

## **Policy on human rights**

We believe that business can only flourish in societies where human rights are protected and respected. We recognise that business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts.

Mowi is committed to the highest standards of business and ethical behaviour, including compliance with all applicable laws and regulations, as well as the Code of Conduct, company policies, procedures and practices.

Mowi respects internationally recognised Human Rights as established in the Universal Declaration on Human Rights and the International Labour Organisation's Core Conventions.

Human Rights is an area of importance to our employees, workers, shareholders, investors, customers, consumers, the communities where we operate and civil society groups. There is therefore both a business and a moral case for ensuring that human rights are upheld across our operations and our supply chain.

### **Objectives**

The objective of the Human Rights policy is to :

- Inform employees, business partners and customers of Mowi's commitment to human rights
- Establish Mowi commitment to human rights through on-going human rights due diligence
- Maintain Mowi high ethical standards
- Contribute to the realisation of human rights globally

### **Scope**

Mowi's Human Rights Policy applies to all Mowi employees worldwide, anyone doing business for or with Mowi and others acting on Mowi's behalf. This applies to all locations where Mowi conducts business and to all company-sponsored events.

### **Legal foundation**

Mowi's commitment on Human Rights is founded on the principles within:

- The United Nations Guiding Principles on Business and Human Rights
- The International Bill of Human Rights
- The International Labour Organization declaration of Fundamental Principles and Rights at work
- The United Nations Global Compact
- Local Labour laws

### **Valuing Diversity**

Mowi values the diversity of the people with whom we work and the contributions they make.

Mowi have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment.

We are committed to maintaining workplaces that are free from discrimination or harassment based on race, sex, colour, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law.



The basis for recruitment, hiring, placement, training, compensation and advancement at the Company is qualifications, performance, skills and experience.

Regardless of personal characteristics or status, Mowi does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind.

Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to Mowi employees but also to the business partners with whom we work.

### **Freedom of Association**

Mowi respects and supports our employees' right to freedom of association and collective bargaining across Mowi's operations, supply chain and location, including the right to join, form, or not to join, a labour union or association without fear of reprisal, intimidation, or harassment.

We are committed to establishing a constructive dialogue and cooperation with the employees freely chosen employee representatives or legally recognised union representatives. We engage in meetings on a regular and on-going basis, discussing current issues and long-term direction and plans, and negotiate collective bargaining agreements as relevant in each Business Unit. Collective agreements may be made valid for the larger employee base in the Business Units, as per local decision.

Mowi's commitment to Freedom of association extends to our suppliers, and we require our Suppliers to have a Freedom of association policy for their employees, as part of their Code of Conduct.

### **Safe Working Conditions**

Mowi provides a safe and healthy workplace and complies with applicable safety and health laws, regulations and internal requirements. We are committed to maintaining a productive workplace by minimising the risk of accidents, injury and exposure to health risks.

Mowi are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

### **Workplace Security**

Mowi is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

### **Forced Labour & Human Trafficking**

Mowi prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.



**Child Labour**

Mowi is committed to the abolition of child labour, and all forms of forced or compulsory labour.

Mowi considers the minimum age for employment as not lower than the age of completion of compulsory schooling as set by national law, and in any event not lower than 15 years of age.

Mowi prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is expected.

**Working Hours**

Mowi compensates employees competitively relative to the industry and local labour market. We operate in full compliance with applicable work hours defined as defined by the local law or the ILO conventions.

**Wages & Benefits**

The Company compensates employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, minimum wage, overtime and benefits, and the principles of the ILO conventions.

**Responsible Sourcing**

Mowi has a large and diverse extended supply chain, and we recognise the critical role our suppliers play in our commitment to source responsibly and sustainably.

Our Code of Conduct sets out our requirements with regards to the respect for human rights, including labour rights, of the workers in our extended supply chain.

We will only work with suppliers who complies with our Code of Conduct. Suppliers must agree to establish a Due Diligence Process, to ensure risk assessment, transparency, to remedy any shortcomings, and to drive continuous improvement.

**Compliance**

Employees and suppliers are required to comply with this Human Rights Policy and all other applicable Mowi policies. Violation of this policy or the refusal to cooperate will result in disciplinary action, up to and including termination and referral to the appropriate authorities.

Where we have sound reason to believe that our partner organisations or suppliers infringe Human Rights, we reserve the right to cease those relationships as warranted. Specific to this policy, employees and suppliers are expected to:

- Never infringe on human rights.
- Be alert to any evidence of human rights infringements in our direct operations or in the operations of our business partners and supply chain
- Report any situation in which a human rights infringement is suspected or discovered

