

Agra guidelines for sustainable business practices (code of conduct)



Agra acknowledges that our business practices may have potential negative impacts on people, animals, communities, and the environment. We have signed the UN Global Compact and committed to adhering to its principles. Additionally, we have been a member of Ethical Trade Norway since 2014. Through this membership, we are committed to working systematically to ensure sustainable supply chains. This involves identifying, preventing, mitigating, and accounting for how we manage risks of adverse impacts, as well as addressing harm to people, animals, communities, and the environment.

To achieve this, we depend on cooperation with our suppliers. Therefore, we expect our suppliers to operate in accordance with the guidelines outlined in this document. These guidelines are based on internationally recognized principles such as ILO conventions and the UN Global Compact. We also depend on our suppliers to communicate and enforce these guidelines, or equivalent standards, to their own suppliers. If deviations from the guidelines are discovered, we expect measures to be implemented to correct the conditions. The timeframe for implementing these measures will be agreed upon between the supplier and Agra. In cases of repeated violations or a lack of willingness to address the issues, Agra will consider terminating its business relationship with the supplier.

We aim to contribute to more sustainable agriculture and fisheries, decent working conditions, and good animal welfare throughout our supply chain. We wish to achieve this through active and positive collaboration with our suppliers.

1. Forced Labor/Slavery (ILO Conventions No. 29 and 105)

1.1. There shall be no form of forced labor, slavery, or involuntary labor.

1.2. Workers shall not be required to lodge deposits or identity papers with their employer and shall be free to leave their employment with reasonable notice.

2. Freedom of Association and Collective Bargaining (ILO Conventions No. 87, 98, 135, and 154)

2.1. Workers shall, without exception, have the right to join or establish trade unions of their own choosing and to engage in collective bargaining. Employers shall not interfere with, obstruct, or oppose trade union activities or collective bargaining.

2.2. Trade union representatives shall not be discriminated against or hindered in carrying out their trade union work.

2.3. Where the right to free association and/or collective bargaining is restricted by law, the employer shall facilitate and not hinder alternative mechanisms for free and independent association and bargaining.

3. Child Labor (UN Convention on the Rights of the Child, ILO Conventions No. 138, 182, and 79, and ILO Recommendation No. 146)

3.1. The minimum age for workers shall not be less than 15 years and in compliance with national minimum age for employment or the minimum age for completing compulsory schooling, whichever is higher. If the local minimum age is set at 14 years in accordance with the exception in ILO Convention 138, this may be accepted.

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3.2. Recruitment of child labor contrary to the above minimum age shall not occur.

3.3. Children under 18 years shall not perform work that is hazardous to their health, safety, or morals, including night work.

3.4. Action plans for the immediate elimination of child labor that is in violation of ILO Conventions 138 and 182 shall be established. These action plans shall be documented and communicated to relevant personnel and other stakeholders. Support programs shall be established to ensure children have access to education until they are no longer of compulsory school age.

4. Discrimination (ILO Conventions No. 100 and 111 and the UN Convention on the Elimination of All Forms of Discrimination Against Women)

4.1. There shall be no discrimination in hiring, remuneration, training, promotion, dismissal, or retirement based on ethnicity, caste, religion, age, disability, gender, marital status, sexual orientation, trade union membership, or political affiliation.

4.2. Safeguards shall be established against sexually intrusive, threatening, abusive, or exploitative behavior, and against discrimination or dismissal on unjust grounds, such as marriage, pregnancy, parenthood, or HIV status.

5. Harsh or Inhumane Treatment (Universal Declaration of Human Rights)

5.1. Physical abuse or punishment, or the threat of physical abuse, is prohibited. This also applies to sexual or other forms of harassment and other forms of humiliation.

6. Health, Safety, and Environment (ILO Convention No. 155 and Recommendation No. 164)

6.1. Efforts shall be made to ensure workers have a safe and healthy working environment. Hazardous chemicals and other substances shall be handled responsibly. Necessary measures shall be implemented to prevent and minimize accidents and health damage as a result of or related to workplace conditions.

