



# Code of Conduct

## for Yara's Business Partners

Each of Yara's Business Partners, including suppliers, distributors, agents, resellers, and joint venture partners, are recognized as an important member of the worldwide team contributing to Yara's success. Our goal is to develop relationships with Business Partners that share our similar corporate values of Trust, Teamwork, Accountability, and Ambition, and conduct business in an ethical manner.

Yara takes into account internationally recognized and endorsed standards in key areas such as international human rights, business ethics and labor conditions. We expect our Business Partners to do the same and are committed to working only with partners that fulfill this requirement. Failure to comply with this Code of Conduct for Yara's Business Partners may result in discontinuance of business relationships.



### 1. Respect for People, Human Rights and Appropriate Working Conditions

#### • Safe and Healthy Work Environment

Yara expects employees at our Business Partners to be provided with a safe and healthy workplace in compliance with international standards and national laws.

#### • Discrimination

Yara takes the issue of discrimination very seriously. We require that all employees in our joint venture operations 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. All of 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.

#### • Child or Forced Labor

Yara will not use involuntary labor, bonded or forced labor or let 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.

#### • Freedom of Association

Yara expects its Business Partners to respect and uphold their employees' freedom of association involving trade unions or similar external representative organizations. Their employees should also have the right to collective bargaining in accordance with applicable laws and regulations, as well as the right for employees to elect not to join a trade union or other representative body.

### 2. Protection of the Environment

**Yara constantly strives to reduce any environmental impact arising from our activities**

- Business Partners are encouraged to develop and implement an environmental policy.
- Business Partners are expected to operate in compliance with all applicable laws and regulations addressing environmental protection.
- Yara encourages Business Partners to develop and use environmentally friendly technologies, products and services.

### 3. Ethics and Business Integrity

#### • Bribery and Corruption

Yara expect its Business Partners to uphold the highest standards of business ethics, to respect local laws and not to engage in any form of corruption, bribery, fraud, or extortion, Yara considers facilitation payments as a form of corruption and is committed to abolishing such payments.

#### • Money Laundering

Yara conducts business with high integrity and within the bounds of the law. We will not allow our Business Partners to condone or support money laundering in any form in any location on behalf of Yara.

#### • Business Gifts and Entertainment

Yara employees, in general, cannot give or accept gifts over the value of 75 USD without express written approval from their manager.

#### • Fair Competition

Yara strictly prohibits anti-competitive agreements or conduct, including, amongst others, fixing prices, restricting the supply of goods or services, bid rigging and market sharing. We require our Business Partners to be committed to free and fair competition and to abide by relevant competition laws and regulations.

#### • Confidential Information

Yara is dedicated to protecting confidential and personal information. Business Partners are expected to comply with all applicable laws and regulations governing the protection, use and disclosure of Yara proprietary, confidential, and personal information.

#### • Conflicts of Interest

Yara expects its employees and Business Partners to immediately identify and address situations where there is an actual conflicts of interest, or even the appearance of a conflicts of interest.

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)