



Milarex SUPPLIER CODE OF CONDUCT (SCoC)

The Milarex Supplier Code of Conduct (SCoC) applies to all suppliers to Milarex Group of companies (hereinafter "Milarex"). The Milarex Group of companies consist of Milarex AS and all wholly owned subsidiaries, such as Milarex Sp. z o.o, Milarex Italy, Milarex France, Milarex UK, Arctic Seafood GmbH, ULTCO LLC and other subsidiaries that may become part of the Group.

1. Compliance with laws and regulations

It is an absolute expectation and requirement that Milarex suppliers comply with all local, national and international laws and regulations relevant to their operations.

2. Ethical conduct

All activities shall comply with local laws, international law, and UN Human rights charter. Milarex suppliers are committed to high ethical standards in the way they conduct their business, preferably guided by a set of publicly available ethical guidelines (e.g., Company Code of Conduct). Suppliers or their representatives will not engage in any willful fraudulent or corruptive business activities.

Milarex suppliers should actively avoid any conflict of interests between employees work responsibilities and off-work interests as well as between business and personal interests.

Sharing or using of any material non-public information is a breach of confidentiality and thereby illegal.

3. Protect health and safety

Milarex suppliers should have health and safety as one of their top priorities. By this we mean a continuous and proactive development of a safety culture focusing on personal safety as well as caring for others. This applies for own employees, associates, contractors and the local society around them. Milarex supports an active choice in engaging and communicating with others to enhance a safety related behavior and a safe working environment.



For Milarex, food safety is more than food safety management standards. Our zero listeria mindset has moved us beyond compliance to regulations and standards. Milarex raw materials, ingredients and packaging suppliers shall be committed to zero pathogens on incoming supplies and implement a systematic preventive approach to food safety (e.g. HACCP).

4. Environment & sustainability

Milarex suppliers should embrace sustainability and actively work to reduce their environmental impact. Their operations, sourcing, manufacturing, and distribution of products and the supply of services are conducted with the aim to protect and preserve the environment and comply with environmental legislation and regulations and to contribute to the UN sustainability goals.

Milarex encourages suppliers to actively measure, account for and report their unique carbon footprint as well as their progress towards the UN sustainability goals.

5. Fair operations - honest, fair and reliable

Milarex suppliers practice fair competition and follow all regulations and laws, both in managing the business and when selecting suppliers and contractors.

Milarex suppliers prohibit giving or receiving any value for the purpose of improper influence on any business decision.

Milarex suppliers should be open, transparent and accurate in providing and filing financial information.

Milarex suppliers will handle all data of employees, customers, suppliers, contractors, and subcontractors in accordance with the local principles of personal data protection and in compliance with applicable privacy laws.

Milarex suppliers will comply with all applicable sanction laws.

6. Fair employment

All Milarex suppliers should practice fair employment. Working hours shall be reasonable and consider the limitations of each employee, local laws, and the conditions of the industry in which the business is conducted. The compensation rules shall be clear and fair.



Milarex suppliers shall recognize employees' rights to freely organize in groups to represent themselves in dialogue with the company. Milarex suppliers shall foster a cooperative culture that includes consultation with employee representatives relating to their work and working conditions, both on the individual level and through employee councils.

All Milarex suppliers should adhere to the principles of equality, diversity, and tolerance. Employees are respected regardless of beliefs, religion, abilities, gender, nationality, sexual orientation, race, and age.

Milarex suppliers should provide safe and confidential channels to encourage employees to raise any concerns, including whistleblowing.

Milarex does not accept any form of child or forced labor and requires the same from all our suppliers.

7. Community relations

Milarex suppliers should aim for positive relationships in local communities where they operate. They should:

- Pay attention to the views of local communities in respect to their activities
- Engage in positive and open dialogue to find mutually acceptable solutions to concerns
- Maintain an open attitude to diverse opinions

8. Milarex Supplier expectations

All Milarex suppliers are expected to show willingness to comply with the Milarex SCoC and an ability to within reasonable time address Milarex concerns. Milarex suppliers are expected to share information relevant to the SCoC and support audits by Milarex or third parties engaged by Milarex.

Repeated or deliberate violations of the SCoC, lack of willingness to share relevant information and/or not addressing concerns may lead to Milarex unilaterally terminating the supplier relationship.

We encourage all Milarex suppliers to be transparent and proactively share their activities, results and development within health and safety, food safety, sustainability and social responsibility to support dialog and continuous improvement work.