

## Novonesis Modern Slavery Statement 2024

This document constitutes a joint statement on behalf of the Novonesis entities listed in Appendix I that are required to report under the Canadian, United Kingdom (UK) and California legislation referenced in Appendix I<sup>1</sup>.

Novonesis is committed to upholding human rights throughout its operations and value chain, consistent with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises. This commitment encompasses all internationally recognized human rights, including those enshrined in the International Bill of Human Rights and the core labor rights conventions of the International Labour Organization (ILO). 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 business structure and operations

Novonesis is a leading biosolutions partner, to **pioneer** the era of biosolutions, headquartered in Bagsværd, Denmark and have 116 operating sites, which includes 30 manufacturing sites, around the world.

We use the power of biology to help our customers grow their business while preserving the planet's resources and enabling better lives. Our business is split into two divisions: Food & Health Biosolutions and Planetary Health Biosolutions. Around 45% of our sales are attributed to solutions that support healthier lives, and around 55% to solutions that support a healthier planet.

These business divisions are supported by our global functions in areas such as human resources, legal, IT, finance, quality and operations.

As of December 31st, 2024, Novonesis' headcount globally was 10,582. As of the same date, the covered reporting entities' headcount per country were:

- Canada: 113 employees
- United Kingdom: 42 employees
- United States: 1,897 employees

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<sup>1</sup> Unless otherwise specified, references to "we" and "our" pertain to Novozymes A/S (Novonesis) as a whole, including the reporting entities identified in Appendix I and their owned and controlled subsidiaries

For more information on our business structure, workforce, and operations see our [Annual Report 2024](#) and [Novonesis homepage](#).

### **Our supply chain**

Novonesis has approximately 14000 suppliers that span across various geographies directly or indirectly contributing to the quality, reliability, and success of our products.

### **Our policy in relation to slavery and human trafficking, forced labor and child labor**

Our People and Organization function (Human Resources), together with leaders across Novonesis, are responsible for ensuring equal rights for all employees. We are committed to providing equal opportunities and preventing discrimination within our global organization. This commitment extends to all aspects, including age, sex, gender identity, race, national origin, ethnicity, disability, education, sexual orientation, social origin, and political and religious beliefs. Novonesis is committed to providing a work environment where all individuals can work together free of any kind of harassment and discrimination. Novonesis recognizes and respects workers' right to fair compensation, 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 (Whistleblower hotline) are in place for employees, suppliers and other stakeholders to report suspicions of violations of law, including violations of human and labor rights. Our approach towards workers in the value chain is defined by our Sustainability Policy, Sustainability Commitment on Human and Labor Rights, and our Business Partner Code of Conduct.

### **Our Due Diligence process**

#### *Impact Assessments*

Since 2018, we have conducted focused Human Rights Impact Assessments. In 2024, our focus was on integrating human rights into our global policies and governance post the combination of Novozymes and Chr. Hansen. During this assessment, we concluded that we have strong policies and procedures in place to address any human rights issues raised or reported.

Across the years, we have identified no systematic human rights violations within our global operations and supply chain and no incidents or concerns relating to forced labor or child labor.

Going forward, we will continue to monitor human rights, including child and forced labor risks, and take appropriate measures to close gaps and mitigate identified risks.

### *Responsible Sourcing Program*

Our Global Procurement department is responsible for ensuring human rights is anchored in our Responsible Sourcing Program. We work towards a sustainable and responsible supply chain, working collaboratively with our suppliers as well as making it a part of the end-to-end procurement process. The program is committed to conducting due diligence in its value chain in alignment with international standards such as the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles. We work on a risk-based approach addressing the most salient risks within the supply chain. The foundation of our supplier relationship is the business partner code of conduct. We require all Novonesis' business partners to uphold to our code of conduct which covers human and labor rights aspects as defined by the UN guiding principles. To further aid the risk identification, assessment and engagement with suppliers we use the assistance of several reputable external platforms. For example, we identify and monitor any human rights violations related to our suppliers through the external Responsibly platform. Another platform we use is Supplier Ethical Data Exchange (SEDEX), which increases visibility of our supply chain sustainability risks, including human and labor rights. Combined with ongoing supplier dialogues, we use these systems to identify, assess and monitor sustainability risks in our supply chain.

