

Fan Milk International CSR policy

Aalborg August 2014

CSR declaration

Fan Milk is committed to conducting its business in a transparent, as well as socially and environmentally responsible manner. In this regard, Fan Milk operates in accordance with international standards and relevant laws of the countries in which we operate.

Fan Milk and all its subsidiaries associate with and will observe the provisions of the UN Global Compact in our various local spheres of influence.

Specific policies including The Ten Principles of The United Nations Global Compact have been defined for human rights, labour rights, occupational health & safety, environment & climate and anti-corruption:

Human Rights:

Fan Milk:

1. Will respect and support the protection of internationally proclaimed human rights within our sphere of influence.
2. Will actively work against any kind of human rights abuses.
3. Will actively work to promote equal opportunity and avoid discrimination whether due to gender, race, religious or political observations when conducting our business.

Labour rights:

Fan Milk:

1. Upholds the freedom of association and the effective recognition of the right to collective bargaining.
2. Upholds the elimination of all forms of forced and compulsory labour.
3. Upholds the effective abolition of child labour and complies with the internationally defined minimum age for employment of 15 years or local requirements in case it differs from international definitions.
4. Supports the elimination of discrimination in respect of employment and occupation.

Occupational health and safety:

Fan Milk:

1. Takes initiatives to instruct all employees thoroughly in safety practices before they begin working.
2. Takes initiatives to minimise all potential health and safety risks at the work place through the provision of safety and protective devices, and instructing Employees in their correct usage.
3. Takes initiatives to have the employees included in the handling of potential complaints regarding health and safety, monitoring of accidents and the prevention of recurrence.

Environment and climate:

Fan Milk:

1. Undertakes initiatives that promote greater environmental & climatic responsibility including reduction in the consumption of energy, water and raw materials.
2. Strives to exercise best practices in relation to reuse and segregation of solid waste for disposal.
3. Strives to minimise the impact of waste water to the environment by minimising contamination and by appropriately treating the waste water before disposal.
4. Supports a precautionary approach to environmental & climatic challenges by considering the environmental & climatic impact of new activities and creating the necessary awareness among employees.

Anti-Corruption

Fan Milk:

1. Is against all forms of bribery.
2. Actively works to prevent all forms of corruption in its business relations.
3. Includes anti-corruption practices in the training and education of employees.