

The Kingfish Company – Code of Ethics and Welfare

The Kingfish Company is operating under a code of ethics designed to help conduct this business with honesty and integrity.

As an innovative aquaculture facility, we are committed to comply with all relevant animal welfare legislation. We will strive for the highest standards of operation in all areas.

- 1. Animal Welfare and its Assessment** – The Kingfish Company will:
 - a) Have clear ethics and welfare commitments and principles
 - b) Cater to the physical and behavioural needs of fish during the production cycle
 - c) Continuously seek to improve fish welfare understanding and practices
 - d) Implement science-based animal welfare monitoring processes that use indices aligned with the animals' physical/functional states and behavioural activities
 - e) Use the 'Five Domains' model to understand and assess different animal welfare states:
 - i. Freedom from hunger and thirst by ready access to water and a nutritious diet to maintain full health and vigor
 - ii. Freedom from thermal and physical discomfort by providing an appropriate environment
 - iii. Freedom from injury, disease and pain by prevention or rapid diagnosis and treatment
 - iv. Freedom to express most normal patterns of behavior
 - v. Freedom from fear and distress by ensuring conditions and treatment that avoid suffering
 - f) Promote knowledge and understanding of fish welfare and its management within all departments of the company.

- 2. Monitoring and Management of Animal Welfare** – The Kingfish Company will:
 - a) Continue to pursue relevant and appropriate certifications that include animal welfare assessments (such as ASC and BAP)
 - b) Make sure that production staff have relevant scientific training and expertise, keep abreast of latest developments in animal health and welfare monitoring methods, and link with other professional bodies and organizations to share knowledge and best practice
 - c) Develop and maintain a staff culture that practices regular reporting and monitoring of animals' behavior and health. Maintain and keep updated all associated animal records
 - d) Use up-to-date fish welfare research, collaborate with other institutions to establish 'baseline' fish welfare data for individual animals and groups to enable comparison with any new data
 - e) Contract veterinarians, biologists and welfare scientists to ensure high standards of fish welfare and health care, including preventative health care interventions if required
 - f) Develop and maintain comprehensive fish husbandry and health plans and, if needed, specialist policies
 - g) Put plans in place to prevent and address potential fish disease issues

- 3. Animal Welfare Research** – The Kingfish Company will:
 - a) Prioritize fish welfare and welfare monitoring as areas for research internally as well as in collaboration with universities and research bodies
 - b) Continue to use and apply findings based on sound scientific research to support good fish welfare in aquaculture best practice
 - c) Develop a research policy and research protocols to ensure that in all research involving fish, any potential animal welfare concerns are clearly identified and any compromise is minimized, transient and justified in terms of the objectives of the research.
 - d) Actively work to assist research partners to promote positive animal welfare states

- 4. Partnerships in Animal Welfare** – The Kingfish Company will:
 - a) Make sure that all relevant staff, including the production team and veterinary consultants, closely collaborate and are up to date with professional standards of animal health and welfare
 - b) Collaborate and partner with universities and research bodies to further understanding of animal welfare states and animal sentience