

UN GLOBAL COMPACT

Below is Cermaq's Communication on Progress (COP) on implementing the ten Principles of the UN Global Compact. Cermaq's approach and response for each of the ten Principles are summarized in the table below with links to relevant sections in our integrated report 2014.

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: <ul style="list-style-type: none"> • HR 5 • HR 8 • HR 9
2. Businesses should ensure that they are not complicit in human rights abuses	<p>Cermaq has focused on integrating human rights requirements in its supply chain through the development of a Supplier Code of Conduct in 2014. The Code poses requirements to Cermaq's suppliers and sub-suppliers regarding the adherence to internationally recognized human rights. Work to implement the Code is ongoing in 2015.</p> <p>In Canada, the Group has mutually beneficial agreements with indigenous peoples in Canada and sees this as strong foundation for its operations in areas where indigenous peoples' rights are</p>	<ul style="list-style-type: none"> • Cermaq ethical and corporate responsibility guidelines • Human rights performance: <ul style="list-style-type: none"> • LA 5 • LA 6 • LA 7 • LA 8 • LA 9 • HR 5 • HR 8 • EC 5

affected by Cermaq's operations. Cermaq works actively to ensure that we are compliant with laws and regulations, including that we are not complicit in any human rights abuses in our operations.

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
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 the operations 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 labor.	Cermaq does not permit child labor at any of the company's sites or among 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: <ul style="list-style-type: none"> • 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 shall have management systems	<ul style="list-style-type: none"> • Cermaq ethical and corporate responsibility guidelines • Environmental performance:
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certified according to the ISO 14001 standard. Cermaq has developed own environmental indicators relevant for its farming operations, which come in addition to established GRI indicators.

- [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 and environmental excellence including aiming for ACS certification of all its operations by 2020.

- [Cermaq ethical and corporate responsibility guidelines](#)
- Environmental performance
 - [EN 3](#)
 - [EN 4](#)
 - [EN 5](#)
 - [EN 6](#)
 - [EN 15](#)
 - [EN 16](#)
 - [EN 17](#)
 - [EN 18](#)
 - [EN 29](#)
 - [CEQ 02](#)
 - [CEQ 04](#)
 - [CEQ 06](#)
- [Acquaculture Stewardship Council \(ASC\)](#)
- [Global Salmon Initiative](#)

9. Business should encourage the development and diffusion of environmentally friendly technologies.

Cermaq has an established research unit, 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 obtained six Green Licenses in 2014 in Norway, which requires strict environmental targets and performance.

- [Cermaq ethical and corporate responsibility guidelines](#)
- [EN27](#)

Anti-corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery

Cermaq is a member of Transparency International (Norway), and the company does not tolerate any forms of corruption including extortion

- [Cermaq ethical and corporate responsibility guidelines](#)
- [Cermaq whistle blowing](#)

or bribes. In 2014, Cermaq focused on strengthening its work on anti-corruption in its supply chain through the establishment of a Supplier Code of Conduct. In 2013, TI made an assessment of the largest companies at OSE on their communication about measures against corruption, rating Cermaq at #3.

[guidelines](#)

- Anti-corruption performance:
 - [CEQ 15](#)
 - [SO4](#)
 - [CEQ 12](#)