

# Political Involvement Policy

<b>Approved by:</b>	Chief Executive Officer
<b>SalMar tenet:</b>	Focus on the Solution
<b>Applicable to:</b>	All SalMar employees
<b>Executive party:</b>	All SalMar employees
<b>Implementation:</b>	Conscious decision-making and professionalism

## **Policy:**

SalMar is a politically independent company and is not connected to or endorses any political party or individual politicians in any country. SalMar openly contributes to the public debate when relevant and in the company's interest in order to share insights and opinions on industry-related topics. All SalMar employees are committed to act according to the company's Ethical Guidelines. Employees are entitled to engage in democratic political processes, NGOs or other political engagements on their private time provided it is without reference to the company. Employees shall not suffer professional consequences based on their personal political opinions or activities.

This statement is approved by the senior management.