to the national legislation of the countries in which they operate.

B&S Foods AB must respect statutory and regulatory provisions, no matter where the activities are operated.

B&S Foods AB must respect fundamental human rights and international labour standards as they are stated in the UN Declaration of Human Rights and the core conventions of the International Labour Organisation (ILO).

Health and working environment

B&S Foods AB's Code of Conduct is based on the guidelines set by the ILO convention. B&S Foods AB ensures that employees and other persons visiting our premises have a safe and healthy working environment. B&S Foods AB must take appropriate measures to prevent workplace accidents and work-related illness. We monitor our working environment and immediately report any situations that present a risk. Working terms, working hours and the pay of minors who are permitted to undertake certain tasks must be appropriate to their age. There must be a healthy balance between working time and leisure time for all employees.

Forced labour

Conventions 29 and 105

- B&S Foods AB does not accept forced or involuntary labour. This applies to both slave labour and forced labour in prisons or other work that is against someone's will or choice.
- Employees must have the right to leave work after working hour
- Employees must not work in order to pay off a debt
- Employees may not be forced to pay any deposit or forced to surrender their identity papers to an employer. Employees must be free to terminate their employment after a reasonable term of notice.

Right to freedom of association and collective negotiations

Conventions 87, 98, 135 and 154

- B&S Foods AB respects the employees' right to freedom of association. All employees are thus entitled to exercise their legal right to form, join or refrain from joining a professional organisation. It is thus not acceptable either to take disciplinary or discriminatory steps against employees who form an organisation or join an organisation in order to protect their rights on a peaceful basis.
- Employees must have the right to negotiate collectively

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- Employers may not discriminate against union representatives or prevent them from performing their professional duties.
- If such rights are limited by national legislation, the employer must support the development of and on no terms prevent parallel structures for independent associations and negotiations.

Child labour

The UN Convention on the Rights of the Child, ILO Conventions 79, 138 and 182, and ILO Recommendation 146

- B&S Foods AB does not accept any form of child labour. Unless a higher age limit is prescribed by local legislation, no person who has not reached the age of completing compulsory elementary school or who is below the age of 15 may be employed (or the age of 14 if this is permitted by national legislation).
- Employees under 18 year must not perform work that is dangerous or take place during evenings and nights.
- New recruitment of labour in conflict with the aforementioned is not accepted. If child labour already exists, measures must be taken to phase this out as quickly as possible. At the same time, the children in question must have the opportunity to earn a living and to attend school for as long as they are of compulsory school age.

Discrimination

ILO's Conventions 100, 111, 143, 169 and 183

- No discrimination is accepted on the basis of gender, age, religion, race, nationality, disability, health status, member of a union including trade unions, political opinion and sexual orientation.
- No discrimination such as access to education, setting of wage rates, promotion and retirement is accepted.

Intimidation and physical punishment

Physical punishment or assault, or threats of physical abuse, must be prohibited. The same applies to sexual assault and other forms of humiliating treatment.

Health and safety

ILO Convention 155 ILO Recommendation 164 and 184

- The working environment must be safe and promote good health, with due consideration of general knowledge of the industry and of specific risk factors. A clear collection of regulations and descriptions of procedures for health, safety, fire protection and crisis management must be provided and adhered to. A management representative with responsibility for the employees' health and safety must be appointed. A system for the detection, avoidance and action against potential threats

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to health and safety for all employees must be established.

- Personal work protection clothes and equipment must be available for all employees
- Employees must have access to hygienic sanitary facilities and clean drinking water. The employer must also ensure access to areas where food can be stored safely, if so required.
- If the employer provides accommodation, this must be clean, safe and properly ventilated, with access to hygienic sanitary facilities and clean drinking water. The fire protection and emergency management system must be of the same standard as at the workplace.
- The employer must register work related accidents and incidents and have an insurance that covers the employees.

Minimum wage

ILO Convention 131

- The employees' pay terms must as a minimum be in accordance with the national regulations concerning minimum wages, or practice in the industry with the ambition to cover living costs and must be paid on a regular basis.
- Wages, as well as procedures for how and when wages are paid, must be agreed and documented before the work commences. The agreement must be clearly worded for the employee.
- It is not permitted to use payroll deductions as a disciplinary measure.

