

# Whistleblowing Policy

<b>Approved by:</b>	Chief Executive Officer
<b>SalMar tenet:</b>	We care!
<b>Applicable to:</b>	All SalMar employees and employees of SalMar's contractors or strategic partners
<b>Executive party:</b>	All employees
<b>Implementation:</b>	Promoting the whistleblowing channel publicly and using it responsibly

## **Policy:**

SalMar encourages transparency and has therefore introduced a whistleblowing system that makes it possible for SalMar employees and any external party to notify of matters of concern. Whistleblowing can be made via our external whistleblowing channel, operated by a third party, BDO AS. The whistleblowing channel is independent and available 24/7 at SalMar's website in both Norwegian and English. All notifications will be followed up in full confidentiality and may be anonymous. No one shall be met with sanctions or retaliation of any kind due to a whistleblowing.

Management has a duty of investigating and acting with regard to the prevention and handling of harassment, conflicts and other inappropriate behaviour. The person or group being reported on in the whistleblowing shall be made aware of this and given the opportunity to defend themselves. The number of reports received, and the measures taken are disclosed annually.

A complete guide to the whistleblowing channel can be found within the whistleblowing channel itself on SalMar's webpage.