

## Business ethics

Rieber & Søn complies with the laws and regulations for good code of business ethics. We shall demand honesty in every area of business activity, and we act respectfully and with integrity.

In business, we will aim for good relationships between partners. However, good business relationships can develop into situations that evoke the temptation of personal gain or unethical prioritising, by which we mean gifts, bribes and corruption.

### GUIDELINES

The value of gifts shall be within the limits set under relevant tax rules. In some cases it may be appropriate to accept larger gifts, but then it must be stressed that they are being accepted on behalf of the company. Gifts of significant value shall be handed over to the company at the first opportunity. Openness is important here, and gifts have to be reported in a formal way. It is natural for the sales departments to make gifts and issue invitations to attend performances and events. Prevailing tax rules provide guidelines.

Bribes are regarded as a deliberate attempt to put the organisation or an individual in a situation where it/the individual has no choice, and where reciprocal benefits are demanded. Accepting bribes is not allowed. It can have unforeseen consequences and can easily lead to dependence. No kind of bonus or gift that can be interpreted as a bribe shall be accepted or offered

Corruption is about the use and abuse of power, to the detriment of a third party. Rieber & Søn will not participate in or contribute to any form of corruption.

If it becomes known, or there is a justified suspicion that any of our employees is involved in bribery or corruption, this shall be reported immediately. The form of reaction will be decided by the management of Rieber & Søn

### SUPPLIERS' ATTITUDES TO ETHICS AND VALUES

Rieber & Søn has a duty to ensure that our suppliers comply with public regulations, quality and environmental requirements, ILO conventions and animal welfare. We expect our suppliers to comply with SA8000 or a similar standard, and they are required to adhere to the principle of sustainable utilisation of resources. We shall avoid dealing with regimes where the international society (including Norway) has imposed trade sanctions.

### MARKETING AND SALES

Our market communication shall be guided by the provisions of Act No. 47 of 16 June 1972 (Norway) or similar acts in other countries, relating to the control of marketing and contract terms and conditions. Where doubts arise, approval shall be sought from a higher body.

### PRODUCTION AND PRODUCTS

Rieber & Søn shall comply with national public laws and regulations for production of foods. All production units are subject to inspections by food control authorities and veterinarians, and we shall follow their instructions. The products shall also meet product specifications drawn up by Rieber, or agreed specifically with customers. Every production site shall have a quality assurance/quality control department to ensure that production is in accordance with specified requirements. In the event of non-conformance, QA/QC department is authorised to stop the production.

### RECALL PLANS AND TRACEABILITY

If non-conformance is discovered in a finished product that is for sale or being distributed, the product shall be stopped. We will ensure that products that represent health risk are taken out of circulation. Our recall plans contain procedures for notifying authorities, wholesalers, retailers and consumers when products are to be withdrawn from the market.

### ENVIRONMENTAL POLICY

Environmental awareness shall be a part of our corporate culture. Environmental considerations are integrated in the existing control systems. We shall continuously seek to improve our environmental impact by using new knowledge and technology.