

Food Safety Policy

Approved by:	Chief Executive Officer
SalMar tenet:	Sustainability in Everything We Do
Applicable to:	All SalMar employees
Executive party:	All SalMar employees
Implementation:	Through safe practice and rigorous testing of consumer products

Policy:

The food safety work is an integral part of SalMar's internal control, which is rooted in top management, and the responsibility lies with managers at all levels. The Director of Quality and HSE has the overall professional responsibility for food safety-related matters.

SalMar is always committed to ensuring that the highest standards for food safety is met, by working with enhancing the food safety culture in the organisation. This requires highly trained employees with a passion for salmon and a deep knowledge of correct safe food practices.

Food safety is ensured throughout the value chain by among other: regular internal and external audits, proper pre-screening of suppliers, regular employee training and strict standards and procedures both imposed internally and externally. All operating units in SalMar are certified according to Global Food Safety Initiative (GFSI) recognised standards. In addition, SalMar has its own sampling programme, based on HACCP risk analysis, EU legislations, standards and customer requirements, throughout the production process.

SalMar conducts food safety risk assessments, HACCP assessments, evaluates and implements mitigating or corrective actions where risks are identified. Risks or potential risks to food safety is treated with ultimate urgency and priority, as food safety never must be compromised. Procedures regarding food safety, including recall and withdrawal procedures, are well known to SalMar employees, and these procedures are tested with regular intervals. Any non-conformances relating to food safety are immediately investigated and corrective actions are implemented.

SalMar's production is subject to regulations for food production in Norway, EU and all countries we operate in. Our facilities are regularly inspected by the relevant Food Safety Authorities (FSA). The last monitoring/audit found no samples exceeding threshold values of foreign substances in farmed fish. For further details regarding the nutritional content and status with respect to contaminants, etc., in Norwegian seafood, please visit the Seafood Data section on NIFES's website (Norwegian Institute of Nutrition and Seafood Research) or search the Food Composition Table.