



UNITED NATIONS GLOBAL COMPACT

COMMUNICATION ON PROGRESS 2019



ABOUT DANISH AGRO

Danish Agro was founded back in 1901 and is now one of the biggest and most important agribusiness groups in northern Europe.

The Danish Agro group is an international agriculture group, with 5,000 employees in 16 different countries, primarily in Scandinavia and the Baltic region.

Danish Agro is an independent, cooperative-based company, owned by around 9,000 Danish farmers.

The group is a member of DAKOFO, the trade organisation for grain and feedstuff trading in Denmark, and the Danish Agriculture and Food Council trade association, also in Denmark.

The group primarily works with the sale of feed mixes, ingredients and vitamin mixes, fertiliser, plant protection, seeds and energy in addition to the purchase of crops from farms. Furthermore, the group represents a number of strong machinery brands for agriculture and runs an extensive chain of hobby and leisure retail outlets.

This report deals with a number of policies, all adopted by the entire Danish Agro group and thus applicable to all underlying subsidiaries.

The report is the Danish Agro group's fifth Communication on Progress report and is the group's mandatory report on Corporate Social Responsibility (CSR) as per Section 99ab of the Danish Financial Statements Act for the 2019 accounting year.



FOCUS ON SUSTAINABILITY

Our business is founded on the protection of and focus on the environment, society and economy. The criterion for a productive, competitive and effective business is sustainable development within society, and we believe that contributing to that is the only responsible thing to do.

In our CSR activities, we focus on the areas in which we have expertise and knowledge. As such, we have focused on measures that are directly relevant to our business and the environment we are a part of. The group takes an active interest in our social and environmental responsibilities at all points of the value chain, based on the 10 principles of the UN Global Compact.

We are also inspired by the UN's 17 Sustainable Development Goals, which are expressed through a range of areas of our business and through specific activities and initiatives.

Danish Agro also shares the Danish Agriculture and Food Council's vision of climate-neutral food products by 2050, which means that the agriculture and food industry will not emit any more greenhouse gases than it absorbs by that time. In close consultation with the Danish Agriculture and Food Council, farmers and food companies in Denmark, we will work together in accordance with the UN's Sustainable Development Goals to find a financially-sustainable means of climate-neutral food production.

In relation to the climate and environment, we generally focus on having the smallest environmental footprint possible. We entered into a climate partnership in 2016 with the Danish energy company Ørsted A/S, an agreement we have continued to work on over the last few years. Consequently, Danish Agro in Denmark committed to reducing its energy consumption over the coming years.

With regard to social responsibility, we focus on a personnel policy that cultivates a healthy working environment, education and safety at work.

When it comes to our suppliers, we want to conduct a constructive, innovative dialogue based on the principles of human rights and rights within the workplace. That's why we also focus on health and the working environment and have zero tolerance for forced or child labour.

Our trainee programme continues to be a focus area in which we take direct responsibility for our young trainees and give them a good start in agribusiness industry, including giving them skills and sharing our knowledge and experience with them.

We do not tolerate any form of corruption in our corporate practices, including blackmail and bribery, and our commercial activities are run in accordance with local, national and international laws and regulations relevant to our business. Furthermore, we trade on the world market in free competition, in accordance with competition law and we ensure that UN trade restrictions are fully respected.

We look forward to working with the Global Compact principles in the years to come.



A handwritten signature in blue ink, which appears to read 'Henning Haahr'. The signature is fluid and cursive.

Henning Haahr
Group CEO

HUMAN RIGHTS

UN PRINCIPLES REGARDING SOCIAL RESPONSIBILITY AND SUSTAINABILITY

As a company, we should:

1. Support and respect the protection of internationally-proclaimed human rights, and
2. Ensure that we are not complicit in human rights abuses.

POLICIES

Danish Agro respects and supports internationally-recognised human rights throughout the company. That means that we respect and support international agreements on human rights.

We do not accept forced or child labour, and we respect the rights of our employees to freely join trade unions and to take part in collective wage negotiations.

We also respect relevant standards concerning working hours throughout the group. Furthermore, we ensure that wages comply with legislation and industry standards in those countries where we operate.

