

Agra policy for responsible business conduct



Introduction

Agra works to maintain sustainable business practices that respect people, animals, communities, and the environment. This policy document forms the foundation of our sustainability efforts.

Agra considers sustainable business practices a prerequisite for sustainable development, which means meeting the needs of the present generation without compromising the ability of future generations to meet theirs. The UN Sustainable Development Goals are the world's common action plan for sustainable development. Agra actively engages with these goals.

As a member of Ethical Trade Norway, Agra commits to actively conducting due diligence assessments for sustainable business practices. Due diligence is a risk-based method to ensure respect and care for people, animals, communities, and the environment, both in our own operations and throughout the supply chain. We expect our suppliers to adopt the same approach.

Requirements for Our Operations

Agra recognizes that our business practices may have both actual and potential negative impacts on people, animals, communities, and the environment. At the same time, we see opportunities to reduce such actual and potential negative impacts. To achieve this, we set the following requirements for our operations:

Due Diligence

Agra shall conduct due diligence assessments to ensure sustainable business practices. This includes identifying and mapping risks of adverse impacts on people, animals, communities, and the environment, and implementing measures to stop, prevent, and mitigate such impacts. These measures shall be monitored, their effectiveness evaluated, and relevant information communicated to affected parties.

When our activities cause or contribute to adverse impacts on people, communities, or the environment, we shall immediately cease the activity and work to remediate the harm. If a supplier is responsible for the adverse impact or harm, the supplier shall take responsibility for rectifying the situation.

Responsible Purchasing Practices

Responsible purchasing practices are one of Agra's most important tools for promoting sustainable business operations. We shall adapt our practices to support and strengthen suppliers' ability to meet the requirements we set, ensuring good conditions for people, animals, communities, and the environment. At the same time, we shall strive for long-term collaborations with suppliers who demonstrate willingness and ability to contribute to positive developments in the supply chain.

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Freedom of Association and Worker Representation

Agra supports the right to freedom of association and other forms of democratically elected worker representation. We shall involve worker representatives and other relevant stakeholders in our efforts for sustainable business practices.

Anti-Corruption

Agra, including all employees, shall never offer or accept illegal or improper monetary gifts or other compensations to obtain business or personal advantages for themselves or benefits for customers, agents, or suppliers.

Countries Under Trade Boycotts

Agra, including our suppliers and partners, shall avoid business relationships with partners that have activities in countries under trade boycotts imposed by the UN and/or the governments of the countries where Agra operates.

Guidelines for Sustainable Business Practices

Agra has developed guidelines for sustainable business practices, which we commit to follow in all our operations. These guidelines are based on UN and ILO conventions and represent minimum standards, not maximum standards. We always respect applicable laws in the countries where we operate. When national laws and regulations overlap with our guidelines, the higher standard shall be followed. The guidelines are further described in the document "Agra Guidelines for Sustainable Business Practices."

Requirements for Conditions in the Supply Chain

We expect our suppliers to work towards sustainable business practices that respect people, animals, communities, and the environment. Therefore, we expect our suppliers to:

- Actively strive to comply with "Agra Guidelines for Sustainable Business Practices" or equivalent guidelines.
- Actively conduct due diligence assessments, which means identifying and mapping risks of adverse impacts on people, animals, communities, and the environment, and implementing measures to stop, prevent, and mitigate such impacts. These measures shall be monitored, their effectiveness evaluated, and relevant information communicated to affected parties. When a supplier is responsible for adverse impacts or harm, the supplier shall also take responsibility for remediation.
- Demonstrate willingness and ability to continuously improve conditions for people, animals, communities, and the environment through collaboration.
- Document, upon request from Agra, how they work to comply with "Agra Guidelines for Sustainable Business Practices" or equivalent guidelines.

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Agra prioritizes collaboration with our suppliers to achieve continuous improvements. If a supplier, despite repeated requests, does not show willingness or ability to comply with "Agra Guidelines for Sustainable Business Practices" or equivalent guidelines, Agra reserves the right to terminate the partnership and cancel the contract.

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