

To whom it may concern:

Code of Conduct: Main principles For Grazedean Ltd and Suppliers.

We are fully aware of the responsibility we bear toward our customers, employees and the communities in which we work. Thus, we have given ourselves a strict set of ethical values to guide us in our business dealings.

Grazedean has adopted this policy and we expect all our Suppliers, to adhere to the same ethical principles. This Code of Conduct, sets the standards for doing business with us.

We will, and we expect our Suppliers to continually improve their respective policies and provide sufficient resources to meet these policies.

Main Principles:

Laws and Ethical Standards

The Company shall comply with all laws applicable to its business. The Company should support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights as well as the 1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work, in accordance with national law and practice.

This especially applies to:

Child Labour

The Company shall employ no children under the age of 15. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, such work is not permitted under any circumstances if it would hinder a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health or development (*reference: /LO Convention138(7)*).

Please note our suppliers are EU / USA based.

Forced Labour

The Company shall make no use of forced or compulsory labour.

There must be:

- Freedom for employees to terminate employment
- Freedom of movement
- No threats, harassment or intimidation of employees
- No debt bondage or bonded labour
- No disciplinary measures that include an obligation to work
- No compulsory overtime
- No worker paid recruitment fees

Compensation and Working Hours

The Company shall comply with the respective national laws and regulations regarding working hours, wages and benefits.

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Discrimination

The Company shall not discriminate on the basis of race, religion, disability, age, sexual orientation or gender.

Health & Safety

The Company shall strive to implement the standards of occupational health and safety at a high Level. The Company complies with applicable occupational health and safety regulations and provides a work environment that is safe and conducive to good health, in order to preserve the health of employees and prevent accidents, injuries and work related illnesses.

Business Continuity Planning

The Company shall be prepared for any disruptions of its business (e.g. natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases). This preparedness especially includes disaster plans to protect both employees and the environment as far as possible from the effects of possible disasters that arise within the domain of operations.

Improper Payments/Bribery

The Company shall comply with international anti-bribery standards as stated in the United Nations' Global Compact and local anti-corruption and bribery laws including The Bribery Act 2010. In particular, the Company may not offer services, gifts or benefits of employees in order to influence the employee's conduct.

Environment

The Company shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

Business Partner Dialogue

The Company shall communicate the principles stated in this Company Code of Conduct to its subcontractors and other business partners who are involved in supplying the products and services described in the main contract. The Company shall motivate such parties to adhere to the same standards.

Compliance with the Company Code of Conduct

Grazedean Limited reserves the right, upon reasonable notice, to check compliance with the requirements of the Company Code of Conduct. Grazedean encourages its Suppliers to implement their own binding guidelines for ethical behaviour.

The Company shall adhere to the ethical standards, human rights, health and safety standards and environmental standards upon which this agreement is based, as part of fulfilling their contractual obligations. Any breach of the obligations stipulated in this Company Code of Conduct is considered a material breach of contract by the Company.

Reviewed 20.01.26

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