



Group Policy

Sustainable Farming

PROTECTING BIODIVERSITY

Policy owner: COOs
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 ensuring that we minimize our impact on the environment and protect biodiversity in our farming operations.

Biodiversity in feed is covered by the feed policy.

2 Policy statement

We acknowledge our responsibility to farm salmon with as low impact on ecosystems and habitats as possible, and to ensure co-existence with other species around our farms.

We have a particular responsibility to protect wild salmon in the areas where we operate. Wild salmon is an iconic species with significance for local and Indigenous communities where we operate. It may be impacted by sea lice interactions if we do not maintain sea lice control, as well as by interbreeding should escapes occur in areas where wild and farmed salmon are the same species. Wild salmon is suffering from several other stressors as well, including climate change, other industries, access to food in the ocean and overfishing. We must all take responsibility to reduce our own impacts.

We also strive to minimize our footprint on other marine species, wildlife, seabed fauna and sensitive ecosystems.

3 Our principles

- We aim to certify all farms according to the Aquaculture Stewardship Council certification, which covers impacts on biodiversity in our farming operations.
- Wild salmon
 - We aim to reduce interactions between farmed and wild salmon in all regions, by applying new technologies and farming practices (including post-smolt and barriers).
 - We have zero tolerance for escapes, to avoid genetic pollution of wild salmon in production areas where farmed and wild species are the same species. To minimize risk of escapes, we focus on equipment, procedures and culture.
 - For impact from sea lice, please refer to our sea lice control policy.
 - We monitor our impact on key wild salmon rivers.
 - We engage in nature-positive solutions like wild salmon enhancement and restoration to contribute to an abundant wild salmon population.
- Other wild fish
 - We are not aware of research concluding that our operations have an impact on local wild fish other than wild salmon. We are engaged in research projects to develop knowledge about whether such interactions take place or not.
- Crustaceans

- We minimize impact on crustaceans by using medical sea lice treatments only as a last resort, as per our sea lice control policy.
- **Wildlife**
 - Potential conflicts with wild animals are evaluated when we consider new sites.
 - We aim to minimize impact on wildlife round our farms, such as birds or marine animals, by using equipment preventing such individuals from entering our pens.
 - We do not use acoustic deterrent devises (ADDs).
 - We generally only euthanize animals that are injured and choose alternative ways to protect farms against intruders. Euthanizing animals must be approved by a manager and in some cases a regulator. We do not euthanize species listed on national red list conservation list.
 - Weapons are not allowed on our sites.
- **Marine ecosystem impact and seabed fauna**
 - We choose sites with good currents and exchange of water. This ensures that organic waste is dispersed rather than accumulating in one place, thus mitigating its negative impact. We move away from old sites that have less optimal conditions and increase production at sites with optimal conditions, which reduces our overall impact.
 - Carrying capacity assessments are undertaken at peak biomass on all farms, according to local regulations. Farms that do not receive satisfactory results must implement restorative measures. The seabed under our farms must be considered restored before a new generation of salmon can be transferred to the farm.
 - All farms are fallowed after harvest, allowing the environment to rest until it reaches regulated restoration thresholds.
 - All regions apply Area Based Management, where all farms in an entire fjord system area are fallowed simultaneously, allowing a larger marine ecosystem to rest at the same time.
 - We aim to establish and perform annual production discharge and emissions accounting.
 - We use copper-free antifouling solutions on our nets.
 - We are conscious of highly sensitive ecosystems, including conservation areas, when we search for areas suitable for new sites. We aim to avoid establishing new open farms in such areas.

4 Tracking, reporting and key performance indicator

KPIs

- All production sites ASC certified or in compliance by 2023
- Environmental and social impact assessment performed for 100% of farms
- Zero escapes in all regions
- Zero dead marine animals
- Number of dead birds in compliance with ASC
- All sites restored to regulatory accepted level between each generation of fish farmed
- No use of copper in nets

5 Definitions

ASC: an independent certification program that aims to ensure sustainable aquaculture. It was founded in 2010 by WWF and IDH (Dutch Sustainable Trade Initiative). The certification helps consumers choose sustainably farmed salmon with a lower environmental impact and ensures that social rights are secured.

UNESCO: The United Nations Educational, Scientific and Cultural Organization is a specialised agency of the United Nations aimed at promoting world peace and security through international cooperation in education, arts, sciences, and culture.

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

COOs

- Reviewing and updating the policy
- Communicating policy organizationally
- Advising and assisting regional directors, managers and supervisors in addressing issues
- Responsible for results of the KPIs and corrective actions

Regional Directors, Managers & Supervisors

- Communicating policy to all staff
- Adhering to policy
- Addressing issues
- Providing regular training programs
- Responsible for results of the KPIs and corrective actions

All staff

- Adhering to policy
- Attending regular training/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 Code of Conduct

- Grieg Seafood Sea lice control policy
- ASC salmon standards