

TO WHOM IT MAY CONCERN

Introduction

SANOVO EGG GROUPS' business idea is to develop and sell high quality tailor-made egg based raw materials and semi-manufactures for the global market. We serve our customers - mainly sauce, dressing and bakery manufacturers - by supplying products / solutions of optimum quality at the requested price level.

As a company in the food industry, SANOVO EGG GROUP represents a link in the value chain from raw materials to finished products. SANOVO EGG GROUP is however not an isolated link. Understanding the entire chain - from the hen farms to the sauce, dressing, cake etc. bought by the consumer - is essential for developing sustainable global business growth.

Achieving sustainable global business growth is easier said than done. This requires execution across the entire supply chain. All SANOVO EGG GROUP's suppliers therefore also play a vital role in ensuring the quality and integrity of the egg based raw materials supplied from SANOVO EGG GROUP.

Our approach to achieving sustainable global business growth is based on a company commitment towards the following main areas, which will be explained in detail below:

- Social Practices
- Work Place Health and Safety
- Environmental Health and Safety
- Supply Chain Management / Audits

SANOVO EGG GROUP cannot fulfil all stated goals without the help and co-operation of its suppliers. Therefore, it is our objective to develop co-operations with suppliers that share identical values as SANOVO EGG GROUP. As part of our continuous efforts to strengthen our relationships with our suppliers, we are introducing this supplier expectation guideline, which serves as a framework for our business relationships.

Social Practices

SANOVO EGG GROUP supports and wishes to comply with internationally acknowledged human rights as per the International Labour Organisation's (ILO) convention. It is our intention to build our business relationships with companies who also supports and complies with the same human rights.

In particular, SANOVO EGG GROUP provides attention to:

Forced Labour

SANOVO EGG GROUP takes all necessary measures to ensure that it does not participate in or benefit from any form of forced labour, including bonded labour, prison labour, slavery, servitude, human trafficking, and compelled involuntary overtime.

We expect that all our suppliers follow similar policies.

Child Labour

SANOVO EGG GROUP also takes all necessary measures to ensure that the company complies with minimum age standards and thus employs no child labour.

We expect that all our suppliers follow similar policies.

Non-Discrimination

SANOVO EGG GROUP ensures that its compensation, benefit plans and employment-related decisions are based on relative and objective criteria and that no discrimination is made on the basis of gender, age, nationality, ethnicity, race, colour, creed, caste, language, mental or physical disability, organization membership, opinion, health status, marital status, sexual orientation, birth, or civic, social, political characteristics of the worker, etc. which may negatively affect the person's employment opportunities or otherwise result in unequal treatment in the workplace.

SANOVO EGG GROUP seeks to maintain a work environment that is culturally respectful and sensitive to the needs of all employees.

We expect that all our suppliers follow similar non-discrimination policies.

Freedom of Association

SANOVO EGG GROUP recognizes the freedom of association rights of its employees, including the right to bargain collectively. Employees are therefore allowed the freedom to associate with organizations or trade unions of their choice for the purpose of protecting their employment interests. SANOVO EGG GROUP respects the role of these organizations and allows them to function independently without interference.

We expect that all our suppliers likewise recognise the freedom of association rights of its employees.

Wages, Benefits and Working Hours

Wages paid by SANOVO EGG GROUP are as a minimum consistent with national and local remuneration laws or prevailing industry standards. Holidays, sick leave, etc. granted by SANOVO EGG GROUP are also consistent with national and local laws. Additionally working hours are also as a minimum consistent with national and local remuneration laws or prevailing industry standards.

It is expected that all our suppliers likewise pay wages and provides benefits consistent with national and local remuneration laws or prevailing industry standards.

Corruption and Bribery

SANOVO EGG GROUP has a policy against unjustly influencing and bribing public officials and the judiciary.

It is expected that all our suppliers also follow a similar policy.

Environmental Health and Safety

Environmental Legislation and Regulations

SANOVO EGG GROUP complies with all applicable requirements set out in the legislation and other regulations in the countries where we operate. In cases where SANOVO EGG GROUP's standards exceed the legal requirements, SANOVO EGG GROUP's standards will be followed.

As a minimum, we expect that our suppliers comply with applicable laws and regulations in the countries in which they operate.

Environmental Health and Safety Management

SANOVO EGG GROUP continuously evaluates its activities, products and services in terms of actual environmental impacts and potential environmental impacts.

The waste water lead from SANOVO EGG GROUP goes through the local water treatment plant which is a combined biological and chemical treatment plant. The organic material lead to this facility is desired waste that stimulates the cleaning process.

SANOVO EGG GROUP has carried through an isolation project at the factories in Denmark and in Germany in order to save energy.

SANOVO EGG GROUP is working according to the HACCP principles in all production facilities.

As a minimum, we expect that our suppliers comply with applicable laws and regulations in regard to waste water and air emission.

Supply Chain Management - Audits

SANOVO EGG GROUP routinely carries through audits of its suppliers in order to evaluate the quality of the raw materials supplied. It is SANOVO EGG GROUP's intention to expand this audit to also encompass an evaluation of CSR commitments of all suppliers with special focus on the above-mentioned CSR concerns. All suppliers must accept and be prepared to be audited by SANOVO EGG GROUP.

For further information, please do not hesitate to contact us.

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