

Andfjord Salmon: Human Rights Policy

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About this policy

This policy outlines our commitment to protecting human rights and decent working conditions of all individuals associated with Andfjord Salmon, including our employees, contractors, local communities, and other stakeholders. Human rights are defined in this policy as rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status.

Objective

The objective of this Human Rights Policy is to:

- Describe our human rights commitments and how we work to avoid infringements of human rights to employees, business partners and other stakeholders
- Clarify our expectations on the importance of conducting business consistently with the principles described in this policy, and the internationally recognised human and labour standards
- Improve our continuous efforts to eliminate human rights abuses

Policy commitment

At Andfjord Salmon, we are committed to upholding and promoting human rights within all aspects of our operations. We recognise that respect for human rights is essential for the sustainable development of our activities, and will work diligently to prevent and address any human rights violations that may arise.

Laws and regulations

We comply with all applicable laws and regulations related to human rights, and strive to align our practices with internationally recognised human rights standards in Norway and internationally, including the Norwegian Labour Act, the Norwegian Transparency Act, the OECD Guidelines for Multinational Enterprises, the International Bill of Human Rights, the United Nations Guiding principles on Business and Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.

Our policy commitments for responsible business conduct are mentioned in both our Code of Conduct, Supplier Code of Conduct, and this Human Rights Policy.

Non-discrimination and equal opportunity

We are committed to providing a work environment free from discrimination, harassment, and victimisation. We will not engage in any form of discrimination or biased treatment based on race, colour, gender, sexual orientation, religion, age, disability, or any other protected characteristic. We will provide equal opportunities for employment, training, promotion, and career development to all individuals.

Forced labour and child labour

We strictly prohibit the use of forced labour, including any form of involuntary or compulsory labour, debt bondage, or human trafficking. We will not employ individuals below the legal working age determined by Norwegian labour laws and will ensure that all employees are of legal working age.

Health and safety

We are committed to providing a safe and healthy work environment for our employees and contractors. We will implement robust health and safety policies and procedures to prevent accidents, injuries, and occupational hazards. Regular training programmes, hazard assessments, and safety equipment will be provided to ensure the well-being of all workers.

Freedom of association and collective bargaining

We respect the right of employees to freely associate, form or join trade unions, and engage in collective bargaining as permitted by Norwegian law. We will not interfere with these rights and will foster an open and constructive dialogue between management and employees.

Community engagement

We will engage with local communities, indigenous groups, and stakeholders in a transparent and respectful manner. We will seek to understand their concerns, respect their cultural heritage and traditional practices, and strive to contribute positively to their economic and social development.

Supply chain responsibility

We expect our suppliers, contractors, and business partners to uphold the same human rights standards as outlined in this policy. We will work closely with them to ensure that they also respect and adhere to these principles. We will conduct due diligence on our supply chain to identify and mitigate any potential human rights risks.

Grievance mechanisms

We will establish effective grievance mechanisms that enable employees, contractors, and stakeholders to raise concerns or complaints regarding potential human rights violations. We will investigate and address these grievances promptly and fairly, ensuring confidentiality and protection against retaliation.

Monitoring and reporting

We will regularly monitor our compliance with this policy and assess the effectiveness of our human rights programmes. We will be documenting our progress, challenges, and initiatives undertaken to promote and protect human rights through Andfjord Salmon's annual sustainability report and the Human Rights and Transparency Act Report.

Continuous improvement

We are committed to continually improving our human rights performance and learning from best practices. We will review and update this policy as necessary to reflect changing legal requirements, stakeholder expectations, and emerging human rights issues.

Implementation

This Human Rights Policy has been approved by the Board of Directors. The CEO of Andfjord Salmon is the owner of the policy and is ultimately responsible for the implementation and monitoring of its operational effectiveness. Managers and supervisors will be responsible for promoting and enforcing this policy within their respective areas of authority. All employees, contractors, and stakeholders associated with Andfjord Salmon will be made aware of this Human Rights Policy. We will provide appropriate training and resources to ensure understanding and compliance.

Signed

Martin Rasmussen,
CEO, Andfjord Salmon