

SCHEDULE 5 - CERMAQ SUPPLIER CODE OF CONDUCT

Cermaq is committed to ensuring high standards related to the social and environmental impact of its business. This Supplier Code of Conduct has been established to ensure responsible practices throughout the supply chain. The document describes the minimum standards that all Cermaq's suppliers are expected to uphold. Cermaq expects its suppliers to request similar standards for their suppliers and subcontractors.

Cermaq is a member of the UN Global Compact and is committed to the Ten Principles¹ addressing the topics of Human Rights, Labor standards, Environment and Anti-corruption. Cermaq encourages the Suppliers to implement the Ten Principles in their organizations and integrate the UN Sustainable Development Goals in their strategies.

Cermaq expects all its suppliers to comply with the following requirements:

1. NATIONAL LEGISLATION

In all activities, suppliers shall operate in full compliance with legislation, rules and regulations of the countries in which they operate. If the requirements listed in this document set a higher standard than applicable laws, the Cermaq standard shall be applied.

The Supplier is also requested to follow the due diligence requirements as laid out in the Norwegian Transparency Act². This includes a regular update of the risk assessment³ where the Supplier must be able to assist Cermaq in providing information from companies in their value chain. Any high risks are expected to be followed up by mitigating actions. The evaluation must be shared with Cermaq on a yearly basis or upon specific requests. The risk assessment and the Supplier follow-up plan will be subject to Cermaq audit.

Should there be other transparency and supply chain legislation in the relevant market the Supplier shall follow this process and make the relevant information available to Cermaq.

2. SANCTIONS

The Supplier is required to comply with various sanctions against persons, companies or countries implemented by the countries in which the Cermaq and the Supplier is established. The Supplier shall not under any circumstances be obligated to violate or contribute to violation of sanctions implemented by the UN, the US, the EU or any of the countries in which Cermaq operates.

3. HUMAN RIGHTS

Suppliers shall:

- Support and respect the protection of internationally proclaimed human rights, such as the United Nations Universal Declaration of Human Rights, and ensure that no form of slavery occurs in their supply chains, including forced, bonded and child labor
- Ensure that they are not complicit in human right abuses

¹ <https://unglobalcompact.org/what-is-gc/mission/principles>

² <https://www.regjeringen.no/contentassets/c33c3faf340441faa7388331a735f9d9/transparency-act-english-translation.pdf>

³ The risk assessment shall comply with OECDs guidelines for multinational enterprises.

- Respect the rights of indigenous peoples⁴

4. LABOUR RIGHTS

Suppliers are expected to be committed to upholding the human rights of workers. The human rights of workers are described in the International Labour Organization (ILO) core conventions and include the following requirements:

1. Freely Chosen Employment⁵
2. Freedom of Association and the Right to Collective Bargaining⁶
3. Child Labour Avoidance⁷
4. No Discrimination⁸
5. No Harsh or Inhumane Treatment - There shall be no harsh or inhumane treatment, including bullying or harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, nor is there to be a threat of any such treatment.
6. Meet or exceed minimum wages in country of operation⁹
7. No Excessive Working Hours¹⁰

5. HEALTH AND SAFETY¹¹

Suppliers are expected to provide a safe and healthy environment for their workers and contractors. Worker's exposure to potential safety hazards shall be minimized through proper design, controls, maintenance, implemented safety work procedures, and by ongoing safety training. The Supplier shall on request provide Cermaq with evidence of such training having been completed.

Contractors, who work on Cermaq owned sites, are required to report any work-related injury that has occurred working on Cermaq premises to Cermaq.

6. ANTI-CORRUPTION

Corruption undermines legitimate business activities, distorts competition, damages reputations and exposes companies and individuals to unacceptable risks. Cermaq practices a zero-tolerance for any form of corruption and suppliers are expected to work against corruption in all its forms, including extortion and bribery. Monitoring and enforcement procedures shall be implemented to ensure compliance and these procedures shall be made available to Cermaq if requested. The Supplier must have a preventive anti-corruption program in place that manages identified risks and ensures that all employees are trained in how to avoid and mitigate corruptions risks.

⁴ ILO convention 169 (Indigenous peoples)

⁵ ILO Convention 29 (Forced labour) and 105 (Abolition of forced labour)

⁶ ILO Convention 87 (Freedom of association and Protection of the right to organise) and 98 (Right to organise and collective bargaining)

⁷ ILO Convention 138 (Minimum age) and 182 (Worst form of child labour)

⁸ ILO convention 100 (Equal remuneration) and 111 (Discrimination – Employment and Occupation)

⁹ ILO Convention 131 (Minimum wage fixing)

¹⁰ ILO convention 1 and 14 (Working hours)

¹¹ ILO Convention 155 (Occupational Health and Safety)

7. THE ENVIRONMENT, ANIMAL WELFARE AND NATURAL RESOURCES

Adverse impact from the operations of the Supplier on the community, the environment, and natural resources are expected to be minimized while safeguarding the health and safety of the public. The Supplier is furthermore expected to protect the wildlife and biodiversity in the areas where they operate and promote animal welfare in their operations.

Adverse impacts may include pollution, use of limited resources, deforestation, destruction of habitats, release of chemicals and other materials to the ground, sea or air and which pose a hazard if released into the environment. To minimize the risk, suppliers are expected to identify, monitor and control the environmental impact of their operations. The Supplier is expected to implement environmental measures which include efforts to reduce greenhouse gas emissions, packaging and waste (e.g., plastic waste).

Climate and energy are of specific importance to Cermaq. Suppliers are expected to strive for lowering GHG emissions in their operations including the use of green energy where possible. Furthermore, suppliers are expected to have a clear plan for transitioning to low carbon operations and meeting the Paris targets. This must include Science Based Targets or an alternative reduction target that meets the well below 2 degrees ambition.

8. FOOD QUALITY AND SAFETY

Cermaq is a producer of farmed salmonids and goods produced are destined for human consumption. Therefore, all goods purchased are governed by national and international rules and guidelines as to handling and specifications. It is a condition that all our suppliers are familiar with and will comply with these rules, guidelines, regulations and laws. Failure to do so will be at the cost and risk of the Supplier.

9. MANAGEMENT SYSTEMS

Cermaq suppliers shall have a management system in place that addresses, as a minimum, External Environment, Occupational Health and Safety, Food Safety and Product Quality. The Supplier should preferably be certified according to recognized standards such as ISO 9001, ISO 14001, ISO 22000, ISO 45001 or similar.

10. IMPLEMENTATION

Suppliers that are in breach with the Cermaq Supplier Code of Conduct can be rejected as a supplier to Cermaq, disqualified for tenders or it may lead to termination of contract.

However, if suppliers are considered non-compliant with the above requirements, Cermaq may choose to work with the Supplier to obtain improvements and end the Supplier relation if the Supplier cannot demonstrate progress and improvements. In case of severe and systematic breach of this Code of Conduct, Cermaq will always reject the Supplier.

In the event of an announced or unannounced audit of the Supplier for the purpose of verifying compliance with the requirements in this document or the accompanying Self-Assessment Form, Cermaq personnel, or consultants engaged by Cermaq, shall have access upon request to any part of the premises where work under a contract is being performed.

The Supplier is expected to maintain appropriate records to demonstrate compliance with this Code of Conduct and to communicate the requirements of the Code to workers, suppliers or sub-contractors.

Updated February 2023