

Progress on the Ten Principles

Novozymes discloses our progress on the Ten Principles in the Accounts and performance section in The Novozymes Report 2018. Our disclosure in each individual note is based on guidance from the UNGC and the GRI Standards for Sustainability Reporting. This includes materiality & scope, management & reporting, progress in 2018, challenges & dilemmas and looking ahead.

Theme	Disclosure	Commitments and memberships
Human rights Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses.	Note 8.1 Labor practices & human rights in The Novozymes Report 2018	<ul style="list-style-type: none"> • UN Guiding Principles on Business and Human Rights • Supplier Ethical Data Exchange (SEDEX) • Ordinary member of Roundable on Sustainable Palm Oil (RSPO)
Labor rights Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation.	Note 8.1 Labor practices & human rights in The Novozymes Report 2018	<ul style="list-style-type: none"> • UN Guiding Principles on Business and Human Rights • Supplier Ethical Data Exchange (SEDEX)
Environment Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Notes 7.1 to 7.7 in The Novozymes Report 2018	<ul style="list-style-type: none"> • UN Global Compact Climate Action Platform • UN Convention on Biological Diversity • Sustainable Energy For All (SEforALL) Bioenergy Accelerator • below50 • World Business Council for Sustainable Development • International Chamber of Commerce
Anti-corruption Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	Note 8.3 Business ethics in The Novozymes Report 2018	<ul style="list-style-type: none"> • UN Convention against Corruption