

# GLOBAL POLICY ON EMPLOYEE HEALTH, SAFETY AND EQUAL TREATMENT

Our employees are the basis for the successful operations of our company. In Cermaq, the health and safety of people are always first.

Work is an important quality of life, and we are proud to provide our employees with a meaningful, developing, and diverse workplace with a strong commitment and contribution to the local communities and to the global sustainability agenda.

Developing a performance driven culture to foster effective execution, curiosity, and transparency requires that all employees feel safe, respected, valued, and motivated at work. We respect the right to be recognized as equals, accepting the differences that characterize us.

## **We commit to**

- Continuously work to provide and improve our physical and psychological work environment that is inclusive and serves the needs of all employees
- Implement safety practices that will meet or exceed the safety regulations that are in place in every jurisdiction in which we operate
- Actively promote and support the safety programs and procedures designed to eliminate the risk of injury and occupational disease for our employees and contractors
- Promote a culture of self-care with the emphasis on risk awareness in everything we do

## **We govern our commitment**

- Health, safety and equal treatment are governed through Cermaq's HR function in each operating company where each MD and finally the CEO holds the overall responsibility
- Managers are owners of plans and training programs for health, safety and equal treatment and must act as role models
- Each operating company sets annual targets and action plans to follow through.
- Building a culture of continuous communication and participation by our employees, suppliers and contractors

## **We expect our employees**

- Respect all their colleagues and be familiar and comply with Cermaq's five golden safety rules



## **We monitor our performance**

- We measure our performance continuously and adjust when needed.
- We report transparently our performance on key indicators based on agreed industry specific and national regulatory reporting requirements (e.g., EU's CSRD regulations.)

2 July 2025