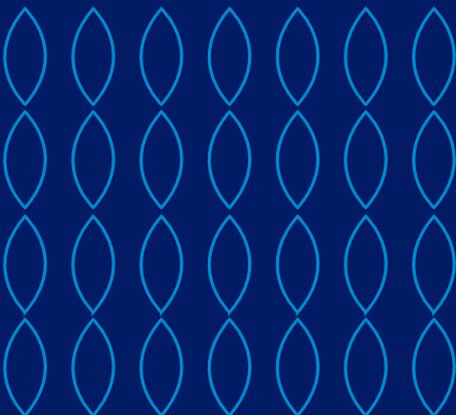
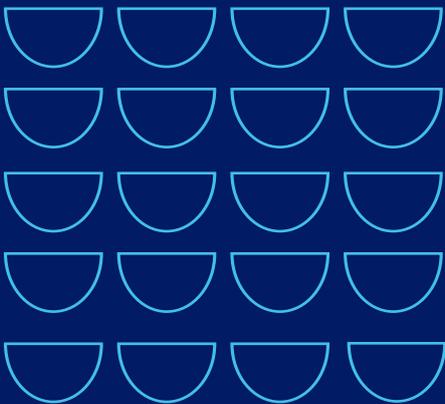
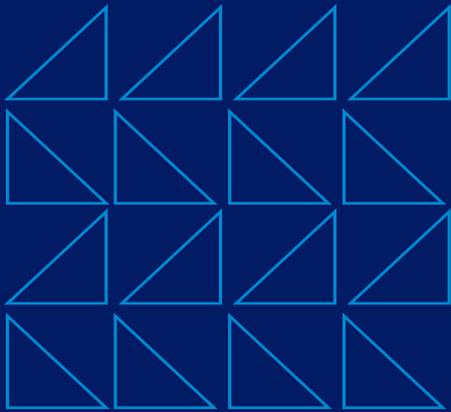




Austevoll Seafood ASA

POLICY FOR FOOD SAFETY



Policy for food safety

Purpose

Ensuring that products meant for human consumption are safe is an essential area of focus for any company in the food industry. AUSS is a holding company exercising active ownership and is not involved in the production. Food safety is still an area of concern, and we recognise the responsibility to establish a sound policy for our portfolio companies to follow.

The Food safety policy shall ensure that AUSS in a systematic manner ensures that significant risks that may affect AUSS or its portfolio companies, financial position and reputation are identified and managed.

At AUSS safety is top priority. When it comes to securing the safety of our consumers, we require commitments from all our portfolio companies to prioritise food safety. This requires all Group employees to be dedicated and to comply with a strong food safety culture. AUSS expects that each portfolio company has personnel with expertise in food safety, who are assigned the task of continuously ensuring and securing that their products and services are safe.

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.

Definitions

- **Food safety:** Ensuring that food produced does not represent a risk for the consumer
- **Food safety culture:** Attitudes, values and beliefs relating to food safety shared by a group of people
- **HACCP:** Hazard Analysis and Critical Control Point
- **The Group:** AUSS and its subsidiaries.

Relevant steering documents

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

Risk tolerance

Working with products meant for human consumption is not without risks. On rare occasions unforeseen incidents may

occur that pose a threat to food safety, and we expect our production 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 positively ensuring food safety. 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 food safety

In order to maintain proper food safety, it is important to prevent any contamination of the products. This entails the process of slaughtering or harvesting, processing, storage, distribution, transportation and preparation. A risk could include any biological, chemical or physical hazards.

As a holding company we do not dictate how companies in the group should adapt their procedures to comply with this policy. But we expect the companies to have an implemented food safety management system through certifications and continuous improvement that is compliant with Global Food Safety Initiative (GFSI) and local legislations.

Companies in AUSS's portfolio who are subject to this policy are required to develop, maintain and review risk reducing measures based on the internationally recognised framework HACCP which all producers are expected to have valid certification.

Risk indicators

Reports from the companies given on a regular basis that include food safety indicators such as recall, or other claims related to products. For all extraordinary or precarious situations immediate reporting is mandatory.





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