

GRIEG SEAFOOD BC LTD. – CORPORATE GIVING POLICY *(December 2019)*

Grieg Seafood BC Ltd.'s support will focus on volunteerism and involvement in coastal BC communities in which it supports and maintains valuable partnerships. Grieg BC welcomes applications from its employees who together with their families are leading or involved in particular projects or events in its priority areas. Grieg BC believes in supporting projects or programs that add value to the services offered by an organization in the following priority areas:

- Arts & Culture
- Health & Wellness
- Sport
- Education
- Indigenous related initiatives

Grieg BC directs its community investment towards activities that are consistent with its priorities, that are likely to have a broad impact and which include some form of recognition to Grieg Seafood BC Ltd.

Where requests for support are received from an individual or group not part of a formal organization, if approved, Grieg BC may instead provide reimbursement for equipment, uniforms or other items already purchased and for which proof of payment may be requested. Alternatively, Grieg BC may provide support and arrange disbursement to the non-formalized applicant via a related organization.

Requests for funding are reviewed by Grieg BC's Indigenous & Community Relations division. Grieg BC may post the names of recipients of support on its website as part of demonstrating its commitment to community initiatives.

In considering funding to a multi-year project or event, Grieg BC may stipulate the terms of a multi-year donation and the proposed payment schedule. A hiatus of two to five years may follow a multi-year pledge to any one organization to allow Grieg BC to divide its support amongst other organizations, which are equally deserving. Financial/activity reports may be requested by Grieg BC at the completion of any funded initiative.

Applications for funding must be submitted on an annual basis for consideration. Grieg BC reserves the right, on an ongoing basis, to evaluate the activities of organizations receiving support, and to terminate same if the conditions of a donation are not being satisfactorily met in terms of added value in Grieg BC's priority areas.

Exclusions

The following will not be supported by Grieg BC Corporate Giving Fund:

- Ongoing projects/programs outside British Columbia
- Funding ongoing annual operational costs
- Lobby/advocacy/partisan groups
- Religious organizations
- Organizations whose activities contravene the Canadian Human Right Act
- Tuition, membership/registration fees, sabbatical or academic leaves
- Elite sports teams or elite events
- Low-interest or no-interest loans
- Direct mail or telephone solicitations
- Freelance films, books, videotapes, or audio productions
- Colouring books, community handbooks, self-published materials



ROOTED IN NATURE

Emergency Relief

Grieg BC maintains sole discretion on responding to requests for emergency disaster relief in Canada or elsewhere. Donations for these purposes will be channeled through a recognized organization such as the Red Cross, United Way or other organization which is officially designated to collect and acknowledge receipt of funds.

How to apply for support from Grieg BC

Contact us and request the forms named "Grieg BC Information Sheet" and "Grieg BC Application Form". Complete fully the application form and return at least a month before the date of the event or project.

Grieg Seafood BC Ltd. Attn: Katie Maximick, Community Relations Specialist
#106 – 1180 Ironwood Street, Campbell River, BC V9W 5P7 Tel. (250) 286-0838, ext. 109
Email: katie.maximick@griegseafood.com

Grieg Seafood BC Ltd. shall adopt the following language from the Ethical Guidelines which are posted on its parent company's website Grieg Seafood ASA at <https://www.griegseafood.no/grieg-seafood-asa/ethical-guidelines/>

Ethical Guidelines for employees of Grieg Seafood BC Ltd.

Gifts / Services / Representation

Employees should generally be very careful about giving and accepting gifts or other services. Gifts, services or representation that may question one's integrity should not be accepted or offered.

- It is not allowed to offer or accept any form of personal fees, provisions or services that may be interpreted as attempts of influencing decisions.
- Participating in social activities on a moderate level is a part of a polite business relationship. The participation must not escalate into a degree where it may influence decision making processes or raise public suspicion of such.

OUR VALUES

OPEN -We are open with each other. We meet new perspectives with an open mind.

AMBITIOUS - We think big and set ambitious goals for everything we do. We are not afraid of making bold decisions, even if they are tough and out of our comfort zone.

CARING - We do not only treat each other with respect, we care. We care about our communities. We are good neighbours.