
Code of Conduct for our business associates

This document is a summary of the most important expectations we have for our business associates' ethical standards.

Our business associates include everyone with whom Bremnes Seashore Group does business, such as suppliers, customers and distributors.

Suppliers must also follow the standard terms of our purchase agreement and be familiar with Bremnes Seashore Group's general Code of Conduct.



A message from our CEO

In Bremnes Seashore Group, our vision is to set the standard for quality salmon. To us, it is also important *how* we create values and results – not only the values and results themselves. Through integrity, responsibility, openness and collegiality, our four ethical principles, we must live up to a high ethical standard – every single day.

Our operations shall always be in line with human rights, and we have zero tolerance for corruption and financial crime. The health, environment and safety of our employees are decisive for us, and so is care for the environment and fish health.

Society has given us a stronger responsibility also for the supply chain, and to be a business associate with Bremnes Seashore Group also comes with obligations. We want to work with business associates who share our values and ethical standards.



Olav Svendsen • CEO
Bremnes Seashore Group

Our ethical principles



Integrity

Trust is something we earn – every day. We are open, reliable and act with integrity and to a high ethical standard. We have a long-term perspective and avoid taking shortcuts to reach the company's goals.



Responsibility

We always comply with the laws, regulations and internal procedures that apply to our work.



Openness

We speak out if we discover that the company's ethical standards are being breached. We contribute to an open and learning organisation by suggesting improvements and reporting safety violations and non-conformances.



Collegiality

We demonstrate collegiality by taking responsibility in the working environment and raising ethical issues in the department.

What underpins our Code of Conduct?

Vision – Where are we heading?

We set the standard for quality salmon

Guiding principles

– What defines our success?



PROFITABILITY



ENVIRONMENT



QUALITY



PEOPLE

Values – What do we have to live up to?



DEVELOPMENT



CREDIBILITY



JOY OF WORK

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LAWS AND REGULATIONS

It is important to us that our business associates live up to a high ethical standard and always comply with any laws and regulations that regulate their business – both locally, nationally, and internationally.

We also expect our suppliers to familiarize themselves with our general Code of Conduct, and to share Bremnes Seashore Group's values and ethical standard.

HEALTH SAFETY AND ENVIRONMENT

Health, environment, and safety (HSE) has top priority in all the activities of Bremnes Seashore Group. We also care about the HSE standard of our business associates, and expect you to ensure a safe and healthy working environment for your employees.

HUMAN RIGHTS AND DECENT WORKING CONDITIONS

In Bremnes Seashore Group, we respect human rights. We expect the same from our business associates, and therefore demand that you abide by internationally recognized human rights standards, including labour rights. This means that you must:

- Distance yourself from forced or compulsory labour and support the effective abolition of child labour
- Conduct all activities without any form of discrimination based on race, ethnicity, nationality or other origin, disabilities, age, gender, sexual orientation, language, or religion
- Ensure that wages and working hours are in line with national legislation and international industrial standards
- Respect the freedom of expression, freedom of association and the right to free collective bargaining
- Communicate constructively with representatives of the local communities where you operate
- Set corresponding requirements for your subcontractors

ENVIRONMENT AND FISH WELFARE

Bremnes Seashore Group supports the precautionary principle with respect to environmental challenges, and systematically assesses how our operations impact the environment. We work for an ever-smaller environmental footprint from our operations. We expect the same practice from our business associates.

Where applicable, our suppliers must also contribute to the group's effort to improve fish health.

ANTI-CORRUPTION AND FINANCIAL CRIME

In Bremnes Seashore Group, we are concerned with good business practices. We must always act ethically and responsibly. In the same way, we expect our suppliers to distance themselves from dishonest or corrupt business activities. This means:

- Zero tolerance for all forms of corruption, including indirect corruption and trading in influence
- Zero tolerance for bribery of public officials
- Zero tolerance for direct or indirect money laundering from criminal activities
- That you support free and fair competition through a ban on agreements or behaviour that limits fair competition

OUR INTERACTION

It is important to us that all interaction between Bremnes Seashore group and our business associates is orderly and transparent. This means, for example, that you must be careful with gifts to our employees.

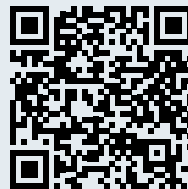
Business associates must be aware of potential conflicts of interest with our employees, our competitors and any public officials who are relevant to the assignment.

Bremnes Seashore Group expects cooperation and transparency when we follow-up our business associates, and we count on our business associates' participation when we investigate any violations of laws and regulations, our ethical standard, and the terms of agreement.



Reporting irregularities

We have created a whistleblower channel for suppliers, customers, partners and other stakeholders, and expect our business associates to report irregularities they encounter. Such irregularities may be breaches or possible breaches of applicable legislation or Bremnes Seashore Group's Code of Conduct.



EXTERNAL WHISTLEBLOWER CHANNEL:

Scan the QR code or [click here](#)

COMPLETE CODE OF CONDUCT:

seashore.no/coc