Code of Conduct for Yara’s Business Partners

Our mission
Respectibly feed the world and protect the planet.

Our vision
A collaborative society; a world without hunger; a planet respected.

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.
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. Refer to www.yara.com for details about Yara's Ethics Hotline and the Ethics & Compliance team.

January 2022

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 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.

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. Business Partners are also expected to abide by applicable laws and regulations on hours of work and rest periods.

6) Indigenous peoples: Yara expects its Business Partners 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.