

Non-Discrimination and Equal Opportunities 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 through honest and open discussions

Policy:

SalMar shall appear as a professional, positive workplace with an inclusive work environment, where it is safe to work. SalMar shall treat everyone with dignity and respect and conduct their activities without discrimination on the basis of race, ethnicity, national or other origin, disability, age, gender, sexual orientation, language, religion or status. With "discrimination" we refer to the treatment of a person that is worse than the treatment that is, has been or would have been afforded to other persons in a corresponding situation, on the basis of a ground for discrimination. Employees are expected to follow our "golden rule", which is based on good old-fashioned manners, for treating each other as colleagues.

SalMar respects and promotes the content of the ILO Conventions. All managers with personnel responsibilities have a responsibility to ensure that these standards are upheld, and for the prevention, handling and restoration of a safe working environment.

SalMar shall always promote and practice equal opportunities, hereunder gender pay equality. SalMar intends to release an Annual Gender Pay Gap Report starting in 2022 to provide insight into own practices and to promote transparency.

We encourage all employees to take responsibility and actively contribute to a good working environment. This also entails a right and duty to inform about and not contribute to matters that involve health hazards or risks, including harassment or improper conduct.