



Supplier Code of Conduct

Notim AS is a Norwegian food company specializing in natural casings and specialty food products. We are committed to responsible operations across our entire value chain.

This Supplier Code of Conduct sets out the minimum standards we require from all suppliers and business partners. By accepting this Code, you commit to upholding these principles in your operations and throughout your own supply chain.

This Code is grounded in Norwegian law, international conventions, and recognized industry standards. Compliance is a condition of doing business with Notim AS and will be assessed as part of our Supplier Risk Assessment programme.

1. Food Safety and Product Integrity

Food safety is non-negotiable. As an FSSC 22000 certified company, we require that all products and raw materials supplied to us meet applicable food safety regulations and standards. As a supplier, you shall:

- Maintain documented food safety management systems appropriate to your operations, with recognized third-party certification where applicable.
- Ensure full traceability of raw materials and products throughout your supply chain.
- Comply with all relevant national and international food safety legislation.
- Implement documented procedures for incoming material inspection, batch traceability, and non-conformance management.
- Inform Notim promptly of any issues that may affect product safety, quality, or regulatory compliance.

2. Vulnerability and Threat Assessment

We expect our suppliers to be aware of and take reasonable steps to mitigate risks related to food fraud, adulteration, and intentional contamination. As a supplier, you shall:

- Maintain awareness of vulnerability risks relevant to your products and commodities, including economically motivated adulteration.
- Implement proportionate controls to detect and prevent food fraud in your supply chain.
- Have documented threat assessment procedures covering intentional tampering, sabotage, and supply chain security.
- Cooperate with Notim in vulnerability and threat assessments when requested.

3. Human Rights and Labor Standards

We are committed to respecting human rights throughout our value chain, in line with the Norwegian Transparency Act (Åpenhetsloven) and the UN Guiding Principles on Business and Human Rights. As a supplier, you shall:

- Provide fair wages and reasonable working hours in accordance with local laws and international standards.
- Prohibit forced labor, child labor, and any form of modern slavery.
- Ensure safe and healthy working conditions for all workers.
- Respect employees' right to organize and collective bargaining.
- Prevent discrimination and harassment in the workplace.
- Conduct due diligence on human rights in your own supply chain and be prepared to share information about these efforts when requested.

4. Animal Welfare

As a company working with animal-derived products, responsible animal welfare is fundamental to our business. Where applicable, you shall:

- Treat animals with care and respect, avoiding unnecessary suffering.
- Ensure living conditions that allow for natural behavior, adequate food, water, and shelter.
- Conduct transport and slaughter in compliance with applicable laws and recognized welfare standards.
- Be transparent about animal welfare practices when requested by Notim.

5. Environmental Responsibility

We expect our suppliers to take responsibility for their environmental impact and to work toward continuous improvement. As a supplier, you shall:

- Comply with all applicable environmental laws and regulations.
- Work to reduce waste, energy consumption, and emissions where practically possible.
- Handle chemicals and hazardous materials responsibly and in accordance with applicable regulations.
- Set measurable environmental targets and track progress over time.
- Be open about environmental practices and performance when requested by Notim.

6. Ethical Business Conduct

We operate with integrity and expect the same from all our business partners. As a supplier, you shall:

- Act honestly and ethically in all business dealings.
- Have zero tolerance for bribery, fraud, and corruption.
- Maintain transparent and fair business practices.

- Respect intellectual property rights and confidential information.

7. Compliance, Monitoring, and Continuous Improvement

Compliance with applicable laws and regulations is a minimum standard, not a goal. We encourage all suppliers to continuously improve their practices in the areas covered by this Code.

Notim reserves the right to verify compliance through dialogue, questionnaires, self-assessments, and — where appropriate — audits. Suppliers who do not meet these expectations will be given the opportunity to implement corrective actions within an agreed timeframe. Continued non-compliance may lead to termination of the business relationship.

8. Reporting Concerns

If you become aware of any breach of this Code of Conduct, we encourage you to report it to us. Reports can be made to our management at

post@notim.no. All reports will be handled confidentially and in accordance with applicable laws.

This Supplier Code of Conduct was last updated in March 2026.

Notim AS — Solheimveien 40, 1461 Lørenskog, Norway