

# Aller Aqua Corporate Social Responsibility (CSR) Policy

## Introduction

Our vision at Aller Aqua is to become the best and most responsible partner in aquaculture feed and services.

At Aller Aqua, we are wholeheartedly dedicated to conducting our business responsibly and sustainably. Our growth can be measured not only by our financial performance but also by our continuous work toward creating a positive impact in society. We want to create value for our stakeholders, including our employees, the local community, society in general, and the environment.

## Our CSR Principles

Our vision comes to life through our CSR principles by leading the development of sustainable aquaculture.

When we establish our global business in local areas, we do so from a holistic perspective. We focus on supporting the development of a self-sufficient community with minimum environmental impact and maximum impact on knowledge-sharing, health, and securing a sustainable future. We strive to strengthen the local community and benefit the global development of aquaculture. In light of this, our CSR policy focuses on four stakeholder groups: employees, the local community, society, and the environment.

## Employees

Our employees are our most valued asset, and we are committed to providing a safe, inclusive, and collaborative work environment where everyone can flourish. As an employer, we want to offer competitive compensation and benefits and focus on relation building through e.g., social events as well as opportunities for personal and professional development.

## Local Community

We are committed to being a good neighbor and actively engaging with local organizations and initiatives to support community development. Our ambition is to have a stable, active dialogue with our local communities, listen to their challenges, and help where we can.

## Society

At the societal level, we aim to support initiatives that address global challenges with a specific focus on zero hunger, decent work and economic growth, climate action, and life below water. We are committed to contributing to achieving these United Nations Sustainable Development Goals.

Through our partnership approach, we aim to inspire and elevate the standards of sustainability actions of the whole value chain, from suppliers to customers.

## **Environment**

We work to minimize our environmental impact and promote sustainable practices. We work towards reducing environmental impact, e.g., by choosing suppliers with sustainable value chains and raw materials from regionally sustainable sources. Additionally, our aim is to provide feeds that are highly efficient and easily digestible in terms of nutrients, thereby minimizing the release of nutrients into the water.

## **Our Guiding Principles**

Be a Knowledge and Solution Provider: Deliver integrated value to our customers.

Be Uncomplicated: Make it efficient, clear, and simple for everyone.

Be Responsible: Lead with positive impact on aquaculture and society

Be Profitable When We Grow: Have an owner's mentality in everything we do.

Be Replicable: Use collective knowledge to create robust concepts and processes.

## **Conclusion**

Our commitment to sustainability and responsibility drives our vision to be the leading partner in aquaculture feed and services. Guided by our core values, we create sustainable, self-sufficient communities. By prioritizing our employees, local communities, society, and the environment, we enhance global sustainable aquaculture and ensure a positive impact on all stakeholders.

# Let's Grow Together!