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## 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.



## A message from our CEO

Our Code of Conduct is the ethical standard of the Bremnes Seashore group, guiding how we should conduct ourselves in our everyday work. The standard helps us to ensure that we make good and right choices that align with our values: Development, credibility, and joy of work.

This is in an exciting time for the group. Demands and expectations are increasing, not only from ourselves but also from the rest of society around us. We must make the right choices and demonstrate sound business practices so that we contribute to securing our reputation and that of the industry, future operations, and, consequently, our own jobs.

In addition to my expectations for us working in the group, I also have high expectations that all our suppliers and business partners will demonstrate good ethical business practices.



We must treat everyone respectfully and contribute to an open and inclusive work environment. Diversity shall be a strength for us, and everyone shall have equal opportunities!

**Linda Aase** • CEO  
Bremnes Seashore Group

## 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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# Code of Conduct for our business associates

## **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.

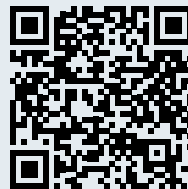
Bremnes Seashore Group expects cooperation and transparency when we follow-up our business associates, and we count on our business associates' participation when we investigate any violations of laws and regulations, our ethical standard, and the terms of agreement.



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## 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](https://seashore.no/coc)