Danish Agro continues to focus on ensuring diversity, for example, in the Supervisory Board and leading positions.

ACTIVITIES AND RESULTS

We believe that by maintaining our policies on human rights in 2019, we made a positive contribution to respecting human rights in the workplace, and we encountered no breaches of those rights during the year in our business.

Danish Agro group's support and respect for international conventions on human rights is reflected internally in the organisation, including in our HR policies, and externally in the trading activities and partnerships we enter into internationally.

As such, we continued to work on risks in the supply chain in 2019, for example, the purchase of soya from South America. The South American soya used in feed for animal production in Denmark has to be produced under responsible conditions. That means stamping out child labour, repression and discrimination amongst workers, along with ensuring freedom of organisation.

It also means that the international rules for the use of pesticides must be respected, and production in vulnerable areas avoided.

That's why Danish Agro includes requirements in its contracts for our suppliers of soya to fulfil a range of criteria for responsible production. We do so based on industry-defined purchasing criteria agreed throughout the industry in Denmark.

Other measures within human rights were decided on at Danish Agro's Annual General Meeting on 5 March 2019, including the introduction of a delegate assembly responsible for appointing the company's Supervisory Board.

Danish Agro's owners appointed 42 members to the new assembly at six extraordinary regional meetings in November 2019.

Each of the company's six regions therefore elected seven delegates from Danish Agro's owners. An employee representative will also be a member of the assembly.

The new delegate assembly will allow Danish Agro to strengthen democratic representation throughout its regions, company types and competences amongst the company's owners.

The delegates will also strengthen Danish Agro's protection of its owners' rights, ensuring enhanced and broader representation.

The newly-elected assembly will meet for the first time in early 2020, when election of the members of the group's Supervisory Board will be one of the items on the agenda.

The group has also worked actively with targets and policies for the gender composition of the management and for reporting on the same.

At this time, all nine members of the Supervisory Board are male, which should be seen in the light of Danish Agro operating in a male-dominated industry, generally making it hard to attract women to board and management positions in the agribusiness industry. It is therefore good news that four women are to be found amongst the 42 members of the newly elected assembly.

Danish Agro believes in diversity for its Supervisory Board, including gender representation. Diversity must be prioritised, but not at the expense of competence.

Danish Agro's Supervisory Board will continue to work towards greater diversity within its ranks, and the target set to be fulfilled by the Annual General Meeting in 2022 is an increase of female representation on the board to 15% (equivalent to 1 person).

This target was not achieved in 2019, as only one Supervisory Board member left and one joined, that person being a man.

The above target only concerns the Supervisory Board members elected by the regions and externally elected. The employee-elected Supervisory Board members are not included.

The composition of the Supervisory Boards in our subsidiaries is intended to provide the best possible support for group strategy. The Supervisory Boards of our subsidiaries are usually composed of members of the group management of Danish Agro a.m.b.a. and representatives from the ultimate owners. They also contain representatives from external minority shareholders.

Danish Agro has set the following targets for the under-represented gender on the Supervisory Boards of the group's subsidiaries, drawing inspiration from the UN's Sustainable Development Goals.



A sub-goal under Goal 5 is gender equality, including ensuring full, effective participation and equal opportunities for women in management at all levels of decision-making, which is also the case at Danish Agro.

Targets have been established for the group's large Danish businesses and reflect the fact that our subsidiaries also operate in a male-dominated industry.

Consequently, only Dansk Vilomix A/S managed to fulfil the target for the under-represented gender on its Supervisory Board in 2019.

The composition of the Supervisory Boards of the other subsidiaries continues to reflect the general level of management representation.

A lot of work has also been done on the target of having more women be part of the management at Danish Agro. A policy for attracting more women to Danish Agro's management positions has been formulated.

The policy is designed to improve representation of the under-represented gender within the group management, as per Section 139a(1)(2) of the Danish Companies Act.

The breakdown of gender representation of management positions within Danish Agro is as follows:

1. Group Executive Board 0%
2. Group management, including staff 0%
3. Company management in the group 23%

Compared to last year, the number of women in company management within the group remains unchanged.

