



Knowledge grows

# Code of Conduct for Yara's Business Partners



## **Our mission**

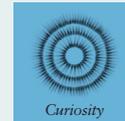
*Responsibly feed the world  
and protect the planet.*

## **Our vision**

*A collaborative society;  
a world without hunger;  
a planet respected.*



Collaboration



Curiosity



Accountability



Ambition

Each of Yara's Business Partners, including but not limited to suppliers, distributors, agents, resellers, joint venture partners, customers and strategic partners, is recognized as an important member of the worldwide team contributing to Yara's success and responsible business conduct in line with our Mission, Vision and Values. Yara's Code of Conduct for Business Partners applies to all individuals and companies with which Yara has business relationships, regardless of their nature, type of transactions or duration. This includes companies of all legal types, ownership structures and jurisdictions in which they are incorporated. Our goal is to develop relationships with Business Partners that share similar corporate values as Yara, and conduct business in an ethical manner.

This document outlines two types of business integrity standards: a) strict legal obligations for Yara's Business Partners, which comprise non-negotiable standards and regulations; and b) expected standards, which include desired standards that Yara expects its Business Partners to implement. Yara reserves the right to discontinue business relationships in case of material breaches of strict legal obligations and will address and support remediation with its Business Partners in case of breaches of expected standards. Yara also reserves the right to monitor or inspect Business Partners' compliance with the obligations and expectations outlined in this document.

Anonymous reports of misconduct and unethical business practices can be formalized through the Yara Ethics Hotline, available at [www.yara.com](http://www.yara.com)

## **Legal obligations for Yara's Business Partners**

**1) General compliance:** Yara's Business Partners shall comply with all applicable laws and regulations, including but not limited to items 2-8 below, in respect of our business dealings and notify Yara in case of any suspected breaches, or any other non-compliance with the standards set out in this document, allowing for joint verification of facts. This applies to both Yara's Business Partners and their sub-contractors.

**2) Bribery and corruption:** Yara's Business Partners shall uphold the highest standards of business ethics, respect local laws and not engage in any form of corruption, bribery, fraud, facilitation payments, kickbacks, illegal gratuities or extortion. Yara considers facilitation payments as a form of corruption and has a zero tolerance policy for such payments

**3) Money Laundering:** Yara conducts business with high integrity and within the limits of laws and regulations. We will not allow our Business Partners to condone or support money laundering in any form, in any location on behalf of Yara.

**4) Fair Competition:** Yara strictly prohibits anti-competitive agreements or conduct, including fixing prices, restricting the supply of goods or services, bid rigging and market sharing. We require our Business Partners to commit to free and fair competition and to abide by relevant competition laws and regulations.

**5) Use of Products:** In line with our strong commitment and adherence to applicable legal and regulatory obligations, Yara will not tolerate the misuse of our products for illegal purposes. This includes, but is not limited to, the misuse of finished products, intermediates and raw materials in the production of illegal drugs and illegal explosives. In our resolve to strengthen legal and regulatory frameworks, Yara continuously raises awareness of its Business Partners to their obligations to have implemented adequate monitoring systems within their supply chains to ensure that misuse is prevented, or can be detected and remediated immediately. Compliance with applicable laws and regulations and Yara's guidelines related to hazardous substance management, as provided in writing, is also a requirement.

**6) Child or Forced Labor:** Yara will not use or accept human trafficking, involuntary labor, bonded or forced labor or accept anyone do so on our behalf. Any use of child labor by Business Partners must comply with internationally recognized standards such as the guidelines of UNICEF, and the ILO, as well as local legislation. Business Partners are expected to implement efficient internal controls for the verification of the age of workers recruited.

**7) Discrimination:** Yara takes the issue of discrimination very seriously. We require that employees of our Business Partners be treated with respect and dignity, and that equality of opportunities are based solely on merit, irrespective of race, color, religion, gender, age, national origin, sexual orientation, marital status or disability.

## Expected standards for Yara's Business Partners

**1) General expectation:** Yara's Business Partners are expected to uphold similar standards as set out in items 2-8 below and require the same from their own set of Business Partners, especially those that conduct business for Yara.

**2) Business Gifts and Hospitality:** Yara's main rule is that we prefer not to give or receive gifts. Yara employees cannot give or accept gifts over the value of 75 USD without express written approval from their manager. Yara employees will not seek to influence others or be influenced by others by giving or receiving gifts and/or hospitality.

**3) Freedom of Movement, Association & Collective Bargaining:** Yara expects its Business Partners to respect and uphold their employees' right to freedom of association, involving trade unions or similar external representative organizations. Their employees should have the right to collective bargaining in accordance with applicable laws and regulations, and the right for employees to elect not to join a trade union or other representative body. Where these rights are restricted we expect our Business Partners to find alternative means for effective worker-employee collaboration. Business Partners are expected to ensure that their employees are free from financial burdens related to their recruitment process, such as fees and related costs, and to ensure that employees' right to freedom of movement is not restricted in any way.

**4) Conflicts of Interest:** Yara expects its employees and Business Partners to immediately disclose and address situations where there is an actual, potential or perceived conflict of interest.

**5) Equal pay and working hours:** Business Partners are expected to pay employees fairly for the work they perform, regardless of personal beliefs or any individual characteristics. Individual compensation for employees, consultants or contractors, shall only vary based on position, performance and competence. All compensation shall meet requirements of national minimum wage and seek to provide a decent standard of living to employees and their families. Business Partners are also expected to abide by applicable laws and regulations on hours of work and rest periods.

Yara's Business Partners must commit to creating a fair work environment and to abide by all applicable local laws concerning discrimination in hiring and employment practices.

**8) Safe and Healthy Work Environment:** Yara's Business Partners shall provide a safe and healthy workplace in compliance with international standards and national laws to their employees and contractors. their employees and contractors.

**6) Indigenous peoples:** Yara expects its Business Partners to identify and recognize indigenous peoples affected by their operations, as well as to respect and prevent breaches to indigenous peoples' rights. Indigenous peoples have the right to be informed and thereafter asked for their consent in decisions that may affect them.

**7) Protection of the environment and environmental impact:** Business Partners are expected to operate in compliance with all applicable environmental laws and regulations. Yara expects Business Partners to implement an appropriate environmental policy and an environmental management system covering environmental impacts and risks related to their operations and products from the full life cycle perspective. The use of environmentally friendly technologies, products and services are also expected, aiming at optimizing the use of natural resources, energy and water and minimizing negative impact to air, water and groundwater, soil, biodiversity and the climate.

**8) Sustainability:** Yara expects its Business Partners to adopt and promote sustainability principles and to comply with applicable environmental, social and governance ("ESG") laws and regulations and to foresee any known or expected future changes in the requirements and take all reasonable actions to ensure compliance.

**8) Grievance mechanisms:** Yara expects its Business Partners to implement reporting mechanisms and processes for addressing grievances for workers and possibly affected stakeholders.

Any breach or concern related to the conduct of Yara employees, consultants or contractors or any of our Business Partners should be reported immediately to Yara's Ethics and Compliance Department at [ethics@yara.com](mailto:ethics@yara.com)

Refer to [www.yara.com](http://www.yara.com) for details about Yara's Ethics Hotline and the Ethics & Compliance team.