

Supply Chain Management Policy

Approved by:	Chief Executive Officer
SalMar tenet:	The job is not done until the person you are doing it for is satisfied
Applicable to:	All SalMar employees
Executive party:	Any employee engaged with suppliers in any context
Implementation:	Contractual as well as continuous follow-ups

Policy:

SalMar sets high standards for its own employees in the company's own Code of Conduct (Ethical Guidelines), and we expect our suppliers to uphold the same high standards. Supply chain management is considered of the highest importance at SalMar and is rooted in the top management.

SalMar assesses suppliers prior to procurement to make sure that they fit SalMar's purpose. This assessment includes financial reliability, social compliance, environmental practices, technological standards, quality and any other relevant consideration relating to specific cases.

In contractual engagements with SalMar suppliers are required to follow certain standards. These may include human rights, thereunder acceptable living conditions, child labour, forced labour, freedom of association and the right to collective bargaining, working hours, duty to follow national regulations on minimum wages, appropriate business conduct, and health and safety matters as well as environmental practices.

SalMar also requires the right to monitor and follow-up on relevant enquiries, hereby ensuring SalMar's supervisory responsibility. This is important to ensure that compliance is achieved across the board and that corrective actions are commenced if non-compliance is discovered. SalMar further requires suppliers to report on climate impacts and health and safety incidents occurring under contract with SalMar.

SalMar expects suppliers to uphold their own suppliers, contractors and strategic partners to these same high standards, to ensure trustworthy, high-quality operations throughout the value chain.

Reactions to breaches of the agreed standards may include contract terminations or other suitable consequences. The supplier's ability to follow these standards are evaluated continuously through follow-ups and through our whistleblowing channel, which is available to all suppliers.

Complementary to this, SalMar welcome input from NGOs or other interested parties on supply chain management practices. When concerns are raised, regardless of by whom, they are taken into consideration and followed up accordingly. SalMar aims to always comply with relevant transparency acts, by thorough supply chain management and transparent, honest communication to interested parties.