The activities listed below have been initiated to increase the number of the under-represented gender in management jobs.

SUBSIDIARIES	MEN	WOMEN	TOTAL	PERCENTAGE OF UNDER-REPRESENTED GENDER	TARGET NUMBER	PERIOD
DANISH AGRO MACHINERY HOLD-ING A/S	3	0	3	0%	33%	End of 2022
DANISH AGRO MACHINERY A/S	3	0	3	0%	33%	End of 2022
DA AGRAVIS MACHINERY HOLDING A/S	4	0	4	0%	25%	End of 2022
DV INTERNATIONAL HOLDING A/S	5	0	5	0%	20%	End of 2022
DV AGRAVIS INTERNATIONAL HOLD-ING A/S	5	0	5	0%	20%	End of 2022
VILOMIX INTERNATIONAL HOLDING A/S	5	0	5	0%	20%	End of 2022
VILOMIX HOLDING A/S	4	0	4	0%	25%	End of 2022
DANSK VILOMIX A/S	2	1	3	33%	33%	End of 2022
HATTING A/S	3	0	3	0%	33%	End of 2022
DAN AGRO HOLDING A/S	5	0	5	0%	20 %	End of 2022
HEDEGAARD A/S	3	0	3	0%	33%	End of 2022
DAVA FOODS HOLDING A/S	5	0	5	0%	20%	End of 2022
DAVA FOODS DANMARK A/S	3	0	3	0%	33%	End of 2022
DLA AGRO A.M.B.A.	7	0	7	0%	14%	End of 2022
SCANOLA A/S	5	0	5	0%	20%	End of 2022

Danish Agro wants to:

- Ensure that our personnel policy promotes the equal career opportunities of men and women at all levels, including in connection with the company's hiring procedures and recruitment.
- Ensure that both male and female candidates are, as far as possible, candidates for internal and external recruitment for management positions.
- Ensure internal training and development programmes intended to develop the talent of both genders.

In terms of human rights, Danish Agro's Finnish subsidiary Hankkija contributed to the campaign against breast cancer in 2019. The initiative was in the form of collaboration with Trioplast, a manufacturer of, among other things, plastics for wrap bales, and also a collaboration with the organisation Europa Donna Finland, a member of the European Breast Cancer Association.

Europa Donna supports research into breast cancer, helping women to understand their rights and treatment options during the course of their treatment. Via the sale of wrap bales with pink plastic, three Euros were donated for each wrap bale to Europa Donna Finland – one each from Hankkija, Trioplast and the buyer.

Baltic Agro in Lithuania also took an active part in the fight against breast cancer in 2019 by supporting the Nedelsk project, in which hot air balloons helped create awareness of the disease, and ten buses with health care personnel toured the country, offering women a free check-up.

Baltic Agro in Latvia joined forces with Trioplast and farmers to support the "We support cancer-sick children in Latvia" Children's Hospital Foundation with a donation of Eur 2,156 in 2019. Wrap bales in yellow plastic were sold in this case, with one Euro each donated by Baltic Agro, Trioplast and the buyer for each bale sold.

Baltic Agro in Estonia also joined forces with Trioplast in a campaign designed to create greater awareness of treatment and prevention of prostate cancer. The campaign was part of Movember, a global organisation dedicated to attracting focus on and improving male health.

The result of the campaign, which included the sale of wrap bales with blue plastic, was the collection of Eur 5,000. The money was donated to the Men's Clinic at the University of Tartu in Estonia, which works actively to prevent and treat prostate cancer.

Major risks related to human rights

The main risks related to human rights are linked to the gender composition of the Supervisory Board posts and management positions in the group.

This is due to Danish Agro operating in a male-dominated industry, making it difficult to attract women to the Supervisory Board and management positions.

The group is aware of this problem, and is working as a whole on its targets and policies designed to increase the proportion of the under-represented gender for Supervisory Board posts and management positions.

If these risks are not dealt with, the consequence can be that we are unable to fulfil the target for diversity of the Supervisory Board and management positions in the group.

The same risk applies to our suppliers in the value chain. If these risks are not dealt with, the consequence could be that the soya we buy from South America is not produced under responsible conditions.

