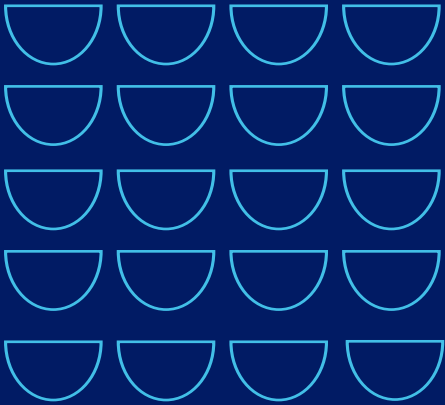
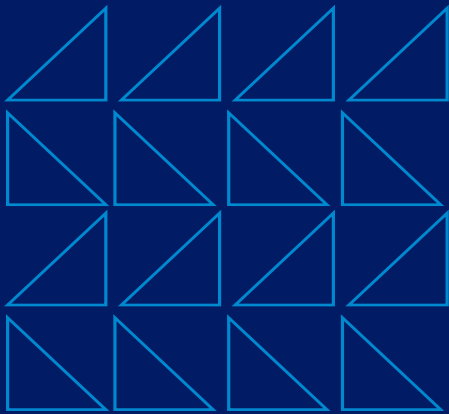




Austevoll Seafood ASA

SUPPLIER CODE OF CONDUCT



Austevoll Seafood ASA

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Austevoll Seafood ASA

Supplier Code of Conduct

1. General

Austevoll Seafood ASA and subsidiaries (“AUSS”) is aware of its corporate social responsibility. AUSS’s aim is to combine sound business management with a clear responsibility for society and the environment. AUSS wants to contribute towards positively influencing the work on human rights, labour rights and environmental protection, both within the Group and with respect to business associates, and expects suppliers to do the same.

AUSS has implemented a Code of Conduct, available on www.auss.no, which its suppliers are obliged to familiarise themselves with and follow.

Furthermore, AUSS’s suppliers shall behave in accordance with this Supplier Code of Conduct and undertake to set equivalent requirements in their own supply chain.

2. Prevailing regulations

AUSS’s suppliers shall comply with the prevailing regulations at all times. As a starting point, the supplier and the supplier’s subcontractors shall follow the legislation of their respective countries, unless AUSS has specifically indicated that different legislation should be followed. In cases where there is conflict between the prevailing regulations and this Code of Conduct, the stricter provision shall apply.

The supplier shall conform to high ethical standards and shall behave in line with and protect AUSS’s reputation as a legitimate and reliable actor. The supplier shall conduct business only with legitimate and reliable actors that carry out lawful business activities. The supplier shall notify AUSS of potential conflicts of interest immediately.

3. Health and safety

Health and safety are of utmost importance at AUSS. No compromises shall be made at the cost of safety.

Necessary measures shall be implemented to prevent and minimise accidents and damage to health as a result of, or related to, conditions at the workplace.

Suppliers working at AUSS’s locations shall follow AUSS’s principles and guidelines for safety management. Suppliers carrying out work at AUSS’s locations shall have completed the necessary safety training before they can perform the contracted work.

Suppliers shall ensure that equivalent safety management principles and guidelines are followed at their locations and embedded in their supply chain.

The supplier’s employees shall undertake regular and documented training in health and safety. Health and safety training shall be provided for all new recruits.

4. Human rights and decent working conditions

AUSS respects and wants to help to promote internationally recognised human rights and decent working conditions in both its own operations and its value chain. AUSS’s suppliers shall comply with internationally recognised conventions on protection of human rights and decent working conditions, including the UN’s fundamental human rights and the International Labor Organization’s (ILO) core conventions.

In addition to compliance with the above-mentioned principles, the supplier shall maintain a special focus on the following points concerning human rights and decent working conditions:

a. Regular employment

Obligations towards the employees, in line with international conventions and/or national legislation and regulations regarding regular employment shall not be evaded by using short-term temporary appointments (such as using contract workers, casual workers and day workers), subcontractors or other employment relationships. Apprenticeship programmes shall be clearly defined in terms of duration and content. All employees are entitled to an employment contract in a language they understand.

b. Child and youth labour

Children under the age of 18 shall not perform work that endangers their health, safety, morals or development, including night shifts.

