

Governing Document:	Marine Policy
Document Owner:	OF SVP Operations
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Marine Policy

Orkla Foods will contribute to sustainable fishing and healthy oceans by sourcing our marine resources in a responsible way. In line with the United Nations Sustainable Development Goal 14: "Life below water", we strive to "Conserve and sustainably use the oceans, seas and marine resources for sustainable development."

The scope of this policy includes all types of fish, molluscs, crustaceans; that are wild caught or farmed, in fresh or saltwater, as well as non-animal based marine resources (e.g. seaweeds).

BACKGROUND

Many fish stocks worldwide are subject to overfishing or in a vulnerable state. At the same time, plastics, other types of pollution and global warming are threatening marine wildlife and important ecosystems. Sustainable fishing and protection of the oceans is critical to secure the long-term availability of fish as an important part of our diet and to preserve precious natural resources.

OUR COMMITMENT

- Orkla Foods is committed to secure that marine resources used in our products, follow effectively regulated and precautionary harvesting principles and come from stocks that are well-regulated and not overexploited according to scientific assessments.
- Orkla Foods is committed to secure that no marine resources come from illegal, unreported or unregulated fishing.
- To the extent possible, third-party certification is used in line with the current Orkla Foods Sustainability strategy to reduce ESG risks across the entire value chain.

SUPPLIER REQUIREMENTS

When purchasing marine resources, we require our suppliers and their subcontractors to meet the following requirements:

- The supplier must sign and comply with the Orkla Supplier Code of Conduct.
- All marine resources are fished or farmed in line with international and local regulations and controlled by local authorities.
- The raw materials used in the supplier's production process for marine products must not come from illegal, unreported or unregulated fishing.
- We require the supplier to have full traceability of our marine resources according to legislation¹. The supplier shall maintain appropriate records to demonstrate compliance and, when required, provide Orkla Foods with documentation on a specific batch within a reasonable time.
- No species or fish stocks should be noted on the IUCN's category 1 list as endangered.
- No destructive fishing practices such as blast fishing or use of gear that negatively impacts bottom habitats.
- All marine resources (raw materials, intermediates, finished products) delivered to Orkla Foods must meet the agreed product specification.
- The supplier must actively communicate these requirements to its subcontractors and monitor them to ensure compliance.
- We encourage the supplier to actively and continuously improve its practices with the aim of establishing best practice for sustainable fishing, healthy oceans, and reduced emissions throughout the value chain, including fossil-free fuel, no use of high GWP (Global Warming Potential) cooling media, non-toxic treatment of boats and responsible waste disposal.

¹ By-products from fishing, including livers, roes, tongues, cheeks, heads and wings, are exempt from requirements for traceability according to the European law.

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Non-compliance and corrective actions

Orkla Foods' primary mechanism to ensure compliance with our standards is the Orkla Supplier Code of Conduct, in combination with risk-based supplier audits. The Orkla Supplier Code of Conduct sets the standard expected to be met by all our suppliers throughout the value chain. As outlined in the Code of Conduct, if a supplier fails to meet these requirements, the parties will discuss corrective actions through an open dialogue. The supplier shall do its utmost to implement corrective actions as soon as possible, and inform Orkla Foods about any such actions.

If it is determined that a supplier is unwilling or unable to implement the corrective actions deemed necessary by Orkla Foods, or if the supplier, or any of its sub-suppliers, has committed a substantial breach or repeated breaches of the requirements in the Supplier Code of Conduct, Orkla Foods is entitled to terminate the business relationship and any contract(s) with the supplier. Such termination shall be effective from the time stated in a written termination notice from Orkla Foods.