

Suppliers Code of Conduct

Sekkingstad AS, Fjord Processing AS, Skagerak Salmon AS and Skagerak Processing AS (hereinafter referred to as Sekkingstad Group) seeks to contribute towards improving human rights, labour rights and environmental protection within the Sekkingstad Group, in relation to our suppliers and subcontractors, and in relation to trading partners. Every supplier we work with receives a copy of our Suppliers Code of Conduct, which outlines the requirements we have for our suppliers around employment practices, workers' rights, working conditions, and environmental protection.

We will only source from companies that comply with the rule of law, and who conform to the criteria set out in this Supplier Code of Conduct or can demonstrate they are working towards them.

Sekkingstad is working to monitor supplier compliance and reserves the right to undertake onsite inspections of suppliers' facilities or calls to workers and expects our suppliers to be in compliance with all applicable laws. If a supplier does not meet the requirements outlined in this Code of Conduct or refuses to cooperate in a time bound improvement process, then Sekkingstad may terminate its relationship.

Scope of application

This Code applies to all suppliers of goods and/or services, including, contractors, subcontractors, and business partners, identified below as "Suppliers", who have a commercial and/or contractual relationship with the Sekkingstad Group

Suppliers are encouraged to share the contents of this document with their collaborators, as well as to foster, within their own supply chain, ethical behaviours that ensure compliance with this Code, both by their internal organisational structures and by their subcontractors, encouraging compliance monitoring at all levels of the supply chain.

Laws, human rights, and ethics

Suppliers are obliged to respect and comply with the laws and regulations that apply in the countries where they conduct business. However, the Code goes further than laws and regulations. The Code describes Sekkingstad's fundamental ethical principles and gives guidance on decisions and actions by Sekkingstad's Suppliers and their employees.

All Suppliers to Sekkingstad Group also must comply with the 10 principles of the UN's Global Compact

1. support and respect the protection of internationally proclaimed human rights.
2. Ensure that they are not complicit in human rights abuses.
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining (including, but not limited to, wages, working hours and working conditions).

4. Eliminate all forms of forced and compulsory labour.
5. Effectively abolish child labour.
6. Eliminate discrimination in respect of employment and occupation.
7. Support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.
10. Actively work against corruption in all its forms, including extortion and bribery.

The Code outlines the minimum standards Suppliers must observe even when they are more stringent than local legislation.

Suppliers are encouraged to embrace diversity among their employees. No employee may be subjected to discrimination or harassment regarding political opinion, national or social origin, religion, age, disability, sexual orientation, race, sex or colour.

All suppliers shall be committed to respecting the privacy of individuals and handle personal data responsibly and in compliance with applicable laws.

Working conditions

Sekkingstad Group expects all suppliers to comply with all local, national, and international regulations concerning working conditions and health, -environment and safety regulations. Appropriate health and safety information and training shall be provided to employees. We strongly oppose the use of all forms of forced labour and any form of human trafficking.

Norwegian transparency act

Sekkingstad operates in compliance with the Norwegian Transparency Act, and we expect that all suppliers respect fundamental human rights and decent working conditions. We require collaboration regarding risk assessment from suppliers in our supply chain and encourage all suppliers to establish a human rights policy. We expect all suppliers to implement risk evaluation of human rights violation in their supply chain.

Any suspected human rights violation in our supply chain shall be addressed to Sekkingstad Group.

Anti - corruption

Sekkingstad Group will only conduct business with reputable suppliers involved in legitimate business activities with funds derived from legitimate sources.

Suppliers must never knowingly accept, facilitate or otherwise support activities that are based on or connected to fraud, corruption, bribery or money laundering.

The Environment

We strive to be part of the solution to reduce the carbon footprint (ESG report 2022), both locally and worldwide. Our policy commits us to invest in and act towards a goal of best practise by contributing to biodiversity and reducing climate change.

All suppliers to Sekkingstad Group shall endeavor to minimizing the impact the company's operations may have on the environment, both in sea, soil and air. Impacts may include, but are not limited to, pollution, leakage of chemicals, nutrient salts, plastic, fish escapes, use of limited resources, deforestation, land-use change and freshwater use. Fish health and welfare, as well as protection of wildlife must be highly respected.

Confidential information

Suppliers are expected to pay particular attention to ensuring that confidential information received from Sekkingstad Group is protected and not disclosed to unauthorized parties.

Honesty

Sekkingstad Group will communicate precisely, accurately, and openly with all customers, suppliers, partners, and stakeholders. We aim to provide complete, timely and accurate information.

We expect our supplier adhere to the same rules and to conduct their operations in a sustainable manner.