

# ALLER AQUA

## SUPPLIER CODE OF CONDUCT

### COMMITTED TO SUSTAINABILITY

Aller Aqua is committed to the growth of healthy, sustainable aquaculture production, and to making a difference in the value chain that we are part of.

Together with our dedicated employees, clients, and suppliers, we can achieve our goal of a fully sustainable production of fish feed, whilst contributing to meeting the United Nations Sustainable Development Goals (UNSDGs). Our Supplier Code of Conduct explains how we expect parties in our supply chain as well as other partners to collaborate with us to fulfil these targets both ethically and legally.

We believe that close cooperation with our suppliers will help all involved parties promote ethical behaviour and sustainable aquaculture, as well as to achieve a higher degree of sustainability throughout the value chain.

### SUPPLIER CODE OF CONDUCT

We expect our suppliers to uphold the following principles when conducting business with us and require an equal set of demands in their own supply chain.

#### COMPLIANCE WITH APPLICABLE LAWS

WE WANT OUR SUPPLIERS TO FULLY COMPLY WITH APPLICABLE LAWS, THE SAME WAY THAT WE DO

We expect our Suppliers to:

- Know and comply with laws which are relevant to them and their business conduct.
- Treat all legal requirements as the minimum standard.
- Immediately alert Aller Aqua to material issues concerning the goods and services they supply.

#### PROTECTION OF INFORMATION, ASSETS, AND INTERESTS

SUPPLIERS ARE EXPECTED TO PROTECT ALLER AQUA'S REPUTATION AND ANY INFORMATION OR PROPERTY WE ENTRUST THEM.

We expect our Suppliers to:

- Protect any of Aller Aqua's confidential information which they have been entrusted. This includes intellectual property, trade secrets and financial information.
- Guard any property belonging to Aller Aqua whilst under the supplier's control.
- Avoid any conduct or situation which may negatively affect our business interests or reputation.

#### ACCURATE AND HONEST RECORDKEEPING

OUR SUPPLIERS ARE EXPECTED TO KEEP ACCURATE AND HONEST RECORDS TO ALLOW FOR US TO MAKE RESPONSIBLE AND INFORMED BUSINESS DECISIONS

We expect our Suppliers to:

- Keep books and records that clearly show business transactions.
- Maintain audit and compliance processes for affairs involving products, food/feed safety as well as worker health and safety.
- Disclose truthful and timely information upon request.
- Upon request disclose the location of production facilities as well as document full traceability for any given material.

#### CONDUCTING BUSINESS WITH INTEGRITY

WE WANT TO CONDUCT BUSINESS BASED ON HONESTY AND TRANSPARENCY. THIS WAY WE CAN BUILD TRUST BETWEEN VALUE CHAIN PARTNERS

We expect our Suppliers to:

- Compete in a fair, honest and ethical manner.
- Never offer or accept any kind of bribery or other improper incentives in connection with Aller Aqua's business.
- Avoid any conflict of interest concerning finances or other conducts with our employees which could be considered inappropriate.

LET'S GROW TOGETHER

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### RESPECT AND DIGNITY

OUR SUPPLIERS MUST ENSURE AND PRIORITIZE THE HEALTH, SAFETY AND DIGNITY OF INDIVIDUALS WHO ARE PART OF OUR VALUE CHAIN

We expect our Suppliers to:

- Provide safe working conditions which do not compromise the health and safety of any individual.
- Never use or tolerate human trafficking, forced labour, or child labour as defined by the International Labour Organization (ILO)
- Avoid harassment and discrimination by means of an inclusive working environment.
- Ensure mechanisms for workers grievance.
- Respect employees' rights to organize and negotiate collectively.
- As a minimum, meet all legal requirements for compensation, eventual accommodation, and working conditions.
- Ensure a fair disciplinary process in accordance with country specific legal requirements.
- Contract workers in a transparent manner.
- Respect the principle of free, prior, and informed consent regarding resources and tenure rights of indigenous communities.
- Ensure engagement in the community.

### RESPONSIBILITY

OUR SUPPLIERS SHOULD HELP ALLER AQUA ACHIEVE SUSTAINABILITY THROUGHOUT THE VALUE CHAIN

We expect our Suppliers to:

- Comply with all applicable environmental related laws and regulations.
- Maintain rigid standards for product quality, health and safety, and food and feed safety.
- Aim to continuously reduce any environmental impact through efforts such as ending deforestation, minimizing effluents, greenhouse gas emissions, and waste, and optimizing the use of resources and energy.
- Protect water resources by minimizing water consumption in all operations, avoiding contamination, and reducing impact on water resources in the surrounding communities.
- Disclose any presence of GMO or any added antibiotics in products.
- Collaborate with Aller Aqua in implementing sustainable processes, including replying to the yearly requests for supplier statements, raw material questionnaires and other documentation.

### BUSINESS OBLIGATIONS

WE WANT TO GROW WITH OUR PARTNERS. ACHIEVING THIS REQUIRES OPENNESS, TRUST, AND RESPECT FROM ALL INVOLVED PARTIES

We expect our Suppliers to:

- Conduct business honestly and transparently.
- Respect business obligations and manage unforeseen issues in a proactive and suitable way, based on dialogue.

### TRUSTED PARTNERSHIPS

We want to build trusted relationships with suppliers who follow our guidelines. It is our expectation that our suppliers will comply with the above, and cooperate with reasonable requests for information, certification and/or audit access. When concerns arise, we work with our suppliers to resolve these and help point out potential improvements and solutions. Should rectification of a concern be unattainable, or if a supplier is unwilling to comply or engage, we reserve the right to terminate the partnership.

If you experience or suspect any conduct or business practices which could violate our Supplier Code of Conduct, please contact your Aller Aqua representative or Group Procurement Manager Flemming Højgaard Larsen, + 45 26 10 97 22, fhl@aller-aqua.dk

Your contact will help us quickly identify, correct and identify future problems. We will handle any concerns with confidentiality and promptness.

LET'S GROW TOGETHER