As a main rule, children under the age of 15 shall not be employed. Exemptions from AUSS’s Code of Conduct may be made in special cases, in which case the supplier shall obtain written consent from AUSS in advance.

c. Salary

Salaries paid to employees shall as a minimum comply with national minimum wage provisions or the industry standard, and shall always be sufficient to cover basic needs. Salary and payment of salary shall be agreed upon in writing before employment starts. This agreement shall be in a format that the employee can understand. Disciplinary deductions from salary are not permitted.

d. Working hours

Working hours shall comply with national legislation and shall be in accordance with prevailing international conventions.

e. Trade unions and collective bargaining

Without exception, employees shall be entitled to join or establish trade unions as they choose and to bargain collectively. The employer shall not discriminate against trade union representatives or prevent them from performing their duties for the trade union. Should these entitlements be restricted by national legislation, the employer shall facilitate, and not in any case prevent, parallel mechanisms for free and independent organisation and bargaining.

f. Forced labour

All forms of forced labour, slave labour or involuntary labour are prohibited. Employees shall not be obliged to submit a monetary deposit or identity papers to the employer and shall be free to terminate their employment with a reasonable period of notice.

g. Discrimination and harassment

All forms of discrimination or harassment at work based on ethnicity, religion, age, language, disability, gender, marital status, sexual orientation, trade union membership or political affiliation are prohibited.

Measures shall be established to safeguard against sexual harassment; threatening, insulting or exploitative behaviour; and discrimination or dismissal on unfair grounds.

h. Physical mistreatment

Physical mistreatment or punishment, or threats of physical mistreatment, are forbidden. The same applies to sexual or other abuse and different types of humiliation.

5. Nature and the environment

Parts of AUSS's operations are governed by miscellaneous laws and regulations established to protect the environment. AUSS's suppliers shall take their environmental responsibility seriously and take all necessary steps to mitigate any negative impact on the environment.

Environmental aspects shall be taken into account throughout the production and distribution chain, from production of raw materials to sales, and are not limited to in-house activities. Efforts shall be made to recognise local, regional and global environmental perspectives.

When producing animal products, animal ethics considerations shall be safeguarded throughout the value chain.

All forms of environmental crime or unscrupulous exploitation of natural resources in the local environment are strictly forbidden. The supplier shall neither directly nor indirectly contribute to the destruction of the source of income for marginalised communities, for example by seizing large plots of land or other natural resources on which these communities depend. The production and exploitation of raw materials for production shall not involve destruction of natural resources. Chemicals and other hazardous substances shall be handled correctly.

Relevant permits shall be procured where necessary.

6. Anti-corruption

AUSS has a zero-tolerance approach to corruption, including facilitation payments. All transactions with and on behalf of AUSS shall be contractual, legal and conform to normal business practice.

AUSS's employees shall never be offered or given bribes, gifts, benefits, services or similar, nor demand, offer or give any of these to achieve an undue advantage. The same applies to suppliers, including when acting on behalf of AUSS.

Suppliers cannot receive or accept any payment or other value or benefit from any third party in relation to performance of their respective duties for AUSS.

As a main rule, gifts, payments and offers of entertainment that may affect the integrity of the recipient shall not be accepted or offered. Lunch, dinner and other refreshments are acceptable to the extent that they are directly linked to normal business and do not involve an inappropriate sum of money or scope. This point must be viewed in the context of cultural behaviour.

Customary gifts in connection with anniversaries or other special occasions are exempt.

7. Fair competition

Suppliers shall compete in a fair and ethically responsible manner within the parameters of the prevailing competition legislation.

8. Confidentiality

The supplier shall protect AUSS's confidential information and assets. The supplier shall draw up and maintain processes to provide suitable protection for such information.

9. Information and documentation

The supplier shall, on request, provide AUSS with information on the supplier in general and the delivery in particular, including financial, operational and technical information. The supplier is also obliged to provide information on processes and measures planned and/or implemented in connection with protecting human rights and decent working conditions. The supplier's business information shall be communicated succinctly and reflect actual conditions. All accounting information and information subject to a reporting requirement must be presented in accordance with the prevailing legislation and provisions, including relevant standards. The supplier undertakes to provide AUSS with access to information and documentation by the deadlines set by AUSS, such that AUSS can fulfil its statutory requirements.

10. Inspection

AUSS is entitled to inspect the supplier's locations, interview employees and check the supplier's documentation.

11. Compliance

As a supplier to AUSS, we undertake to comply with this Code of Conduct and embed equivalent standards in our supply chain.

In some cases, political or cultural circumstances may make it difficult to comply with some of the requirements in this Code of Conduct. In these cases, AUSS is open to discussions regarding alternative approaches and solutions.

We understand that breaches of the Code of Conduct may impact our supplier relationship. In the event of deviations from this Code of Conduct, AUSS expects measures to be implemented to remedy the situation. AUSS is entitled to terminate the cooperation with us in the event of serious or repeated breaches.

AUSS encourages suppliers to report suspected censurable conditions in connection with AUSS's activities. Notifications may be submitted to:

<https://auss.integrity.complylog.com/>





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