



Group Policy

Sustainable Farming

USE OF ANTIBIOTICS

Policy owner: COOs
Approver: CEO

Valid from: 4 January 2021
Last updated: 4 January 2021

Use of antibiotics

1 The purpose of this policy is

To set out Grieg Seafood’s principles in ensuring that we aim to avoid use of antibiotics.

2 Policy Statement

Grieg Seafood is committed to preventing bacterial diseases by using available vaccines and biosecurity measures. Grieg Seafood aims to avoid use of antibiotics when possible.

Resistance to antibiotics is a growing global challenge, and such risks increase with extensive use of antibiotics in animal protein production. Grieg Seafood is committed to combating resistance to antibiotics.

3 Our principles

- Antibiotics are used only as a last resort to treat bacterial diseases when fish health and fish welfare are threatened, and never as a growth-promotor.
- All farming operations comply with the WHO Guidelines on Use of Medically Important Antimicrobials in Food Producing Animals.
- Antibiotics on the WHO list of Highest Priority Critically Important Antibiotics categorized as “critically important” will not be used.
- Antibiotics on the WHO list of Highest Priority Critically Important Antibiotics categorized as “highly important” or “important” can be used if fish welfare is threatened.
- Antibiotics with low bio availability (oxytetracycline) will not be used.
- Antibiotics must be prescribed by authorized fish health personnel and only drugs licensed as veterinary medicine will be used.
- Withdrawal periods for medicine use are rigorously controlled and documented.
- All prescriptions for antibiotics must be approved by central management in Grieg Seafood ASA.

4 Definitions

An antibiotic is an agent that kills bacteria or stops their growth. Use of antibiotics is measured as amount of active pharmaceutical ingredient (API) used (in grams) per ton of fish produced (LWE), both in seawater and fresh water.

5 Tracking, reporting and key performance indicator

Use of antibiotics is registered in our production system, specified with active pharmaceutical ingredient, amount used, date and location. Any use is reported according to national regulations.

Key Performance Indicator

KPI 2020 - 2025	No use of antibiotics
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6 Responsibility for implementing and adhering to this policy

Board of Directors

- Monitors compliance with the policy and results of the KPI, 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 KPI and corrective actions

Regional Directors, Managers & Supervisors

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

All staff

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

7 Related documents or references

This policy is implemented in conjunction with the following:

- WHO guidelines on Use of Medically Important Antimicrobials in Food Producing Animals
- WHO list of Highest Priority Critically Important Antibiotics <https://www.who.int/>