WORKERS' RIGHTS

UN PRINCIPLES REGARDING SOCIAL RESPONSIBILITY AND SUSTAINABILITY

As a company, we should:

3. Uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. Support the elimination of all forms of forced and compulsory labour;
5. Support the effective abolition of child labour; and
6. Eliminate discrimination in respect of employment and occupation.

POLICIES

Within the Danish Agro group, we work hard to provide an attractive, exciting, efficient and inclusive workplace for all our employees.

That means that we produce a multi-faceted and inclusive workplace offering equal opportunities for everyone. We provide the means for our employees to advance in their job, and we develop leaders able to inspire the employees to perform at their best. We work constantly to ensure efficient working processes across the group.

We focus on creating a safe, healthy working environment and providing competitive terms of employment for all our employees. In particular, we offer working conditions that comply with legislation, relevant guidelines and according to the standards of the UN Global Compact.

Danish Agro also has a working environment committee to ensure the best conditions for our employees.

Another committee within the group is the liaison committee, in which management and employees are represented for the purpose of promoting job satisfaction and dialogue throughout the group.

ACTIVITIES AND RESULTS

Danish Agro is a member of the GLS-A employer's association, which acts as a guarantee for decent conditions for our employees via collective and local agreements.

The HR function carried on its work from previous years in 2019 on a process designed to enhance management effectiveness in the group, via such means as training and workshops.

The objective is to enhance our commercial activities and support the group's management in relation to change management, communication and employee handling.

Danish Agro's trainee programme continued in 2019. The programme is aimed at young people with an agricultural background interested in a sales-oriented educational programme in the agribusiness industry.

One trainee completed the programme in the summer of 2019, and has subsequently been given permanent employment with Danish Agro.

Four new trainees started in September 2019, bringing the total to eight. They follow a tailor-made programme focusing on either pigs, cattle, plant breeding, poultry or logistics, going through every nook and cranny of the industry.

The programme involves periods switching between internal courses and postings with the parent company and subsidiaries where the focus is on sales.

We believe that we have a responsibility for sharing our know-how and experience with young people with an interest in the agribusiness industry.

The agricultural educational programmes give trainees an excellent grounding, and Danish Agro supplements this knowledge with commercial skills and practical experience through our trainee programme.

We plan to recruit a further four or five trainees in 2020.

We also have a number of students and apprentices from technical educational programmes within the group, including five apprentice goods vehicle drivers, two tanker drivers, one student within warehousing and logistics, one media graphics student, a sales assistant and an office student.

We also had a number of interns getting practical work experience at several of our branches in 2019. As is the case with our trainee programme, we believe that we have a responsibility towards students, apprentices and interns to share our knowledge and experience, while giving them a better chance of gaining a foothold on the job market once they have completed their studies.

Major risks related to worker's rights

The main risks related to workers' rights are related to the lack of job satisfaction at work. We seek to prevent this through Danish Agro's working environment committee, which ensures optimal working environment conditions for our employees, and the group also has a liaison committee on which management and employees are represented for the purpose of promoting job satisfaction and dialogue throughout the group.

The group HR function carried on its work in 2019 on a process designed to enhance management effectiveness in the group, via such means as training and workshops. The objective is to support the group's management in relation to change management, communication and employee handling.

If such risks are not dealt with, the consequence can be a lack of employee job satisfaction, which can lead to a sub-standard working environment, stress and high rates of sick leave.

These are factors that have a direct impact on the bottom line.





Danish Agro

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SCANA

SUPER

ENVIRONMENT AND CLIMATE

UN PRINCIPLES REGARDING SOCIAL RESPONSIBILITY AND SUSTAINABILITY

As a company, we should:

7. Support a precautionary approach to environmental challenges;
8. Undertake initiatives to promote greater environmental responsibility; and
9. Encourage the development and diffusion of environmentally friendly technologies.

POLICIES

Danish Agro wants to reduce its impact on the environment as much as possible – especially locally in the areas where the group has a presence. That means promoting sustainable processes in the group, and engaging in constant dialogue with stakeholders on environmental issues.

