

Human Rights Policy

Approved by:	Chief Executive Officer
SalMar tenet:	We care!
Applicable to:	All SalMar employees
Executive party:	All SalMar employees
Implementation:	Through everyday operations and due diligence

Policy:

SalMar is a major employer and social actor, and we care about our colleagues, partners and the local communities in which we operate. This entails a diverse responsibility towards both people, society, environment, and industry. We work actively to develop sustainable communities with safe and secure workplaces that provide basis for decent work characterized by diversity, safety, social justice, equal labor rights, and opportunities for influence.

Protecting human rights and decent working conditions is a central part of SalMar's values and ethical guidelines, which apply to all employees, board members, managers, hired personnel, consultants, company representatives and anyone who performs work on behalf of or otherwise represents SalMar. As a company, SalMar supports and respects the UN's Universal Declaration of Human Rights and the ILO's declarations and conventions on human and labor rights. These include the following principles:

- Prohibition of child labor
- Freedom from forced labor or similar involuntarily work under the menace of a penalty
- Right to freedom of association, collective bargaining, and peaceful assembly
- That working hours are in accordance with legal requirements and at least the requirements set out in the ILO's core conventions
- The right to remuneration in accordance with the law, binding agreement, and minimum requirements of the ILO's core conventions
- The right to paid overtime in accordance with legal requirements and minimum requirements in the ILO's core conventions
- The right to a good working environment that safeguards health, environment, and safety

SalMar will regularly perform risk-based due diligence activities in accordance with the OECD principles for multinational enterprises and the Norwegian Transparency Act. This includes identifying and assessing actual or potential adverse impacts on fundamental human rights and decent working conditions that the enterprise has either caused or contributed toward, or that are directly linked with the company's operations, products or services via the supply chain or business partners. SalMar will also implement suitable measures to cease, prevent or mitigate adverse impacts based on these assessments, track the

implementation and the results of the measures, provide information about these assessments, and provide for or co-operate in remediation and compensation where this is required.

We are aware of our responsibility when it comes to creating and maintaining a culture where people are seen and respected, regardless of ethnicity, gender, national, social or cultural background, age, disability, sexual orientation, religious beliefs, political beliefs or other status. Through systematic HSE work, we have a continuous focus on our employees receiving education, information and training to reduce risk and build a safe, healthy and good working environment.

SalMar's employees are free to organize in trade unions. We believe the right to organize has an important value, and SalMar is therefore positive about the employees' right to collective organizations and negotiations. Regular meetings are held between the employee representatives and the management.

Slavery, human trafficking, child labor, discrimination and harassment are never accepted in our activities. This also applies to those who work with us or on our behalf. SalMar is certified according to various quality standards that include social responsibility, such as the Global G.A.P Grasp and the ASC standard. All employees, contractors or strategic partners are responsible for familiarizing themselves and complying with the standards and principles described in our ethical guidelines.

We follow up the work on human rights through regular due diligence in accordance with requirements given by the European Convention on Human Rights. As part of this, SalMar will review, among other things:

- Core values and ethical guidelines
- SalMar's evaluation of suppliers
- Protection of human rights in internal procedures
- Whistleblowing channel