

Modern Slavery Act Statement - Financial year 2023/24

3 April 2025

Danish Crown A/S

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This statement is published in accordance with section 54 of the UK Modern Slavery Act 2015. The statement covers the period 1 October 2023 to 30 September 2024.

Danish Crown acknowledges that the risk of modern slavery including human trafficking, forced labour or bonded labour can occur in any industry, including in the food industry. This statement provides an overview of Danish Crown's policies and processes relating to the management of the risk of modern slavery potentially occurring at our production facilities and in our supply chain.

This statement should be regarded as complementary to the Danish Crown Integrated Annual Report 2023/24, as well as our annual UN Global Compact Communication on Progress.

Danish Crown – organisation and supply chain

Danish Crown is a cooperative headquartered in Denmark, and one of the largest meat processing companies in the world, with approximately 24,000 employees globally. We have a total of 68 abattoirs and processing facilities, 45 casing facilities, 13 separate warehouses and 54 offices in 27 countries.

Danish Crown is a global food company which operates in different business unit. Danish Crown's business is centred around four business areas: Danish Crown, Sokolow, KLS and DAT-Schaub. The core work within the business areas differs, however, can be categorised into Livestock, Fresh Meat, Foods and Traded Goods. Some categories of the later are handled by Group Procurement including Food ingredients, Packaging Material, Logistics, MRO (spare parts) and Facility and Business Services.

In our fresh meat business alone, we source livestock directly from 5,272 Danish farmer owners, as well as livestock from farmers in Sweden, Germany, and Poland. In addition, Group Procurement handles thousands of suppliers across all our entities, countries, and global regions, which implies an extensive and complex value chain.



Policies and governance on modern slavery and human trafficking

Danish Crown strives to conduct its business in a responsible manner, and we are committed to respecting international human and labour rights and to managing the risk of modern slavery potentially occurring at our production facilities or in our supply chain.

In addition to the fundamental principles expressed in the International Bill of Human Rights and the ILO Declaration of Fundamental Principles of Rights at Work, Danish Crown is committed to respecting several initiatives relevant to Modern Slavery Act, including:

- [UN Global Compact](#)
- UN Guiding Principles on Business and Human Rights
- UN 2030 Sustainable Development Goals

These initiatives have been implemented in our policies and process and form an integral part of our day-to-day working procedures.

Additionally, we are part of

- The UK Soy Manifesto
- The Swedish Platform on Risk Commodities
- The Roundtable on Sustainable Palm Oil
- The Round Table on Responsible Soy

With all these commitments, we also commit to combat the underlying issue of potential forced or child labour and human and labour rights violations. Moreover, we work toward increased protection of workers' rights.

Specific Danish Crown policies and schemes directly or indirectly covering labour and human rights, hence, anti-trafficking and anti-human slavery. Danish Crown policies are adopted by the Board of Directors and followed by a group-wide implementation.

- ESG Policy
- Human and Labour Rights Policy
- Responsible Procurement Policy, which is supported by the following standards: Supplier Code of Conduct, Codes of Practice for livestock suppliers and Business Partner Code of Conduct
- Diversity, Equity and Inclusion Policy
- Whistleblower Policy
- Anti-Corruption Compliance Policy

Enforcement of the above and the handling of the risk of modern slavery is aligned with the governance model laid out of our sustainability strategy. Specifically, for modern slavery and human trafficking.

Due diligence process and management

We use the Sedex platform and tools for annual assessment of our operational facilities. These assessments are based upon the ETI base code, which is consistent with our policies.

Among other things, the assessments enable a close dialogue between Danish Crown headquarter and the global operational facilities, ensuring that we stay focused on reducing risk and on our commitments to respect labour and human rights, and on providing healthy and safe workplace for all employees, including migrant and/ or third-party contract workers. And that we comply with all applicable laws.



We encourage our operational facilities to constantly update the information provided on Sedex.

In 2023/24, we also use the EcoVadis platform to reassess our business activities among others related to ethics and human and labour rights. This assessment is done annually and evaluated by sustainability specialists. We have started our next assessment cycle in Spring 2025.

Risk mapping and management

The processes described above plays a role in identifying and mitigating risks throughout our supply chain, and strive to prevent human and labour rights violations, counter environmental risks and avoid incidents of corruption and bribery. We also use the feedback from audits to drive improvements.

Going forward we plan to evaluate our suppliers based on several factors, which are essential parameters for Danish Crown also including imposing an increased risk of modern slavery and human trafficking.

Actions taken to prevent modern slavery - Key performance 2023/24

In the recent financial year, we focused on:

- We launched a new Responsible Procurement Policy, a Business Partner Code of Conduct and further aligned our Supplier Code of Conduct with legislative requirements. In addition, we continued to develop and roll out Codes of Practice for livestock suppliers.
- We initiated dialogue with relevant suppliers to investigate their ESG commitments, create greater supply chain transparency and meet the requirements of the German Supply Chain Act.
- We developed a risk-based sourcing framework to assess our suppliers on predefined parameters, which provides an indication of potential negative impacts in our supply chain. The framework has been piloted at all German production facilities that fall under the German Supply Chain Act.
- Continued rollout Supplier Code of Conduct and Framework Agreements, which lead to a total acceptance rate for our Supplier Code of Conduct of 83% for non-meat suppliers¹.
- Continuous work with Sedex and our production sites
- EcoVadis assessment, which included the assessment of business ethics and human and labour rights standards at Danish Crown.
Developed Codes of Practice for livestock supplier in Germany.

Priorities for 2024/25

In the coming year, we will continue to focus on managing and reducing the risk of modern slavery and human trafficking in our value chain. Our current plans cover the items set out below, but the list may be extended:

- Continue working with EcoVadis and Sedex as part of our due diligence processes and management. This includes conducting new annual assessments within the Danish Crown Group.
- Our risk-based sourcing framework developed and piloted at all German production facilities that fall under the German Supply Chain Act will be reviewed and adapted if relevant. We plan to commence implementation in other parts of the Danish Crown Group. In addition, we will further work on the implementation in the parts of the Group covered by the German Supply Chain act.
- Continued work on commitment to the Supplier Code of Conduct for suppliers within scope.

More information about our sustainability ambitions and targets, the main activities conducted in 2023/24 and future activities can be found from in our Annual Report 2023/24.

Staff training on modern slavery

¹ The accounting policies behind this calculation is available in our Annual Report 2023/24.



Relevant employees receive training in anti-corruption at least biannually. Furthermore, we conduct regular awareness campaigns to inform all employees about the availability of our whistleblower system and train relevant employees in relation to our Whistleblower Policy and Standard Operating Procedures.

More insights can be found in the [Danish Crown Annual Report 2023/24](#) as well as on [our website](#).

This statement has been approved by the Danish Crown Group on behalf of the Board of Directors, and it will be subject to an annual review.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Anders Aakær Jensen'.

Anders Aakær Jensen
Danish Crown Group CFO