

NOVOZYMES' RESPONSIBLE PURCHASING STANDARDS

We require for all our suppliers to comply with these standards, as well as, when requested, to complete questionnaires and to accept visits and audits relevant for confirmation of compliance with these standards.

Novozymes reserves the right to demand immediate corrective actions or terminate the supply agreement, if a supplier of Novozymes does not comply with these standards. For the avoidance of doubt, such termination shall not entitle supplier to claim any kind of compensation, damages or the like from Novozymes. If more extensive requirements than the ones below have been agreed elsewhere between Novozymes and the Supplier, the most extensive requirements shall prevail.

Novozymes' requirements

All suppliers, including general contractors and subcontractors, must follow applicable laws, rules and regulations in the country where they operate. We encourage all our suppliers to go beyond legal compliance and follow better practices and internationally recognized sustainability standards. Further supplier requirements are specified below.

1. Responsibility and innovation

A supplier must

- Balance reliability, quality and efficiency with a drive for sustainability and innovation

2. Commercial aspects

A supplier must

- Offer competitive prices taking Total Cost of Ownership into consideration
- Focus on efficient delivery and continuous improvement
- Optimize and innovate sustainable supply chains

3. Quality

A supplier must

- Have clear and updated descriptions of products and/or services
- Have systems to ensure delivery according to agreements, risk reduction in the production and supply chain, as well as corrective and preventive actions on non-conformities
- Document compliance with applicable laws, regulations, authorizations and standards

4. Environment

A supplier must

- Assess environmental issues related to its processes, products and activities
- Monitor and continuously strive to improve environmental performance
- Be able to respond quickly and effectively to environmental problems
- Work systematically to ensure that its direct and indirect operations result in zero net deforestation

5. Employee health and safety

A supplier must

- Provide a safe and healthy working environment in compliance with national health and safety regulation, and *International Labour Organization's* fundamental principles of occupational health and safety
- Investigate and implement corrective actions and maintain an overview of occupational accidents and diseases
- Prevent and be knowledgeable about typical health and safety risks for its industry
- Work systematically to continuously improve the working environment

6. Human and labor rights

A supplier must

- Respect the workers' right to form and join associations, and to bargain collectively
- Ensure equal employment opportunities and promotion. Ensure there is no discrimination in all employment related processes on the basis of (but not limited to) race, color, ethnic, national or social origin, gender, religion, age, disability, political opinion and sexual orientation.

- Respect the workers' right to rest and leisure. Do not exceed the maximum hours of work as defined by the applicable law. All overtime work by workers should be on a voluntary basis and appropriately compensated.
- Provide fair compensation for all employees and workers, and such compensation should meet at least the legal minimum standards.
- Operate with dignity, respect and integrity regarding the treatment of its employees and workers. Prevent any form of harassment, intimidation or abuse at work.
- Ban any type of forced, or bonded labor and should not be involved in any human trafficking
- Ban employees and workers under the age of 15. Young workers, defined as between the ages of 15 and 18, are not allowed to work night shifts and under hazardous conditions.
- Provide all employees and workers with transparent, fair and confidential procedures to bring workplace concerns to the attention of the management for an unbiased, fair and appropriate resolution.

7. Business ethics

A supplier must

- Not give or accept bribes
- Not give or accept facilitation payments
- Not assist in laundering money
- Not pay criminals for protection
- Not give or receive large gifts
- Not engage in anticompetitive business practices, including but not limited to price discrimination, exclusive supply obligations and exchange of information with competitors

8. Supply chain

A supplier must

- Communicate commercial, quality and sustainability standards to key suppliers
- Monitor the overall performance of its key suppliers
- Have procedures for following up on low performing suppliers
- Protect land rights of local communities, including indigenous people by having zero tolerance to land grabbing

9. SEDEX

Upon agreement with Novozymes, supplier shall register all its sites that are involved in supplying to Novozymes on Sedex (<https://www.sedex.com>) and shall complete the Self-Assessment Questionnaire (SAQ) for each of its sites. The information provided on Sedex should be most recent and updated at least every third (3rd) year. However, the SAQ shall be updated annually if there are any major changes in the Supplier's organization (e.g. new site, acquisition, merger, etc.) and/or if the Supplier obtains a low score on the SAQ. Supplier shall renew its membership with Sedex every year, no matter how often the SAQ is completed.

In the event Novozymes becomes aware of any action or conditions not in compliance with this code of conduct, it reserves the right to request for corrective actions.