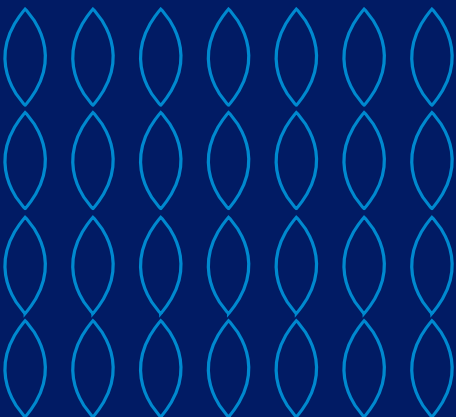
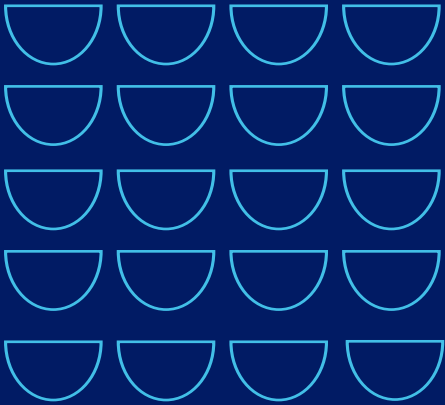
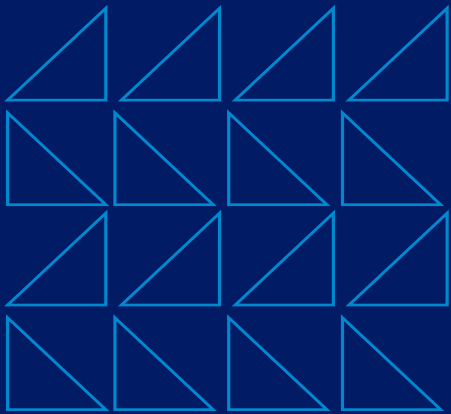




Austevoll Seafood ASA

POLICY FOR DIVERSITY & INCLUSION



Policy for diversity and inclusion

Purpose

Diversity and inclusion is a key factor to be at the forefront of any industry. We strongly believe in the positive effect diversity and inclusion can have on a company. Our focus on this topic is backed by the fact that one of our main focus areas is *Empower our People*.

In recent years, the Group has seen an increase in the ratio of females in several of our companies in what have traditionally been “male-dominated” professions, such as fish farming and wild catches. The same trend is evident in the different fields of study for the seafood industry. This will improve the gender balance in the industry.

The Group, consisting of AUSS and its subsidiary companies, employs people from a variety of different backgrounds and nationalities. We consider our people as our most valuable assets and believe that diversity and gender equality strengthen our Group.

Our commitment is to ensure equal employment opportunities and rights for all employees, and we encourage our portfolio companies to establish a “Gender equality and diversity Committee” which main objective is to promote a responsible corporate culture based on the values of gender equality, non-discrimination and respect for diversity.

Scope

Mandatory for all subsidiaries, all employees in the Group and all who operate on AUSS’s behalf. We expect that our portfolio companies establish measures to achieve a responsible supplier chain and establish a system to ensure systematic audits and follow-up of suppliers.

All employees and contract labour shall comply with this policy.

AUSS expects our portfolio companies, suppliers and business partners to conduct themselves in line with the policy’s purpose, and to respect all local legislations in their geographical area.

For AUSS, diversity and inclusion entail ensuring equal treatment of each employee, irrespective of gender, origin, ethnicity, skin colour, language, religion or personal philosophy, sexual orientation, disabilities etc.

Definitions

- *The Group*: AUSS and its subsidiaries.

Relevant steering documents

This document is part of the AUSS’s governance model.

Risk tolerance

Diversity and inclusion can be challenging, and situations may arise where the wrong decision is made. We expect our companies to implement risk reducing measures that are effective and efficient. As well as take preemptive measures to control and monitor known risk factors.

Roles and responsibilities

All those who work at AUSS or its portfolio companies are responsible for ensuring equal employment opportunities and positively contribute to diversity and inclusion. The top management in each portfolio company is responsible for ensuring compliance with this policy, and that the organisation has appointed personnel with competencies who are assigned the task of ensuring compliance.

Ownership and implementation

- The CFO at AUSS is the owner of this document and is responsible for updates.
- The policy has been developed by the corporate management at AUSS, presented to the ESG Committee and approved by the Board of Directors.
- The CEO of AUSS has overall responsibility for the policy.

Principles for diversity and inclusion

One of AUSS’s goals is to offer a workplace without discrimination of persons with disabilities. AUSS aims to facilitate individually customised workplaces and tasks where possible for employees or applicants with disabilities. We have a zero tolerance for discrimination. The Group has always emphasised the importance of individual competencies, performance and responsibility in their recruitment policy and remuneration principles.

Moreover, the Group shall at all times ensure equal employment opportunities and rights for all employees, both men and women. The Group has an international working environment and a number of employees from different nations.

Risk indicators

Reports from the companies given on a regular basis that include diversity and inclusion indicators such as gender distribution among employees and gender balance. For all extraordinary or precarious situations immediate reporting is mandatory.





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