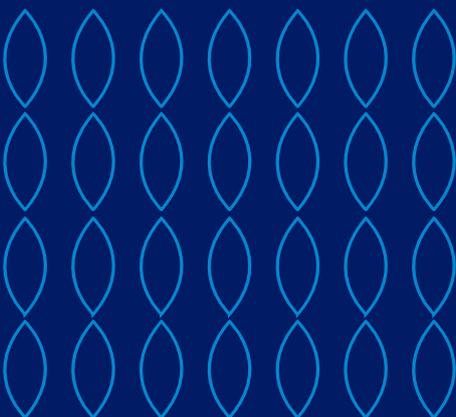
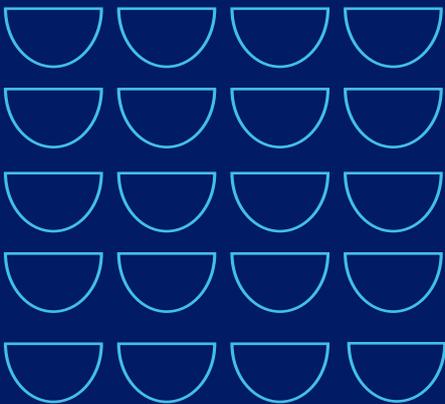
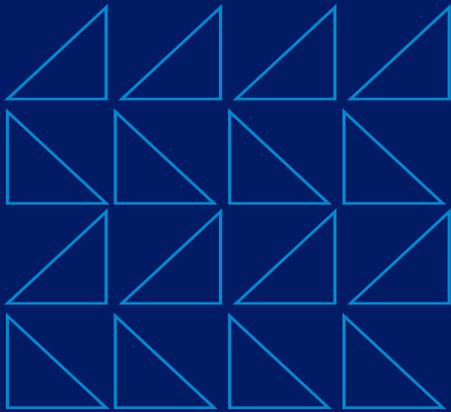




Austevoll Seafood ASA

# POLICY FOR FISH WELFARE



# Policy for fish welfare

## Purpose

To ensure sustainable production it is important to work continuously with measures to secure good fish welfare.

Austevoll Seafood ASA (AUSS) is a holding company with active ownership in portfolio companies that includes activities in farming, fisheries, processing, sales and distribution. The Group's largest portfolio company is Lerøy Seafood Group ASA (Lerøy) which is among the world's largest farmers of Atlantic salmon and trout. The objective of this policy is to encourage, promote and strive to secure good husbandry practices and good fish welfare. AUSS expects that the farming companies in the Group will work continuously to ensure optimal fish welfare in all parts of their production.

## Scope

The Group's fish welfare policy is applicable for salmon- and trout farming as we do not have other own activities that include fish husbandry.

Mandatory for all subsidiaries, all employees in the Group and all who operate on AUSS's behalf. We expect that our portfolio companies establish measures to achieve a responsible supplier chain and establish a system to ensure systematic audits and follow-up of suppliers.

All employees and contract labour shall comply with this policy.

AUSS expects our portfolio companies, suppliers and business partners to conduct themselves in line with the policy's purpose, and to respect all local legislations in their geographical area.

## Definitions

- **Fish welfare:** Quality of life perceived by the fish itself.
- **Welfare indicator:** An indirect measurement of fish welfare.
- **The Group:** AUSS and its subsidiaries.
- **IPM:** Integrated Pest Management.

## Relevant steering documents

This document is part of the AUSS's governance model.

## Risk tolerance

Working with biology can sometimes be unpredictable and we expect our production companies to implement risk reducing measures that are effective and efficient.

## Roles and responsibilities

All those who work at AUSS or its portfolio companies

are responsible for positively ensuring fish welfare. The top management in each portfolio company is responsible for ensuring compliance with this policy, and that the organisation has appointed personnel with competencies who are assigned the task of ensuring compliance.

## Ownership and implementation

- The CFO at AUSS is the owner of this document and is responsible for updates.
- The policy has been developed by the corporate management at AUSS, presented to the ESG Committee and approved by the Board of Directors.
- The CEO of AUSS has overall responsibility for the policy.

## Principles for fish welfare

Companies must have a quality management system with sufficient procedures and tools for production to make well founded decisions ensuring good fish welfare. We expect routines to ensure that best practice is implemented in the event of new knowledge. As a holding company we do not dictate how companies in the group should adapt their procedures to comply with this policy, but there are however some key elements that must be included (the list is not exhaustive):

- Minimize the use of antibiotics
- IPM
- Nutrition
- Disease management plan
  - Strict use of medication. Only used when deemed appropriate and necessary.
- Lice prevention and combatant
  - Specific targets for acceptable levels of sea lice.
  - Preventative measures program
  - Active interventions methods based on risk assessment in each case.
- Escape prevention plan
- Testing on live fish
  - Only permissible in relation with scientific research and under strict adherence with approval from authorities.

Welfare indicators:

A good state of welfare is if the fish is healthy, comfortable, well nourished, safe, able to express innate behaviour and it is not suffering from unpleasant states such as pain, fear and distress.

Companies in the group must secure sufficient training and competence in their workforce to secure sound decisions.



We require that companies are able to monitor welfare indicators that includes (but not excluded to):

- Temperature
- Oxygen
- Lice
- Gill status
- Density
- Cause of death

Based on information from the welfare indicators the companies are expected to analyse data to continuously improve.

### **Risk indicators**

Reports from the companies are given on a regular basis that include fish welfare indicators. For all extraordinary or precarious situations immediate reporting is mandatory.



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