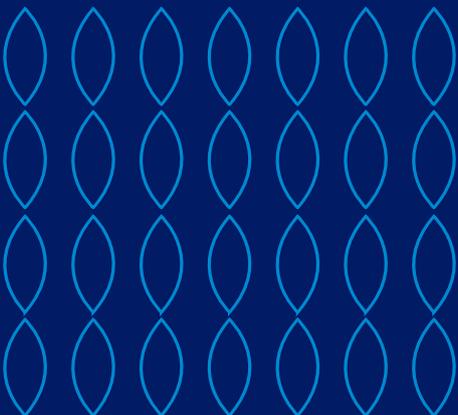
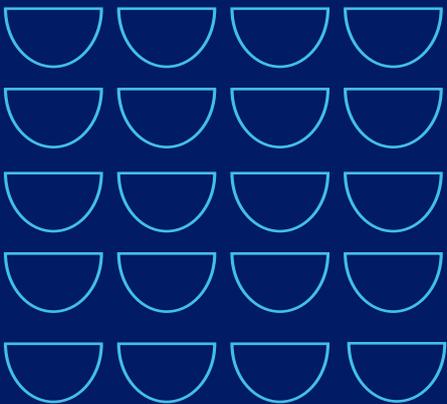
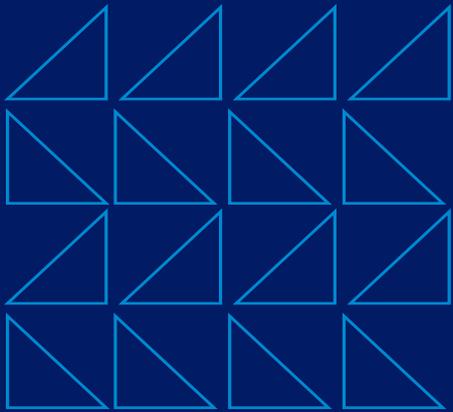




Austevoll Seafood ASA

# POLICY FOR HEALTH & SAFETY



# Policy for health and safety

## Purpose

At Austevoll Seafood ASA (AUSS) we value safety above all other considerations and will not compromise the health and safety of our employees or others affected by our activities. We work to ensure that every employee, contractor and visitor returns home healthy and safe every day.

As a holding company AUSS exercises active ownership in its subsidiary companies (the Group). We will do our utmost to implement and follow up a strong focus on health and safety in the Group.

AUSS has a commitment to always work towards zero injuries. This goal is not feasible solely based on a good management system and a robust policy. We are dependent on numerous factors to achieve our goal, such as:

- Healthy and safe work environment.
- Best practices.
- Committed and visible leadership.
- Engaged employees focused on the well-being of themselves and their colleagues.

AUSS and its portfolio companies commit to take steps to ensure the safety of all employees, contractors and visitors to all of the Group's locations. We expect all of AUSS's representatives to have this as their number one priority.

## Scope

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

- **HSE:** Health, Safety and the Environment
- **The Group:** AUSS and its subsidiaries

## Relevant steering documents

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

## Risk tolerance

In every operation, big or small there will always exist a certain

risk for human health and safety. Unforeseen incidents may and will occur, but we expect our companies to implement risk reducing measures that are effective and efficient within reason to prevent incidents related to health and safety.

## Roles and responsibilities

All those who work at AUSS or its portfolio companies are responsible for positively ensuring health and safety. 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 health and safety

AUSS shall take active measures to create a positive and safe physical and psychological working environment in its subsidiary companies. The target to prevent injuries and accidents shall always have top priority at AUSS and its portfolio companies. Systematic HSE measures shall feature as an integral part of all activities.

AUSS and its portfolio company are committed to complying with prevailing national HSE regulations and laws, AUSS Code of conduct and guidelines and principles.

AUSS shall take active measures to ensure that Group employees receive necessary and regular HSE training and shall make active contributions to reinforcing HSE awareness in the subsidiary companies.

AUSS is committed to ensure that the following items are implemented in the portfolio companies:

- Defining targets and tasks for the company's HSE activities.
- Continuous identification, assessment and control of risk.
- Measurement and assessment of registered HSE information.
- Implementation of necessary measures to improve and boost the company's HSE performance.
- Support transparency and dialogue regarding HSE to achieve continuous improvement to the HSE efforts.



## **Risk indicators**

Reports from the companies given on a regular basis that include health and safety indicators such as incidents, near miss incidents and absence. For all extraordinary or precarious situations immediate reporting is mandatory. AUSS disseminates the results of its subsidiaries through its annual sustainability report. The report is available to all employees in the Group as well as all stakeholders via AUSS's homepage.



**Austevoll Seafood ASA**

Alfabygget  
5392 Storebø  
NORWAY

**[www.auss.no](http://www.auss.no)**

