

Communication on progress (COP) 2011 - Cermaq ASA

The 10 principles, our approach and response are summarized in the table below.

The COP response can be found on our WEB site:

<http://www.report2011.cermaq.com/our-approach/endorsing-global-initiatives/>

Principle	Approach	Response
HUMAN RIGHTS		
1. Businesses should support and respect the protection of internationally proclaimed human rights.	We support the UN Declaration of Human Rights and have made a commitment to respecting human rights throughout our operations, including in our supply chain.	Cermaq ethical and corporate responsibility guidelines Supplier code of conduct Human rights performance; LA4 , LA7 , HR6
2. Businesses should ensure that they are not complicit in human rights abuses.	We focus on increasing awareness in our operations where Human Rights are most at risk. In 2011, we did a Human Rights risk analysis at our operations in Vietnam.	Cermaq ethical and corporate responsibility guidelines Supplier code of conduct Human rights performance; HR9 , HR6
LABOUR STANDARDS		
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	We are committed to dialogue with employees and their unions, and respect collective agreements at all levels.	Cermaq ethical and corporate responsibility guidelines Labour standard performance; LA4 , HR6
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.	We will not tolerate any form of forced and compulsory labour in our operations or in those of our business partners.	Cermaq ethical and corporate responsibility guidelines Human rights performance; HR6
5. Businesses should uphold the effective abolition of child labour.	We condemn child labour and do not permit such conduct at any of our sites or with our suppliers	Cermaq ethical and corporate responsibility guidelines Supplier code of conduct Human rights performance; HR6
6. Businesses should uphold the elimination of discrimination in respect to employment and occupation.	We do not tolerate any form of discrimination or harassment.	Cermaq ethical and corporate responsibility guidelines Labour standard and human rights performance; HR6 , EC7

Principle	Approach	Response
ENVIRONMENT		
7. Businesses should support a precautionary approach to environmental challenges	We are committed to minimize the environmental impacts of our operations. 8 of our 10 operating companies have management systems certified according to ISO 14001 standards. Cermaq has developed own environmental indicators for GRI reporting relevant for our feed and farming operations, which do not yet have globally established GRI indicators.	Cermaq ethical and corporate responsibility guidelines Link to environmental performance; EN26
8. Businesses should undertake initiatives to promote greater environmental responsibility	We have promoted environmental responsibility within our own operations as well as in the industry. We have participated in several initiatives; the Salmon Aquaculture Dialogue (SAD), the Global Aquaculture Alliance (GAA) standard for sustainable salmon farming, and IFFO R/S (International Fish Oil and Fish meal Organisation Responsible Sourcing) standard.	Cermaq ethical and corporate responsibility guidelines Environmental performance; EN 3,4, 5, 12, 26, 28 and all CEO indicators IFFO SAD GAA
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	Through our research unit, EWOS Innovation, we improve feed processing and feed composition. We also, collaborate with providers of new environmentally friendly technology, and are currently testing a sea-water based closed containment for fish farming.	Cermaq ethical and corporate responsibility guidelines Environmental Performance; EN 5, 26
ANTI-CORRUPTION		
10. Businesses should work against all forms of corruption, including extortion and bribery.	Cermaq is member of Transparency International (Norway), and we do not tolerate any forms of corruption including extortion and bribes. In 2011, we conducted a due diligence on corruption in our operations in Vietnam, and we have trained our management in anti-corruption.	Cermaq ethical and corporate responsibility guidelines Anti-corruption performance; SO 3

