

## **Mowi Recruitment Policy**

Mowi's Recruitment Policy defines common principles and guidelines for recruitment.

The Policy is designed to guide and support the recruitment processes and ensure selection of the right people for the jobs. Mowi seeks to strengthen its competitiveness and stimulate an open, positive, and diverse culture and working environment.

The Policy aims to attract and select people:

- With the desired qualifications
- With diversity of competencies, age, cultural background and gender
- With values, attitudes and personalities matching the Mowi Way
- Believing in the Mowi vision
- To supplement and challenge our business
- Ensuring our recruitment processes are handled in a legal and appropriate manner.

### **Basic Recruitment Principles**

#### All Candidates

- Design announcements according to Mowi brand profile
- Publish all announcements internally
- Conduct at least one formal interview
- Obtain copy of the candidate's id, if candidate not known
- Obtain Grandfather approval
- Check offers and contracts with HR prior to submission
- Ensure compliance with Mowi policies, local laws and regulations
- Perform reference checks
- Delete data on non-qualifiers
- Claim of fees from candidates for securing a recruitment is not acceptable

#### For Senior Management positions

- The Search process for Senior management positions should normally follow the Basic Recruitment Principles, but may be deviated from if necessary
- Compensation and benefits levels should be checked with HR prior to submission
- Ensure compliance with Mowi policies

#### Internal Candidates

Internal recruitment promotes inhouse development, career opportunities and retention. It is efficient in terms of cost, time to hire and training.

- Contact all internal candidates
- Invite for interview, if the candidate meets the requirements for the position
- Ensure candidates are thoroughly informed if he/she is not recruited

