

## **DeLaval Ethics & Sustainability Principles**

DeLaval expects any company or person providing goods or services to a company in the DeLaval group, such as suppliers, agents, brokers, distributors, sub-contractors, consultants or joint venture partners to conduct its business responsibly, with integrity, honesty and transparency and adhere to the following principles.

### ***Business Ethics Principles***

All applicable laws and regulations shall be complied with and an ethical and moral standard of conduct shall be observed. A business is expected to be familiar with and comply with all legal obligations relevant to its business activities. Conduct (including by omission) that is unlawful or that otherwise violates such obligations is not accepted.

The offering or receiving of bribes – directly or indirectly – is not acceptable. The offering or receiving of gifts or hospitality whenever such arrangements could or are intended to affect the outcome of business transactions is not permitted. Correspondingly, facilitation payments – payments to authority officials in exchange for providing services to which one is legally entitled without such payment – are not permitted.

Sound financial practices should be used and generally accepted accounting principles applied.

### ***Labour Principles***

Child labour is not permitted. If local laws sets a specific minimum working age or compulsory schooling is to a certain age, such requirement shall be complied with.

Forced or compulsory labour is not tolerated.

Discriminatory practices should be fought. Discrimination includes any distinction, exclusion or preference limiting equality of opportunity or treatment, based on race, colour, sex, sexual orientation, religion, political opinion, age, nationality, marital status or other considerations.

Employees' freedom of association, consistent with local laws, shall be recognized and respected.

The workplace and its environment must be safe and humane and not endanger the physical integrity or health of employees.

Applicable legal restrictions on working hours, including overtime, shall be complied with.

Wages may not be lower than the applicable legal minimum.

***Environmental Principles***

Operations must be conducted in an environmentally responsible and efficient manner with the objective of minimising adverse impact on the environment and conservation of natural resources.

Consumption of energy should be optimised and use of renewable energy promoted.

The concepts of reuse and recycling should be prioritized and promoted.

Efforts should be made to optimise product packaging, minimise fuel and water consumption, reduce the emissions of greenhouse gases and avoid the use of hazardous materials.

Environmental risks in the operations should be measured and controlled. An environmental management system recognised by national or international authorities should be strived for.

Animal testing should not be performed if another scientifically satisfactory method of obtaining the results sought not entailing the use of animals is available.

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