

Antibiotics Policy of Scandi Standard

It is noted that Scandi Standard AB's (publ) (556921-0627) ("Company") shares are listed on NASDAQ Stockholm. This instruction has been adopted in order to align with the directions given by the shareholders at the Annual General Meeting, the Board of Directors with appointed committees as well as other applicable Swedish and foreign laws, regulations and requirements. This instruction is in addition to said laws, regulations and requirements although certain provisions of such laws and regulations are included in this instruction in order to facilitate their application.

Thus, in addition to what is provided for in the above-mentioned laws, regulations and requirements, this document shall apply during the time period until the next review. References herein to the "Company" shall, unless otherwise clear from the context include not only Scandi Standard AB (publ) but also the group in which Scandi Standard AB (publ) is the parent company.

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1 Introduction

Humans and animals may occasionally need antibiotic treatment to cure an infection, to prevent suffering and in many cases to save lives. Bacteria can develop resistant strains resulting in antibiotics having less or no effect. The development of bacterial resistance can be worsened by an extensive or irresponsible use of antibiotics. Antibiotic resistance is a growing concern in the world challenging both human and animal health, and the responsible usage of antibiotics is a prerequisite for achieving several of the UN Global Goals for sustainable development.

The usage of antibiotics is strongly connected to animal welfare; systematic improvements in animal welfare factors such as living conditions and production methods are directly linked to the decreasing need for antibiotic treatment. Scandi Standard prides itself with a high ambition and level of animal welfare* which in turn substantially limits the need for antibiotic treatment. The overall goal is to fully eradicate the need for any antibiotic treatment.

This policy governs Scandi Standard's principles for antibiotics usage and provides information on our processes for treatment.

*See Animal Welfare Policy for more information

1.1 Purpose

- Align the organisation's definition and perception of antibiotics usage
- Define and align the principles of antibiotics usage
- Define roles and responsibilities of the decision-making process of usage of antibiotics

1.2 Scope

This document applies to all entities and supply chains within Scandi Standard. Scandi Standard entities must comply with all applicable laws and regulations.

2 Antibiotics

2.1 Principles of antibiotics usage

The principles are simple:

- Healthy animals do not need antibiotic treatment, but at times sick animals may need to be treated
- We have a Zero Vision of antibiotics usage
- Antibiotics shall not be used in prophylactic, i.e. preventative, treatment
- All treatment decisions shall be made by Scandi Standard appointed and experienced veterinarians with specific chicken expertise

We focus on practises, methods and systems which ensures and enhances the welfare and health of the chickens thus limiting the need for antibiotics. Antibiotics is a tool for the treatment and alleviating the suffering of sick animals, not a systematic solution for countering the negative effects of poor animal welfare. Only experienced and Scandi Standard appointed veterinarians are allowed to order antibiotic treatment on our contracted farms. Each treatment is also reported and recorded. When sick animals are reported, we focus on the root causes and rectify situations when needed. In addition, we will never use any antibiotics which are important or critical in human medicine.

2.2 Zero Vision of Antibiotics Usage and link to Animal Welfare

In the Nordic countries, the percentage of treated chicken flocks within Scandi Standard contract farms (at any time, at any dose, with any substance) have been between 0 to 1% with small yearly variations. Mortality rates are also at low levels, proving the link between systematic improvements within animal welfare and low antibiotics usage. Antibiotics usage is one of the KPIs followed within our animal welfare programme which is detailed in our Animal Welfare Policy.

Reaching a Zero Vision of antibiotics usage is therefore attainable, and it is the overall target for the contract farms in the markets in which we operate to live up to. Whenever a new contract farm is added to Scandi Standard operations, it is subjected to a thorough analysis and subsequent action plan in order to reach Zero Vision.

3 Document Directives

3.1 Ownership

The Group Management is responsible for ensuring that the Antibiotics Policy is implemented and followed. The policy is owned by Group Live Operations Director. In addition, responsibility of implementing the Antibiotics Policy on local business unit level lies with the local Live Operations Manager.

3.2 Approval

This policy is approved by the Board of Directors. Updates will be approved by General Management.

3.3 Maintenance & Updates

This policy is reviewed and approved biannually. Updates made to the content of this document is communicated to the organisation via the intranet and local channels for local farmers.

3.4 Accessibility

This document is available on the company intranet and local channels for local farmers. The accessibility of this document is ensured by the document owner.

4 Document Breaches

4.1 Document Deviation

As soon as a deviation or breach of this policy has been detected, it must immediately be brought up to the attention of the Local Live Operations Manager, the Country Manager and Group Live Operations Director. Scandi Standard may resolve to deviate from the policy if special circumstances justify a deviation. Any derogations to policy must be justified and documented.

5 Version

Version No.	Author	Purpose/Change	Date of approval	Document Reference
1	Group Live Operations Director – Tommi Saksala	1 st issue of the policy	2020-12-14	Board of Directors Meeting Minutes