

Mowi Code of Conduct for suppliers

1: Comply with all laws and regulations applicable to business

1.1 Mowi suppliers will comply with all applicable laws and regulations governing their business activities, worldwide.

1.2 Mowi suppliers are committed to high ethical standards in the conduct of their business worldwide. Employees will not engage in fraudulent or corruptive business activities.

2: Be honest, fair and trustworthy

2.1 Mowi suppliers must always work in a manner consistent with Mowi's reputation as a reliable, honest and trustworthy business partner.

2.2 Mowi suppliers provide full, timely and accurate information and business data to the public, shareholders and business partners.

2.3 Mowi suppliers provide full, fair, timely, accurate and understandable reporting of their financial results and conditions.

2.4 Mowi suppliers prohibit payments, giving or receiving, made improperly to gain advantage, in every country around the world, both in the public and private sector. Gifts or favors of a nominal value, made openly, might be acceptable.

2.5 Mowi supplier's relationships with their suppliers shall be lawful, efficient and fair.

2.6 Mowi suppliers will comply with all applicable competition laws.

2.7 Mowi suppliers will conduct business only with reputable customers and suppliers involved in legitimate business activities with funds derived from legitimate sources.

2.8 Mowi suppliers will comply with all applicable sanction laws.

3: Avoid conflicts between work and personal interests

3.1 Conflicts and apparent conflicts, between work responsibilities and free-time activities or personal interests and business, must be avoided.

3.2 It is illegal to buy or sell securities based on material, non-public (“inside”) information. It is also illegal to communicate (“tip”) inside information to others.

4: Protect health and safety

4.1 For Mowi suppliers, health and safety are primary in everything, and essential to Mowi’s employees, their families, the community and the customers. Mowi suppliers require that safety should not be compromised for any other business priority.

5: Practice fair employment

5.1 Mowi suppliers are obliged to respect the privacy of individuals and will handle personal data responsibly and in compliance with applicable privacy laws.

5.2 All Mowi suppliers’ activities shall be conducted without discrimination based on race, ethnicity, national or other origin, disability, age, gender, sexual orientation, language, religion, or any other characteristic where a person is not treated as an individual.

5.3 Mowi suppliers recognize the right of all workers and employees freely to form and join groups for the promotion and defense of their occupational interests, including the right to engage in collective bargaining.

5.4 Mowi suppliers are committed to the abolition of child labor, and all forms of forced or compulsory labor. Mowi suppliers believe that the minimum age for employment shall not be lower than the age of completion of compulsory schooling laid down in national law, and under no circumstances lower than 15 years of age.

6: Support an open and positive culture

6.1 Mowi suppliers aim to be open, positive and supportive working communities.

7: Be a positive force in the community

7.1 Mowi suppliers support and comply with the United Nation’s Universal Declaration of Human Rights in their operations. Mowi suppliers

require a similar commitment from their suppliers and others in their supply chain.

7.2 Mowi suppliers aim for positive relationships in local communities where they operate and contribute to local development.

8. Promote environmental stewardship

8.1 Mowi suppliers minimize potential negative environmental impact of its operations and demonstrate continuous environment improvements.

8.2 Mowi suppliers promote energy-efficient and environmentally friendly technologies that reduce waste, emissions and minimize impacts on biodiversity, climate change and water scarcity.

9. Safeguard animal welfare

9.1 Mowi suppliers ensure good animal welfare practices, by undertaking and documenting appropriate risk assessments and measures, to minimize potential animal welfare impacts of goods and services.

Acknowledgement

I understand my responsibility to read, to understand, and to keep up to date regarding the contents of the applicable Mowi Code of Conduct for suppliers, and to seek clarification or further information, if needed, and to comply with its content. I further acknowledge that I have been afforded the opportunity to ask any questions I may have concerning this.

Place and date: _____

Name of supplier: _____

Signature: _____

Name: _____

Title: _____