Novonesis' bans any type of forced or bonded labor and should not be involved in any human trafficking. Employees and workers under the age of 15 are banned from employment and young workers defined as between the ages of 15 and 18 years, are not allowed to work nights shifts under hazardous conditions. We are also committed to protecting the land rights of local communities, including indigenous people by having zero tolerance to land grabbing.

In case a business partner 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 business partner code of conduct and our commitment to Human and Labor Rights for more details see our annual report page 56-58.

### **Our training and capacity building**

At Novonesis, all category managers and buyers receive instructions on how to apply the Business Partner Code of Conduct in the selection and evaluation of Novonesis' suppliers, and as part hereof they are trained in how to react to and escalate concerns relating to potential breaches of human rights in the supply chain.

## Canada

This report is prepared and published pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act and covers the financial year starting 1st January 2024 and ending 31st December 2024. The report is approved pursuant to subparagraph (4)(b)(i) of the Act.

### Attestation:

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above.

Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

On behalf of

Novozymes Canada Limited

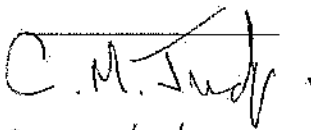
B/N # 86119 2375

Reg. address:

300 Hunt club Road East

Ottawa, ON, K1V 1C1,

Canada



Date: 27/5/25

Name: Christopher Judge

Title: President, Novozymes Canada Limited

On behalf of

Novozymes BioAg Limited

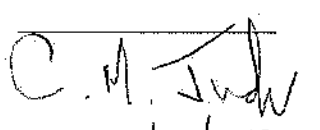
Official registration no. B/N #12263 3654

Reg. address:

3935 Thatcher Ave

Saskatoon, SK S7R 1A3.

Canada



Date: 27/5/25

Name: Christopher Judge

Title: President, Novozymes Canada Limited

## United Kingdom

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, part of Novonesis Group for the financial year ending 31st December 2024.

The statement is approved by the Executive Management of Novozymes A/S, registered with the Danish Business Authority.

On behalf of

Novozymes A/S

Reg. Address:

Krogshøjvej 36

DK-2880 Bagsvaerd

Denmark

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Date:

Name: Ester Baiget Arnau

Title: Chief Executive Officer

## California

This statement is prepared and published pursuant to California Transparency in Supply Chains Act of 2010, Civil Code Section 1714.43 and constitutes the Supply Chain Transparency Disclosure statement for Novozymes A/S, part of Novonesis Group for the financial year ending 31st December 2024.

The statement is approved by the Executive Management of Novozymes A/S, registered with the Danish Business Authority.

On behalf of

Novozymes A/S

Reg. Address:

Krogshøjvej 36

DK-2880 Bagsvaerd

Denmark

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Date:

Name: Ester Baiget Arnau

Title: Chief Executive Officer

## Appendix I – Reporting Entities

This Statement is prepared in compliance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (the Canadian Act), the United Kingdom’s Modern Slavery Act 2015 (UK MSA) and the California Transparency in Supply Chains, specifically for California Transparency in Supply Chains, all goods sold in California are covered in this statement. It applies to the reporting period from January 1, 2024, to December 31, 2024.

Below are the details regarding the reporting entities which are required by Canadian Act and UK Modern Slavery Act. Additional about the Novonesis Group including affiliates please refer to [Our subsidiaries and regions | Novonesis](#).

Country	Legal name	Ownership	Business activities
Global	Novozymes A/S	100%	Global activities
Canada	Novozymes BioAg Limited	100%	Business activities include amongst other activities, R&D, production and sale of microbes and microbial-based products for use primarily in the agricultural industry.
Canada	Novozymes Canada Limited	100%	Business activities include amongst other activities, in the production and sale of microbes and yeast products for use in various industries
United Kingdom	Novozymes UK Ltd.	100%	Sales office
United Kingdom	Chr. Hansen Limited	100%	Sales office

**Novonesis is leading the era of biosolutions.**

By leveraging the power of microbiology with science, we transform the way the world produces, consumes and lives. In more than 30 industries around the world, our biosolutions are already creating value for thousands of customers and benefiting the planet. Our 10,000 people worldwide work closely with our partners and customers to transform business with biology. Let’s better our world with biology.