6.2. Workers shall receive regular and documented health and safety training. Health and safety training shall be repeated for new and reassigned workers.

6.3. Workers shall have access to clean sanitary facilities and clean drinking water. Where relevant, employers shall also provide access to facilities for safe food storage.

6.4. If employers provide housing, it shall be clean, safe, adequately ventilated, and have access to clean sanitary facilities and clean drinking water.

7. Wages (ILO Convention No. 131)

Document owner
Eirik Gjertsen
Innkjøpsdirektør

Approved by
Marte Gjeitung
Byfuglien
Helse- & Ernæringsjef

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7.1. Wages for a normal workweek shall, at a minimum, comply with national minimum wage regulations or industry standards, whichever is higher. Wages shall always be sufficient to meet basic needs, including some savings.

7.2. Wage conditions and payment of wages shall be agreed upon in writing before work commences. The agreement shall be understandable to the worker.

7.3. Deductions from wages as a disciplinary measure are not permitted.

8. Working Hours (ILO Conventions No. 1 and 14)

8.1. Working hours shall comply with national laws or industry standards and not exceed the working hours in accordance with applicable international conventions. Normal working hours per week should generally not exceed 48 hours.

8.2. Workers shall have at least one day off per 7 days.

8.3. Overtime shall be limited and voluntary. The recommended maximum overtime is 12 hours per week, i.e., a total of 60 hours per week. Exceptions to this may be accepted if regulated by a collective agreement or national law.

8.4. Workers shall always receive overtime pay for hours worked beyond normal working hours (see section 8.1 above), at least in accordance with applicable laws.

9. Regular Employment

9.1. Obligations to workers, in accordance with international conventions, national laws, and regulations regarding regular employment, shall not be circumvented through the use of short-term engagements (e.g., contract workers, casual labor, and day laborers), subcontractors, or other labor relationships.

9.2. All workers are entitled to a written employment contract in a language they understand.

9.3. Apprenticeship programs shall be clearly defined with respect to duration and content.

10. Marginalized Populations

10.1. The production and use of natural resources shall not contribute to the destruction of the resource and income base for indigenous peoples or other marginalized populations, for example, through the acquisition of large land areas, irresponsible use of water, or other natural resources on which these populations depend.

11. Environment and Climate

11.1. Negative environmental impacts shall be reduced throughout the value chain. In line with the precautionary principle, measures shall be taken to continuously minimize emissions of greenhouse gases and local pollution, the use of harmful chemicals and pesticides, and to ensure

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sustainable resource extraction and management of water, oceans, forests, and land, and the preservation of biodiversity.

11.2. National and international environmental laws and regulations shall be complied with, and relevant emission permits shall be obtained.

11.3. Agra does not permit the use of palm oil in purchased raw materials. Derivatives of palm oil may be used in small quantities, provided they are from certified palm oil.

11.4. Product packaging made of cardboard and paper shall be FSC certified. Recycled materials shall be used where possible.

11.5. Agra expects our suppliers to set science-based and validated climate goals. This refers to reduction targets for their own operations in line with the 1.5-degree target of the Paris Agreement.

12. Corruption

12.1. All forms of bribery are unacceptable, such as the use of alternative channels to secure illegitimate private or work-related benefits to customers, agents, contractors, suppliers, or their employees as well as public officials.

13. Animal Welfare

13.1. Animal welfare shall be respected. Measures should be taken to minimize negative impacts on the welfare of production and working animals.

13.2. National and international animal welfare laws and regulations shall be complied with. Additionally, the internationally recognized principle of the "Five Freedoms" for animals, as defined by the World Organization for Animal Health, shall be observed. Freedom from hunger and thirst, freedom from discomfort, freedom from pain, injury, or disease, freedom to express normal behavior, and freedom from fear and (chronic) distress.

13.3. Egg products shall, at a minimum, come from hens that are free to roam indoors.