We also focus on saving energy, and cutting material consumption by continuously monitoring and optimising our operations. We comply with relevant legislation, requirements and take a proactive approach to the principles of the UN Global Compact.

ACTIVITIES AND RESULTS

Social responsibility and caring for the environment are integrated elements of Danish Agro's business. As an agricultural business, Danish Agro is very aware of the need to reduce the impact we have on the environment and climate.

We all have a common responsibility to ensure sustainability, and we of course take our share of that responsibility.

We have clearly-defined purchasing criteria and codes of conduct, which our suppliers are required to sign, and that helps to ensure that rules are complied with and our responsibility to society and the environment is fulfilled.

We are inspired by the UN's 17 Sustainable Development Goals. One of the ways this can be seen is in our focus on energy-efficiency, as described in Goal number 7, concerning sustainable energy.

The Danish Agro group thus maintains a consistent focus on the impact we have on the environment, and we have implemented energy-efficiency measures over the last few years in Denmark, including via our climate partnership agreement with Danish energy company Ørsted A/S.

The agreement commits Danish Agro to cut energy consumption in our companies over the next few years. Part of the agreement means that Ørsted provide us with consultancy services and is responsible for implementing those measures, while Danish Agro has committed to take a certain amount of electricity from sustainable energy sources.

It should be noted, however, that our energy consumption is generally, and to a very large degree, dependent on the weather, over which, of course, we have no control.

For example, in years with very high rainfall, the need to dry grain after harvesting will be high, causing high energy consumption compared to years with low rainfall.

That's why we focus here on highlighting the effect of the energy-saving measures we have realised over the year, rather than on energy consumption.

In 2019, the group also worked actively with the Danish food industry's ambition of achieving over-all climate-neutral food production by 2050.

The vision was defined and launched by the Danish Agriculture and Food Council in spring 2019.

A separate point for Danish Agro is that the over-all goal for the industry as a whole is also our goal. We can only make a real difference if we do so in cooperation with all the other operators in the value chain and if the cooperation is based on mutual, binding goals.

We fully concur with the Danish Agriculture & Food Council when they write that the main objective is to establish cooperation to find an economically sustainable path towards climate neutral food production.

Our efforts within climate and sustainability follow two themes:

- Climate-neutral food production by 2050
 - a common goal for the industry
- Energy-efficient food company
 - with its own initiatives

Danish Agro actively supports the Danish Agriculture and Food Council's climate goals through a number of initiatives.

We are a member of a working group along with Arla, Danish Crown, DLG and Seges, set up to define ways of developing a standardised and internationally-acknowledged climate tool that can be used to measure the climate impact of Danish agriculture. This is an important instrument that will make it possible to prioritise and identify areas where we can apply our efforts.

Danish Agro's vision is that this climate tool will become a standardised, mandatory solution applied to everyone in the value chain.



It must be a solution able to measure the full range of a farmer's work – on the fields and in livestock units – eliminating the need to consider the use of multiple programmes and certifications.

Danish Agro is also working on several other initiatives to ensure more sustainable protein supplements for livestock feed. We are represented via the Danish Agriculture and Food Council and DAKOFO in the Dansk Alliance for Ansvarlig Soja (the Danish alliance for responsible soya) facilitated by the Dansk Initiativ for Etisk Handel – DIEH (the Danish initiative for ethical trade), which has brought together a number of players across the value chain to discuss sustainable soya imports.

Danish Agro is proactively working on ways of reducing the environmental impact from the protein we use in our feed production.

We are also working hard to reduce our dependence on imported protein for feed production. One of the ways we are doing so is through the refinement of various protein crops, including broad beans, by the group's specialist seed company Nordic Seed.

We also entered into a new partnership in 2019 with Unibio, a company developing a new, climate-friendly protein, based on cultured bacteria from the seabed.

The product is called Uniprotein, and Danish Agro is taking part in a large-scale trial along with Unibio, AU Foulum (part of Aarhus University) and the Technical University of Denmark, designed to identify opportunities for use of the product. The aim is that the new product can replace other protein sources for feed production that have greater impact on the environment.

