



Knowledge grows

Code of Conduct

for Yara's Business Partners

Each of Yara's Business Partners, including suppliers, distributors, agents, resellers, joint venture partners, customers and strategic partners, is 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 similar corporate values as Yara, and conduct business in an ethical manner.

Yara supports the United Nations Sustainable Development Goals and endorsed international standards in key areas such as international human rights, business ethics and labor conditions. Yara expects its Business Partners to uphold similar standards and to require the same from its own set of Business Partners, especially those that conduct business for Yara. Yara expects immediate notification from existing Business Partners of any suspicion or concern of breaches, or any other non-compliance with the standards set out in this document, allowing for joint verification of facts and remediation. This applies to both Yara's Business Partners and their sub-contractors.

Failure to comply with this Code of Conduct for Yara's Business Partners may result in discontinuance of business relationships with immediate termination rights. Refer to www.yara.com for details about Yara's hotline and the Ethics & Compliance team.

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. 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. This includes equal pay for equal work and other initiatives aimed at preventing labor breaches or unwanted effects of those.
- **Child or Forced Labor**
Yara will not use involuntary labor, bonded or forced labor or accept 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 & 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.

2. Protection of the Environment

- **Environmental impact**
Business Partners are encouraged to develop and implement an environmental policy and 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.
- **Ethics and Business Integrity**
 - **Bribery and Corruption**
Yara expects 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, 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.
 - **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.
 - **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.

• 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.

• Confidential Information

Yara is dedicated to protecting confidential, sensitive 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 disclose and address situations where there is an actual, potential or perceived conflict of interest, or even the appearance of a conflict of interest.

4. Misuse 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.

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