



Group Policy

Sustainable Farming

WASTE MANAGEMENT

Policy owner: COO
Approver: CEO

Valid from: 28.06.2022
Last updated: 28.06.2022

1 The purpose of this policy is

To set out Grieg Seafood's principles for waste management, to ensure that our waste is managed and taken care of.

The waste generated by Grieg Seafood can broadly be divided into the following categories:

- Biological waste, such as trimmings, dead fish, fish feces from land-based facilities (for management of fish feces from sea farms, please refer to our biodiversity policy)
- Plastics (please refer to our plastics policy)
- Wastewater from land-based facilities (freshwater, post-smolt and harvesting facilities)
- Residual waste

2 Policy statement

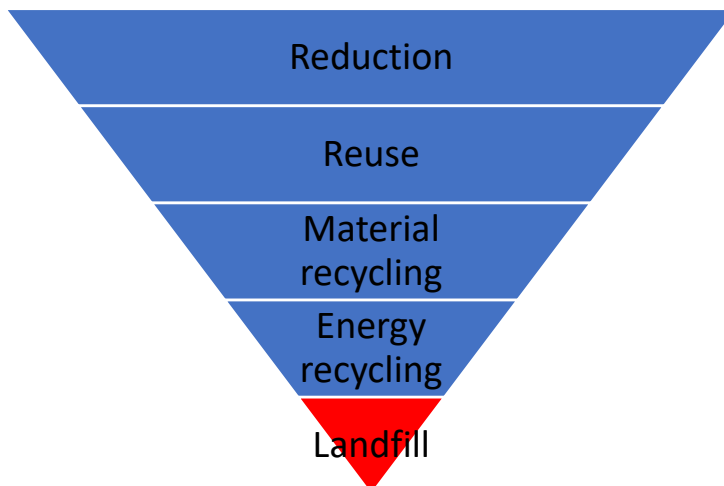
Waste shall be managed properly and not harm the local environment. No waste shall be lost in nature.

Grieg Seafood take responsibility for our waste and recognizes that there are several risks related to waste handling. We emphasize product longevity and material recycling, in line with circular economy business models. Lack of waste management may lead to loss of material values and opportunities.

3 Our principles

Local waste management regulations are the foundation of our waste management approach.

We manage our waste in accordance with this waste pyramid:



Reduction

Our aim is to reduce most of our waste through buying what we need, reducing unnecessary consumption.

Reuse

The equipment that we have used may be re-used in our own production or externally.

Material recycling

The equipment that cannot be re-used is preferably material recycled. In example biological waste and plastic.

Energy recycling

When material recycling is no option, utilizing the waste for energy is the best alternative.

Landfill

If energy recycling is not an option, we need to dispose the waste at the landfill. This is our least preferred solution.

Biological waste

Biological biproducts from our production are collected and re-used for new purposes, such as animal (non-salmon) feed, fertilizer or energy production.

Wastewater

Wastewater, effluents and discharge are treated and handled in line with local regulations.

Residual waste

- We sort our waste at our production sites in different waste bins. As much waste as possible should be recycled.
- We collaborate with the industry to increase recyclability in products and improve the infrastructure for recycling.
- Our suppliers are encouraged to reclaim their used products in line with circular economy practices.
- Dangerous waste (acid, chemicals, oil etc.) is handled according to local regulations and properly disposed.

4 Tracking, reporting and key performance indicator

Targets

- Establish waste accounting in all farming regions by 2023
- Reduce our waste costs
- Reduce our amount of residual waste
- Increase our recyclability rate
- No waste to landfill in 2030
- Biological waste will be re-used

5 Definitions

6 Responsibility for implementing and adhering to this policy

Board of Directors

- Monitors compliance with the policy and results of the KPIs, as this policy is an integrated part of our business strategy

CEO & Global Management Team

- CEO approves this policy
- Championing the policy

COO

- Reviewing and updating the policy
- Communicating policy organizationally
- Advising and assisting regional directors, managers, and supervisors in addressing issues

Regional Directors, Managers & Supervisors

- Communicating policy to all staff
- Adhering to policy
- Addressing issues
- Providing regular awareness in relation to waste management
- Responsible for results of the KPIs and corrective actions

All staff

- Adhering to policy
- Attending regular awareness programs
- Responsible for results of the KPIs and corrective actions

7 Related documents or references

This policy is implemented in conjunction with:

- Grieg Seafood Climate action policy
- Grieg Seafood Ocean plastic policy
- Grieg Seafood Code of Conduct