Apart from collaborative projects designed to ensure climate-neutral food production, Danish Agro continuously works to optimise and streamline the business to cut costs and reduce our impact on the environment.

Our focus in 2019 was on energy-efficiency through such initiatives as driving courses for our drivers.

Back in 2018, all Danish drivers were sent on a course at Scania Denmark's Driver Academy. An important aspect is the subsequent coaching, which all drivers received through 2019, and this meant that our drivers were able to sustain their improved, energy-saving driving style.

That has allowed us to continue to reduce fuel consumption, helping achieve a reduction of CO₂ emissions from our HGVs.

Consequently, we were able to reduce our CO₂ emissions by 310 tonnes in 2019.

The target for 2020 is to cut overall consumption of diesel in Denmark by 5%. This will be achieved via a number of initiatives, including optimised planning, eco-friendly driving techniques, a new tyre strategy and new, more energy-efficient HGVs.

Danish Agro's new biofuel plant in Skamby was also opened in the spring of 2019. By-products from Danish Agro's grain production are some of the fuel sources reused here, and steam from the plant is conducted via pipes to Danish Agro's feed factory located on alongside the biofuel plant.

The steam is used to power feed production at the factory, resulting in natural gas savings. The plant helped Danish Agro in Denmark to cut overall CO₂ emissions by 8.4% in 2019.

Other initiatives undertaken in 2019 in Denmark include merging production units, resulting in reduction of CO₂ emissions. We also invested further in reusing the factories' steam plant to boost energy-efficiency even more. The overall results of these measures have meant that Danish Agro in Denmark reduced its energy consumption by 14% in 2019.

The aim for the group's production plant in Denmark is to cut energy consumption by a further 5% in 2020, which will be achieved via the implementation of several energy-efficiency projects, such as the general optimisation of processes for fans and coolers at a number of our factories.

A further initiative in relation to the environment and climate is the promotion of the use of sustainable biomass in Denmark by Danish Agro. We support the EU's Timber Regulation (EUTR), which prohibits the sale and marketing of illegally felled timber in the EU, including wood pellets, chips and briquettes. As such, Danish Agro condemns the purchasing and use of illegally-felled timber. We also support the use of sustainable biomass in Denmark, whether in the form of wood chips, pellets or briquettes.

We launched the sale of bee-friendly post-crop plants to Danish farmers in 2019, in the form of our own mixture of flower seeds, BI-VEJEN ('The Bee Road'). BI-VEJEN is a mixture composed of

seed varieties that flower over an extended period, benefitting bees and other insects right through the summer and autumn.

And as a bonus, birds and other animals will benefit from their seeds after flowering. We want seed mixtures such as BI-VEJEN to help the environment by improving conditions for, in particular, bees, insects and birds.

Danish Agro also started to reuse toner and ink cartridges in 2019. Collection boxes have been set up in Danish Agro's branches in Denmark, from where all used toner and ink cartridges will be collected for recycling.

Danish Agro's subsidiary DAVA Foods set itself a target in 2019 of producing CO₂-neutral eggs. The objective is to have a climate-neutral production by reducing CO₂ emissions per kilo eggs produced by at least 5% annually over the next five years.

The way to a CO₂-neutral egg will involve lots of small sub-targets, including a "grass box" for transporting eggs. The new box emits 26% less CO₂ than a conventional cardboard box. It is made of grass paper, making it a much more eco-friendly form of packaging in which to send eggs to the supermarkets in.

DAVA Foods' drivers have also been on a course in energy-efficient driving. Together with the investment in new goods vehicles with the latest technology, a CO₂ reduction totalling 30% over the last three years has been achieved.

Danish Agro's Finnish subsidiary, Hankkija, took part in a campaign with Yara Suomi Oy and the 4H organisation in 2019 designed to collect plastic bags for recycling, to the benefit of the environment. No less than 673,000 kilos of plastic bags were collected at 250 collection points. The campaign has employed hundreds of young 4H members, and has been running since 1975.

Food safety and quality

Danish Agro focuses heavily on quality and food safety. We believe it is important for the business to ensure high quality products with a very high degree of food safety. Quality assurance at Danish Agro concerns feed and food safety and quality.