Working hours

ILO Conventions 1 and 14

- Working hours must be in accordance with national legislation or current practice in the industry, and may not exceed the working hours laid down in the applicable international conventions. It is recommended that working hours may not exceed 48 hours per week.
- Employees must be entitled to at least one day off per week.
- Overtime must be voluntary and is recommended to be limited to maximum 12 hours per week.
- Employees must always be remunerated for overtime in accordance with current legislation,

Employment terms

- Obligations to employees in accordance with international conventions and/or national legislation and regulations concerning terms of employment may not be circumvented via short-term employment (such as short-term labour, temporary employment or daily-paid labour), hiring of labour from employment agencies, or other terms of employment.

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- All employees are entitled to an employment contract that is written in a language which they understand.
- The length and content of apprenticeship programmes must be specified clearly.

National and international environmental legislation

B&S Food AB must be a responsible company in terms of environmental issues and seeks to reduce the environmental impact of its own supply chain. Current regulations in the environmental area must always be followed. Products and materials that might entail environmental and health risks must be avoided.

- Production may not be in conflict with national legislation or international regulations.
- Procedures and regulations for waste handling, management and disposal of chemicals and other hazardous substances, and handling of emissions, must be established and must at least comply with legal requirements.
- Consideration must be made of the environmental aspects of the entire value chain, and not just the company's own activities.
- Local, regional and global environmental issues must be taken into consideration.
- The immediate environment around the production facilities may not be over-utilised or adversely contaminated.
- Hazardous chemicals and other toxic substances must be handled with caution.

Protection of animals

On manufacturing products with an animal origin, protection of animals must be taken into account throughout the value chain.

- Animal treatment must comply with at least national legislation.
- Antibiotics must be used restrictive and wisely.
- Five freedoms must be applied
 - Freedom from hunger and thirst
 - Freedom from pain discomfort
 - Freedom from pain, injury and disease
 - Freedom from fear and distress
 - Freedom to express normal behaviour
- All animals must be stunned prior to slaughter

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Bribery and Corruption

- In its business activities, the supplier must adopt and adhere to an anti-bribery and anti-corruption policy.

Management system

- The supplier must define and implement a social responsibility policy which include child labour, forced work, discrimination, harassment, corruption and process for complaints and fulfil the BSCI:s requirement. The policy must be communicated and be made available to all employees.
- The senior management must define and implement a management system in order to ensure that the requirements in this Code of Conduct can be fulfilled.
- The management will be responsible for effective implementation and continuous improvements by adopting corrective measures and periodic review of the requirements in the Code of Conduct, and also for communicating the requirements in the Code of Conduct to all employees.
- The supplier must investigate and respond to the employees' viewpoints in terms of how the company pursues its policy and/or fulfils the requirements in the Code of Conduct, and takes the necessary measures. The supplier must refrain from taking disciplinary measures, dismissing or discriminating against employees who provide information concerning compliance with the Code of Conduct.

Trust and cooperation

- B&S Foods AB guarantees our business partners integrity in matters concerning business secrets and all other business-related information disclosed to us in the course of our activities that is subject to the duty of secrecy.
- B&S Foods AB expects that all suppliers respect the Code of Conduct and actively do their utmost to observe our standards.
- We believe in cooperation and we are willing to cooperate with our suppliers in order to achieve realistic solutions in each individual case. We are prepared to observe cultural differences and other factors that may vary from country to country, but we will not compromise on the fundamental requirements concerning safety and human rights.

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Audits

B&S Food AB reserves the right at any time to perform unannounced audits of all factories/suppliers which produce goods/services for us. We also reserve the right to allow an independent party (such as an independent organization or firm of consultants) nominated by us to perform audits in order to ensure compliance with the Code of Conduct.

Non-compliance

If we discover that a supplier does not comply with the requirements in the Code of Conduct, we will terminate our business cooperation unless improvements are made within an agreed time frame. In the event of repeated cases of non-compliance with the Code of Conduct, we will immediately terminate the cooperation with the supplier.

We accept and will operate according to the requirements in this Code of Conduct. We will implement the Code of Conduct in our business and within our supplier chain.

City, Date

Name, Position