

Global Compact - COP

Below is Cermaq's Communication on Progress (COP) on implementing the ten principles. More detailed information can be found in the many parts of the integrated sustainability and annual report.

The 10 principles, Cermaq's approach and response are summarized in the table below:

The information in the various parts of this report is tagged according to Global Compact's ten Principles. The ambition is that the symbols will guide and assist the reader finding the most relevant information.



Principles 1-2, Human rights



Principles 3-6, Labour standards



Principles 7-9, Fish health



Principles 7-9, Environmental impact



Principle 10, Anti-corruption



Community impact

| PRINCIPLE | APPROACH | RESPONSE |
|---|---|--|
| Human rights | | |
| 1. Businesses should support and respect the protection of internationally proclaimed human rights. | Cermaq supports the UN Declaration of Human Rights and has made a commitment to respecting human rights throughout its operations, including in the supply chain. | <ul style="list-style-type: none"> • Cermaq ethical and corporate responsibility guidelines • Human rights performance; HR 5, HR 8, HR 9 |
| 2. Businesses should ensure that they are not complicit in human rights abuses. | Cermaq has increased awareness in its operations where Human Rights are most at risk. In 2013, Nomo Gaia made a human right impact assessment covering Cermaq's operations in southern Chile (RegionXII). In addition Cermaq engaged Futuro Sostenible to evaluate the relationship with it's stakeholders in region X in Chile. The company has mutually beneficial agreements with indigenous people in BC, Canada and sees this as strong foundation for its operations in areas where indigenous peoples' rights are affected by Cermaq's operations. | <ul style="list-style-type: none"> • Cermaq ethical and corporate responsibility guidelines • Human rights performance; LA 5, LA 6, LA 7, LA 8, LA 9, HR 5, HR 8, EC 5 |
| Labour standards | | |
| 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. | Cermaq is committed to dialogue with employees and their unions, and respect collective agreements at all levels. | <ul style="list-style-type: none"> • Cermaq ethical and corporate responsibility guidelines • G4-11 |

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| 4. Businesses should uphold the elimination of all forms of forced and compulsory labour. | Cermaq will not tolerate any form of forced and compulsory labour in its operations or in those of its business partners. | <ul style="list-style-type: none"> • Cermaq ethical and corporate responsibility guidelines • Human rights performance; HR 9 |
| 5. Businesses should uphold the effective abolition of child labour. | Cermaq condemn child labour and does not permit such conduct at any of the company's sites or with its suppliers. | <ul style="list-style-type: none"> • Cermaq ethical and corporate responsibility guidelines • Human rights performance; HR 5 |
| 6. Businesses should uphold the elimination of discrimination in respect to employment and occupation. | Cermaq does not tolerate any form of discrimination or harassment. | <ul style="list-style-type: none"> • Cermaq ethical and corporate responsibility guidelines • Labour standard and human rights performance; G4 10, G4 11, EC 5, EC 6 |
| Environment | | |
| 7. Businesses should support a precautionary approach to environmental challenges. | Cermaq is committed to minimize the environmental impacts of its operations. The operating companies have management systems certified according to ISO 14001 standard. Cermaq has developed own environmental indicators relevant for its farming operations, which do not yet have globally established GRI indicators. | <ul style="list-style-type: none"> • Cermaq ethical and corporate responsibility guidelines • Environmental performance; G4- 14, EN 11, EN 12, EN 14 |
| 8. Business should undertake initiatives to promote greater environmental responsibility. | Cermaq is one of the founders of Global Salmon Initiative (GSI), an organisation gathering 70 percent of global salmon farming committed to make significant improvements in terms of industry sustainability, including aiming for ACS certification of all its operations by 2020. | <ul style="list-style-type: none"> • Cermaq ethical and corporate responsibility guidelines • Environmental performance EN 3, EN 4, EN 5, EN 6, EN 15, EN 16, EN 18, EN 19, EN 29, CEQ 2, CEQ 4, CEQ 5, CEQ 6 • Acquaculture Stewardship Council (ASC) • Global Salmon Initiative |
| 9. Business should encourage the development and diffusion of environmentally friendly technologies | Cermaq has strengthened its research unit, with a central staff of researcher, a global team including experts from operating companies, and collaboration with external research groups and institutions. Based on new technology and firm operating procedures Cermaq has applied for "Green licenses" announced in Norway which requires strict environmental targets and performance. | <ul style="list-style-type: none"> • Cermaq ethical and corporate responsibility guidelines • Environmental performance EN 27 |
| Anti-corruption | | |
| 10. Businesses should work against corruption in all its forms, including extortion and bribery | Cermaq is member of Transparency International (Norway), and the company does not tolerate any forms of corruption including extortion and bribes. In 2013, TI made an assessment of the largest companies at OSE on their communication about measures against corruption, rating Cermaq at #3. | <ul style="list-style-type: none"> • Cermaq ethical and corporate responsibility guidelines • Cermaq whistle blowing guidelines • Anti-corruption performance: CEQ 15, SO4 and CEQ 12 |