

Anti-Competitive Behaviour Policy

Approved by:	Chief Executive Officer
SalMar tenet:	We Care!
Applicable to:	All SalMar employees
Executive party:	All SalMar employees
Implementation:	Through educating employees and making conscious decisions

Policy:

SalMar wishes to compete fairly and openly in all markets, both in Norway and abroad. Under no circumstances shall SalMar or any of its employees participate in actions that contravene prevailing competition law provisions. The active competition acts in SalMar's operating areas prohibit competitors from entering into agreements and engaging in concerted practices to coordinate their competitive behaviour. SalMar employees must not conspire with competitors to coordinate volumes, prices or other competitive parameters. No competitively sensitive information must be exchanged with competitors. Any necessary business relationship with competitors must be based on commercial terms, always reflecting the restriction on exchange of competitively sensitive information.