The requirements for all three of these factors from our customers, the authorities and certification standards continue to increase. Our ambition is to continuously improve and fulfil expectations and requirements made of us as a business.

Danish Agro wants to ensure quality throughout the value chain from farm to table via a certified quality management system supervised by the management team, in which the control of resources, production of safe products, validation, verification and continuous improvement are in focus. All group agribusiness and support companies in Denmark producing and selling feed are GMP+ certified in order to ensure the unrestricted movement of feeds and crops at home and abroad.

Vilomix is certified according to FAMI-QS, which is specifically for vitamins, minerals and additives, and it gives the same unrestricted trade between businesses within the group and also allows us to operate in both Denmark and international markets.

The volume of organic production in Denmark within livestock and arable farming has been on the increase for several years, as is the volume sold by Danish Agro and on the markets around us. This was also the case in 2019, putting pressure on the availability of organic ingredients at home and abroad. Unfortunately, such success can also mean that ingredients are counterfeited, which raises requirements for supplier approvals and goods received inspections.

To be part of the chain supplying products to Germany, we document quality assurance within organic egg-layer feed by being certified according to KAT (KAT – Verein für kontrollierte alternative Tierhaltungsformen e. V.).

Danish Agro also supplies non-GMO feeds and ingredients certified according to the German VLOG standard. Non-GMO feeds are in particularly high demand from dairy farmers in Denmark.

Major risks related to the environment and climate

The main risks related to environment and climate are linked to the group's energy consumption and use of ingredients for feed production, among other things. Danish Agro focuses on an ongoing implementation of energy-optimised initiatives and choice of ingredients and follows-up on selected areas.

If such risks are not dealt with, the consequence can be that we emit more CO₂, which will be to the detriment of the environment.



Danish AGRO

THE DANISH AGRO GROUP HOLDS THE FOLLOWING CERTIFICATIONS:

ISO 9001

Management standard

ISO 17025 / ACCREDITATION

Requirement for testing laboratories

VLOG

nonGM-certification, Verband Lebensmittel ohne Gentechnik

KAT

Feed/products exported to Germany

GMP + B1, B2 OG B3

Management standard for production, sales, warehousing and transport

FAMI QS

Quality assurance for special feeds, vitamins, minerals and additives

REDcert

Sustainability certification – rapeseed oil for the diesel industry.




Danish Agro

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ANTI-CORRUPTION

UN PRINCIPLES REGARDING SOCIAL RESPONSIBILITY AND SUSTAINABILITY

As a company, we should:

10. Work against corruption in all its forms, including extortion and bribery.

POLICIES

The Danish Agro group focuses on integrity and competition law when we achieve commercial results. In other words, we set high standards for business ethics at all points of the value chain and the group.

We seek transparency in all our business-related decisions and practices, and we deal with dilemmas based on our own value set. We comply with all relevant legislation, and take a proactive approach to the principle of anti-corruption in the UN Global Compact.

Danish Agro does not accept unethical business practices.

ACTIVITIES AND RESULTS

We prioritised focusing on competition law in 2019. Danish Agro's group management sign a code of conduct that will help ensure compliance with applicable competition law rules. At the same time, all employees of Danish Agro's procurement company DLA sign a special addendum to their contracts of employment concerning observance of competition law guidelines.

The objective of such laws is to retain the free initiative in a healthy, competitive economy, which is the foundation on which Danish Agro stands.

Regular audits conducted by external auditors ensure that the rules of competition law are observed. Furthermore, we communicate the essence of competition law rules internally, and we also regularly hold seminars on competition law for DLA employees.

No breaches of competition law occurred in 2019 among the group's companies, which we regard as very positive.

Major risks related to anticorruption

The main risks related to anti-corruption concern the group's use of suppliers that fail to observe national legislation and internationally-recognised standards and conventions.

That's why the group has clearly-defined purchasing criteria and codes of conduct, which our suppliers are required to sign, and that help ensure that rules and our responsibility to society and the environment is fulfilled.

If such risks are not dealt with, the consequences can be breaches of legislation, standards and conventions, which can affect the relationships we enjoy with our partners, and Danish Agro's general reputation.

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