

## Business Integrity Policy

---

At Chr. Hansen, we recognize that we have an obligation to contribute to the welfare of society by acting legally, ethically and responsibly.

---

### **Business Integrity**

At the heart of our business is our commitment to excel and ensure integrity in how we conduct our affairs. Thus, we commit ourselves to:

#### **Respectable business conduct**

- Maintain high standards of ethics, avoid conflicts of interest, and conduct business fairly, honestly and openly in every market. We have zero tolerance for any violation of competition, anti-trust and anti-corruption laws.

#### **Responsible global citizenship**

- Act as a good neighbor and as a responsible citizen. We take initiatives to promote greater environmental responsibility. We act in accordance with national and internationally recognized conventions as well as principles in respect to human rights, labor rights, anti-discrimination and equal opportunity.

#### **Compliant procedures**

- Respect and comply with applicable local and international rules, regulations and other stipulations such as standards and stakeholder requirements.

#### **Dynamic business growth**

- Grow our business based on our core competencies as well as developed or acquired competencies in areas in which we can add value.

#### **Positive bias**

- Work hard to continue to earn the trust of all stakeholders, so we prefer prospective customers, partners and suppliers who share our values and principles. We will not deliberately employ or collaborate with parties who knowingly violate our values, principles and policies.

**Governance**

Chr. Hansen's Business Integrity Policy is further detailed in our positions, statements and guidelines:

- Code of Conduct
- Position on Anti-corruption
- Position on Privacy, Data Protection and Data Ethics
- Position on Competition Law
- Position on Sanctions Compliance
- Position on Contracting
- Position on Innovation
- Position on Intellectual Property
- Position on Sustainability
- Position on Biodiversity
- Supplier Guiding Principles

The Business Integrity Policy is actively supported by mandatory procedures, guidelines and audits and other appropriate safeguards that ensure compliance and enhance the employees' awareness of the importance of complying with Chr. Hansen's procedures on this matter.

All employees receive relevant training in the above. In addition, our Whistleblower Hotline enables all Chr. Hansen internal and external stakeholders to anonymously report any illegal, unethical or serious misconduct or concern.

---

The principles apply to all employees, directors and officers in Chr. Hansen as well as agents/distributors, intermediaries, joint ventures and outsourcing agreements.

---