

Agrometer - Supplier Code of Conduct

Responsible Business Practices

1. Purpose and Scope

This Supplier Code of Conduct (CoC) outlines the minimum ethical principles and standards of behavior expected of business partners, agents and suppliers of Agrometer. It is designed to ensure responsible and sustainable business practices in alignment with both local and international laws and standards, and the **United Nations Sustainable Development Goals (SDGs)**.

2. Our Commitments

Agrometer expects suppliers/partners to support these commitments. We are committed to:

- Conducting business ethically and responsibly.
- Respecting human rights and labor rights.
- Promoting environmental sustainability.
- Ensuring the health, safety, and well-being of all stakeholders.
- Supporting the achievement of the **UN's 17 Sustainable Development Goals**.

To support these commitments, Agrometer expects all suppliers, partners, and agents to comply with the requirements set out below:

3. Ethical Business Practices (SDG 8, 16)

- **Compliance with Laws:** Comply with all applicable local, national, and international laws and regulations.
- **Anti-Corruption:** Maintain zero tolerance for all forms of corruption, bribery, extortion, and fraud.
- **Fair Competition:** Compete fairly and do not engage in anti-competitive practices.

4. Human Rights and Labor Standards (SDG 1, 5, 8, 10, 16)

- Support and respect internationally recognized human rights.
- Provide fair wages, decent working hours, and safe working conditions.
- Do not tolerate forced labor, child labor, or any form of discrimination or harassment.
- Promote diversity, equity, and inclusion in the workforce.

5. Health and Safety (SDG 3, 8)

- Prioritize a safe and healthy working environment.
- Conduct regular risk assessments and provide training to prevent workplace accidents.
- Encourage a culture of care, well-being, and mental health awareness.

6. Environmental Responsibility (SDG 6, 7, 12, 13, 14, 15)

- Work actively to reduce the environmental footprint.
- Strive to minimize waste, increase energy efficiency, and use sustainable resources.
- Support circular economy principles in their production and supply chain.
- Aim for continuous improvement in climate action and biodiversity protection.

7. Responsible Supply Chain (SDG 8, 12, 17)

- Suppliers and partners must ensure that their own suppliers meet equivalent standards and support transparency and traceability throughout the supply chain.
- Suppliers and partners are expected to monitor, assess, and continuously improve environmental, social, and governance (ESG) performance throughout their own supply chain.
- Encourage long-term relationships based on trust, transparency, and shared responsibility.
- Allow Agrometer to conduct reasonably scheduled visits at the supplier's facility.

8. Data Protection and Confidentiality (SDG 9, 16)

- Protect and process personal data in accordance with GDPR and best practices.
- Protect confidential business data and IP; use it only for fulfilling obligations to Agrometer.
- Respect confidentiality and do not misuse information for personal or professional gain.

9. Community Engagement (SDG 1, 4, 11, 17)

- Support local communities through responsible employment, partnerships, and voluntary initiatives.
- Invest in education, training, and innovation to promote inclusive and sustainable growth.

10. Implementation and Reporting

- All supplier/partner employees are responsible for understanding and complying with this CoC.
- Supplier/partner managers are expected to lead by example and foster a culture of integrity.
- Concerns, violations, or unethical behavior must be reportable through a whistleblower channel (or similar confidential forum) available to all supplier/partner employees.
- Do not tolerate retaliation against individuals who report in good faith.

11. Continuous Improvement

Agrometer continuously develops its sustainability efforts and may update this Code of Conduct from time to time accordingly

12. Conclusion & Supplier Acknowledgement

We are committed to building a culture where ethical behavior and corporate responsibility are at the forefront of our operations.

The standards outlined in this CoC represent the values of Agrometer and our expectations for our suppliers and business partners. Adherence to these principles is essential for fostering a positive and ethical work environment.

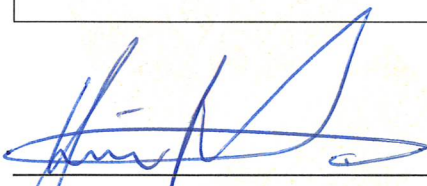
Should Agrometer conclude or have reason to believe that a supplier/partner of Agrometer does not adhere to the standard principles outlined, we will expect immediate investigation and mitigation of the matter within a reasonable agreed timeframe.

Any violation of this CoC may result in a corrective action plan and, where necessary, suspension or termination of the business relationship.

The Supplier/Partner shall bear all costs associated with complying with this CoC, and no claim for reimbursement or refund may be made against Agrometer.

By signing below, the Supplier confirms that it has read, understood, and agrees to comply with this Supplier Code of Conduct.

Supplier Company Name:	
Authorized Representative:	
Signature:	
Date:	



Søren Hovmøller, CEO Agrometer

Date: 21/1-2026

