

Sustainable Procurement Policy

Our mission is to further advance our first-mover position in technology driven aquaculture and continue to establish ourselves as a market leader in the sustainable production of high value marine seafood.

Sustainability and respect to our fish, people, the planet and our purpose are at the core of our values, and inform our design, operations, procurement and technology decisions. We consider innovation, renewable energy, emission reductions, fish welfare, resource conservation and wildlife protection, energy efficiency and environmental stewardship in our business planning, implementation and management processes while driving environmental research and development as well as social and corporate responsibility. We are committed towards positive impact and strive for sustainability across every function, including sourcing and procurement.

We contribute to environmental, social and corporate sustainability by:

- complying with and aiming to exceed the requirements of relevant legislation, policy and standards to successfully and effectively meet our objectives, improve performance and create positive impact
- endorsing the highest standards of social, environmental, ethical and economic practices
- managing and mitigating risks associated with our sourcing and procurement processes
- communicating our intent and the policy with stakeholders and raising sustainability awareness among our suppliers

We also expect our suppliers to aspire to these standards in their operations, including but not limited to:

- Environment:
 - i. complying with and aiming to exceed the requirements of relevant legislation, policy and standards
 - ii. undertake initiatives to reduce their carbon emissions such as responsible waste management, reducing greenhouse gas emissions, pursuing the use of green energy and the conservation of non-renewable natural resources
- Business Ethics:
 - i. complying with all relevant local and international laws regarding ethical business practices and best practice governance
 - ii. demonstrate active policies or procedures to prevent fraud, corruption, conflicts of interest and data security breaches
- Human Rights:
 - i. complying with all relevant local and international laws in accordance with the principles of the International Labor Organization, the UN Global Compact and the UN Universal Declaration of Human Rights
 - ii. prohibit the use of forced, bonded or child labour across the entire supply chain
 - iii. prohibit any unlawful discrimination and harassment and providing a safe and inclusive work environment
- Our People Culture:
 - i. providing employees with an acceptable living wage (at least at or above the minimum wage level set by local government)
 - ii. partner with local communities and government to contribute to the improvement of education, environmental awareness and the cultural, economic and social well-being of communities in which they operate in

We recognize the contribution of our suppliers in our journey to become more sustainable and to continue to improve on our procurement performance. We respect and appreciate the environment and our responsibility of being true custodians of the ocean and the world. We align our activities with the United Nation's 17 Sustainable Development Goals, a blueprint to achieve a better and more sustainable future for all. Our objectives consider the planet, people, profit and purpose with sustainability being core to our long-term business success.

This policy statement will be reviewed on a regular basis to evaluate continued relevance and to monitor compliance.