

Sustainability in Danish Crown

Danish Crown has taken the reins to lead the way towards a more sustainable future for food. We do so together with our cooperative owners, who rear pigs and cattle which are then processed at our food processing facilities around the world.

At Danish Crown, we work towards producing food for the future in a climateneutral way. Our goal is to be climate neutral (net zero) by 2050. This is an ambitious goal, but we will achieve it – step by step.

The key to fulfilling our ambition is to create more value from the resources available by producing high-quality sustainable meat. Through sustainability efforts, Danish Crown aims to distinguish itself by being transparent, dedicated and committed.

Sustainable Development Goals (SDGs)

We are committed to strengthening our positive contribution to the SDGs, and we take responsibility for mitigating negative impacts throughout our value chain. We acknowledge that meat production puts pressure on natural resources and that it has a substantial carbon footprint, which we must reduce to ensure a sustainable food production. You can find an overview of our work with the SDGs here.

Sustainability strategy

Our sustainability strategy charts the course of sustainability work and addresses the principal challenges we need to overcome to ensure the long-term sustainable development of our business.

Our ambition is to become one of the world's most sustainable and successful meat producer by 2030. By 2030, we must have reduced the climate impact of our meat production by 50% relative to 2005. But 2030 is not the end of our journey. Our vision is a future, in which meat from Danish Crown is climateneutral (net zero) by 2050.

We believe that delivering on our sustainability strategy is essential for the future of our business and our strategy is focused on assuming responsibility for all stages of the meat production. We have defined four key focus areas addressing impacts, risks and opportunities in our value chain from farmers and our own operations to customers and consumers.

- Sustainable farming
- Sustainable food production
- Good jobs for everyone
- Together with customers and consumers

We translate the strategy into practice both by driving developments in a sustainable direction across our value chain and by anchoring the principles for responsible business conduct throughout our organisation and in collaboration and partnerships in our value chain.



Commitments

- 2030 Agenda for Sustainable Development and UN Sustainable Development Goals
- Danish Alliance for Responsible Palm Oil
- Danish Alliance for Responsible Soy
- Danish Code of Conduct on the Use of By-products
- Danish Gender Diversity Pledge
- Danish Healthy Food Council
- Danmark mod Madspild (Denmark against Food Waste)
- EU Code of Conduct on Responsible Food
- Business and Marketing Practices
- Roundtable on Sustainable Palm Oil
- Round Table on Responsible Soy
- Science Based Targets initiative
- Swedish Platform on Risk Commodities
- UK Modern Slavery Act
- UK Soy Manifesto
- UN Global Compact
- UN Guiding Principles on Business and Human Rights
- Vision Zero Denmark

Policies and commitments

- Animal Welfare Policy
- Animal Welfare Position Statement
- Anti-Corruption Compliance Policy
- Business Partner Code of Conduct
- Carbon Insetting Policy
- Code of Conduct
- Codes of Practice for suppliers of sows and pigs (Denmark) and cattle (Denmark)
- Data Ethics Policy
- Data Protection Compliance Policy
- Deforestation and Land Conversion Policy
- Diversity and Inclusion Policy
- Environmental, Social and Governance (ESG) Policy
- Export Controls and Sanctions Policy
- Farmer Code of Practice
- Genetically Modified Organisms (GMO)
 Policy
- Human and Labour Rights Policy
- Political Engagement and Expenses Policy
- Public Affairs Standard
- Responsible Procurement Policy
- Supplier Code of Conduct
- Tax Policy
- Whistleblower Scheme

Sustainable farming

The production of animal's accounts for most of the environmental impact from meat production and our cooperative owners strive to act as frontrunners in resource-efficient and sustainable livestock production focusing both on animal welfare and on environmental considerations for the surrounding ecosystems. *Ambition: We aim to secure a strong future for farmers and to promote sustainable livestock production within planetary boundaries.*

Sustainable food production

Our food production is based on a high level of food safety and efficient resource utilisation at our production facilities. This is decisive in terms of reducing the environmental footprint of food production, for example for water, waste, and carbon.

Ambition: We will operate a sustainable, efficient, and high-performing food production, setting high standards for ourselves and for our suppliers.

Good jobs for everyone

We are a diverse and socially inclusive workplace that prioritises every employee's well-being and opportunity to develop. As production work can be physically demanding and risky, we work systematically to prevent accidents and work-related illnesses.

Ambition: We will attract and retain people with good jobs and equal opportunities for everyone, creating safe and healthy workplaces.

Together with customers and consumers

Together with customers from the retail business, foodservice and food industry as well as consumers, we are constantly developing new food concepts that contribute to more sustainable consumption where meat is eaten in responsible qualities and food waste is reduced.

Ambition: We will earn customers' and consumers' confidence and meet their needs for healthy, safe, and responsible food.

Reporting and communication

- Animal Welfare Outcome Measure Reporting
- Annual report including both financial and ESG-performance
- Statement on Modern Slavery Act
- Whistle-blower Scheme
- Signatory of UK Soy Manifesto
- danishcrown.com and our social media channels provide continuous updates on sustainability news

Q&A / One-pagers

- · Animal welfare
- Ethical Behaviour
- · Health and Safety
- Human rights
- Life Circle Assessment
- Management Tools
- Packaging
- Palm Oil
- Science Based Target
- Soy
- Sustainability in Danish Crown
- The Climate Track
- Waste and food waste
- Water and wastewater

ISO Certifications (Site level)

- ISO 9001 Quality management
- ISO 14001 Environment management
- ISO 18001 Health and safety management
- ISO 22000 Food safety management
- ISO 45001 Occupational health and safety management

Read our policies and statements on danishcrown.com $% \left(\mathbf{r}\right) =\left(\mathbf{r}\right)$

- ESG Policy
- Annual Report (including both financial and ESG-performance