

Novozymes Modern Slavery Statement 2023

This report is published subsequent to the approval of the combination of the Chr. Hansen and the Novozymes Groups on January 29, 2024. Now, the Chr. Hansen and Novozymes Groups have joined forces to form Novonesis Group, a unified entity with a shared vision.

As this report is required to cover the previous financial year, i.e., from January 1st to December 31st, 2023, this report describes the position of Novozymes A/S prior to the combination with Chr. Hansen. Further, the company group-related information concerns the Novozymes Group (hereinafter referred to as "Novozymes") up and until completion of the combination.

Information about the combined group will be included where relevant, and specifically cited as referring to the Novonesis Group.

Introduction

Novozymes is dedicated to conducting business with high ethical standards to ensure compliance with legal requirements and in recognition of our responsibility as a multinational company with a global footprint. Novozymes has been a signatory to UN Global Compact since its establishment in 2001 to reflect our core values of transparency and accountability.

Novozymes is committed to ensuring the prevention of modern slavery and human trafficking in its business and supply chain. This statement highlights steps undertaken by Novozymes to support this commitment and is published in compliance with the UK Modern Slavery Act 2015.

Our business and supply chain

Novozymes is the world leader in biological solutions. We use the power of biotech to help our customers grow their business while preserving the planet's resources and enabling better lives. Our business is spread across various industries such as Household Care, Food & Beverages, Bioenergy, Animal Health & Nutrition and Agriculture in different parts of the world.

Headquarters and affiliates

- Novozymes is headquartered in Denmark
- Production sites are in Argentina, Brazil, Canada, China, Denmark, India and the United States
- Affiliates and sales offices are located in more than 30 countries

Executive Leadership team

- President & CEO: Ester Baiget*
- Rainer Lehmann: Chief Financial Officer*
- Jacob V Paulsen: EVP, Food & Beverage Biosolutions
- Amy Byrick: EVP, Human Health Biosolutions
- Tina S. Fano: EVP, Planetary Health Biosolution
- Claus Crone Fuglsang: Chief Scientific Officer
- Anders Lund: Chief Operating Officer
- Henrik J Nielsen: EVP, Strategy & Integration
- Morten E. Rasmussen: EVP, People & Stakeholder Relations
- Winnie Bugel: General Counsel, Legal

* Members of Executive Management registered with the Danish Business Authority

More details about the Novozymes Group can be accessed [here](#).

The combined group of companies, the Novonesis Group continues to be headquartered in Denmark and more details on Novonesis can be accessed [here](#).

Policy in relation to slavery and human trafficking

Novozymes respects human rights as defined by the U.N. Guiding Principles on Business and Human Rights and has implemented them in our operational policies and procedures. We support UNGC principles such as “we support and respect the protection of internationally proclaimed human rights”, “we work to ensure that we are not complicit in human rights abuses” and “we support the elimination of all forms of forced and compulsory labor” etc. Please read more about our position on Human rights and labor standards [here](#).

Novozymes’ respects the International Bill of Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. Since 2001, we have been a signatory to the United Nations Global Compact, and we are also signatory to the Women’s Empowerment Principles. We report on our performance on human and labor rights annually in our Annual Report and in the UN Global Compact Communication on Progress (CoP).

Our People and Organization (P&O) function, together with leaders across Novozymes, are responsible for ensuring equal rights for all employees. We are committed to ensuring equal opportunities and avoiding discrimination based on age, sex, gender identity, race, national origin, ethnicity, disability, education, sexual orientation, and religious beliefs in our global organization. Novozymes is committed to providing a work environment where all individuals can work together free of any kind of harassment and discrimination. Therefore, we have a global non-discrimination and anti-harassment policy. Novozymes recognizes and respects the right to form and join unions and associations and to bargain collectively.

We require all our employees to respect human and labor rights and take appropriate measures to avoid and mitigate adverse human rights impacts also in our supply chains. Grievance mechanisms are in place for both employees as well as external stakeholders. Novozymes has a global ombudsperson as well as regional ombudspersons in each region. We also have a Whistleblower hotline for employees, suppliers and other stakeholders to report suspicions of violations of law, including violations of human and labor rights.

Human and labor rights are also included in our supplier performance management system, where Novozymes’ screens suppliers and evaluates them on an integrated set of assessment criteria which covers, commercial, quality, employee health and safety, human and labor rights, and business integrity. In addition, Novozymes is also a member of the Supplier Ethical Data Exchange (SEDEX) platform to increase the level of transparency in our supplier base and to work continuously to improve our responsible sourcing practice, with increased data quality. We are using the SEDEX collaboration platform to address and manage sustainability risks in our supply chain, including human and labor rights.

We require all contracted suppliers to comply with our [responsible purchasing standard](#) which covers human and labor rights aspects as defined by the UN guiding principles. In case a supplier does not conform with our standard, we thoroughly assess whether a corrective action plan or choosing an alternative supplier is the appropriate response to ensure ethical performance across our supply chain. Please refer to our position paper on Responsible Sourcing for more details [here](#).

Due Diligence process

We have conducted regionally focused Human Rights Impact Assessments within our operations and supply chain. In the past, we have completed assessments for India (2018), Europe (2019), The Americas (2020), China (2021) and Asia Pacific, the Middle East and Africa Region (2022). In 2023, we conducted a Global Human Rights Impact Assessment (2023). Across these assessments, we have identified no systematic human rights violations within our global operations. Isolated incidents regarding business integrity and harassment had appropriate mitigation measures. Going forward, we will continue to monitor human rights and take appropriate measures to close gaps and mitigate identified risks.

Novozymes’ sourcing department drives our supplier management and responsible sourcing program, anchored within Novozymes Operations, Supply and Quality function. Our approach to responsible sourcing is defined by our

Responsible Purchasing Standards (RPS) and managed through our Supplier Performance Management (SPM) process and the Supplier Ethical Data Exchange (SEDEX) platform.

Through the SPM process, Novozymes screens suppliers and classifies their risk based on spend, country and category. In case a supplier does not meet our assessment criteria, either an action plan is established, or an alternate supplier is identified. Novozymes uses the SEDEX to manage sustainability risks in our supply chain.

Novozyymes requires all contracted suppliers to comply with our RPS, as well as, when requested, to complete questionnaires and to accept visits and audits relevant for confirmation of compliance. Our requirements cover various Environment, Social and Governance (ESG) criteria including respect for human and labor rights, business ethics, employee health and safety and environmental stewardship.

Training and capacity building

At Novozymes, all the category managers and buyers receive instructions on how to apply the Responsible Purchasing Standards in the selection and evaluation of Novozymes' suppliers.

We believe that respectful, professional conduct by all employees furthers Novozymes' purpose and is fundamental to a good workplace. In 2021, we launched company-wide global training for all employees on non-discrimination and anti-harassment. From 2022 onwards, we made the training mandatory for all new employees, as part of their onboarding.

This statement is prepared and published pursuant to section 54 of the U.K. Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for Novozymes A/S for the financial year ending 31st December 2023.

The statement is approved by Novozymes' Executive Board registered with the Danish Business Authority.

Signed on behalf of
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