



Bergen, April 25th 2016

## To our stakeholders

I am pleased to confirm that Marine Harvest ASA reaffirm its support of the Ten Principles of the United Nations Global Compact in the areas of human rights, labor, environment and anti-corruption.

In this annual Communication on Progress we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Yours sincerely

Alf-Helge Aarskog/sign  
CEO

## Global Compact COP report 2016

### Human Rights Principles

**Principle 1:** *"Businesses should support and respect the protection of internationally proclaimed human rights"*

Marine Harvest supports and observes the Universal Declaration of Human Rights in our operations. Marine Harvest also requires a similar commitment from our suppliers and participants in our supply chain.

Marine Harvest aims to understand and comply with all applicable laws and international conventions on human rights, to which Marine Harvest subscribes and supports.

---

**Principle 2:** *"Make sure that they are not complicit in human rights abuses"*

Marine Harvest aim to know and understand where our operations, suppliers or supply chains, due to local conditions, custom, practices or otherwise, might represent a potential risk of human rights violations.

If allegations occur, we ensure that situations or allegations of human rights violations are investigated and followed up. We are particularly aware in the event of reluctant or unsatisfactory answers to questions from potential business partners, and other 'red flags' that might suggest that a party might be avoiding an open and transparent view of their operations or conduct or that of their sub-suppliers.

---

---

## Labor Principles

**Principle 3:** *"Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining"*

Marine Harvest recognizes the right of all workers and employees to freely form and join groups for the promotion and defense of their occupational interests, including the right to engage in collective bargaining.

Marine Harvest aims to know and understand all local or applicable legal obligations, in relation to labor and collective bargaining. We encourage engagement in open and free dialogue concerning conduct of labor and labor relations in Marine Harvest.

Marine Harvest is particularly aware of pressure from outside interest groups, or others who have a political agenda on labor and collective bargaining contrary to Marine Harvest policy and other conduct that might suggest that activities cannot be part of an open dialogue with Marine Harvest employees on labor practices.

---

---

**Principle 4:** *"The elimination of all forms of forced and compulsory labor"*

Marine Harvest is committed to the abolition of all forms of forced or compulsory labor.

Marine Harvest aim to understand where our operations, suppliers or supply chain, due to local conditions, custom, practices or otherwise might represent a risk of having underage workers or forced labor. We aim to gather knowledge, understand and comply with all applicable laws and international conventions on labor practices to which Marine Harvest subscribes and supports

We ensure that seasonal employment of workers is also included under this policy.

We are particularly aware of suppliers who deliver through sub- suppliers and whose operations they are reluctant to disclose, or open to inspections and visits.

---

---

**Principle 5:** *"The effective abolition of child labor"*

Marine Harvest is committed to the abolition of child labor.

Marine Harvest has a minimum age for employment as not lower than the age of completion of compulsory schooling as set by national law, and in any event not lower than 15 years of age.

Marine Harvest aim to understand where our operations, suppliers or supply chain, due to local conditions, custom, practices or otherwise might represent a risk of having underage workers or forced labor. We aim to gather knowledge, understand and comply with all applicable laws and international conventions on labor practices to which Marine Harvest subscribes and supports

We ensure that seasonal employment of workers is also included under this policy.

We are particularly aware of employees of suppliers who appear to be underage or working under coercion.

---

---

**Principle 6:** *The elimination of discrimination in respect of employment and occupation”*

Marine Harvest’s activities shall be conducted without discrimination on the basis of race, ethnicity, national or other origin, disability, age, gender, sexual orientation, language, religion or any other characteristic where a person is not treated as an individual.

Marine Harvest aims to show respect for individuals, and not treat people as members of a class. We base employment decisions on the basis of job qualifications (e.g. education, prior experience, skills) and merit.

We aim to provide a work environment free from harassment and bullying.

We are particularly aware of signs of a hostile work environment or situations in which any person could feel excluded or unwelcome, of violation of labor law, or refusals to work, or otherwise co-operate with, certain individuals because of a general characterization.

---

---

## Environmental Management Policies & Procedures

### **Principle 7:** *“Business should support a precautionary approach to environmental challenges”*

Marine Harvest aim to supply a growing population with outstanding food resources without hampering our planet. Through our continued efforts to understand the impact of our operations, we work to not only reduce our environmental impact but to create new opportunities and solutions that will make us a front runner in environmental responsibility. We believe that a healthy planet and healthy business performance are mutually reinforcing and, as such, our long-term business success depends on protecting the environment for future generations. “Planet” is one of Marine Harvest’s four guiding principles. It encapsulates Marine Harvest’s vision of producing salmon in a sustainable and environmentally responsible manner by setting up long terms goals, measuring progress towards these goals and describing what are our mitigation efforts.

Our long-term success is dependent on our ability to manage the relevant risks associated with our goals. In Marine Harvest, risk management includes biological risk where several environmental related aspects are covered such as sea lice pressure, sustainable feed ingredients, escapees and medicine use.

We have conducted a materiality analysis as part of our annual reports and in conjunction with our ongoing, global sustainability strategic planning efforts. Our materiality analysis highlights areas of both opportunity and risk to help us refine our overall strategic reporting approach, improve performance and guide our R&D activities. The assessment of material issues has been conducted with the involvement and final approval of our Group Management Team. It has also been conducted in accordance with the Global Reporting Initiative G4 guidelines. The choice of which environmental aspects are material for Marine Harvest is a result of a dialogue with stakeholders that include regulators, customers, investors, suppliers, employees, local communities and NGOs. From the seventeen issues considered as highly important both for Marine Harvest and our stakeholders, five are directly related to environmental challenges including escape prevention, medicine use, lice management, sustainable feed and climate friendly food production. For each of these material elements Marine Harvest has defined key performance indicators that help us measuring our progress towards minimizing our environmental impact. Our progress in minimizing environmental impacts is strongly linked with R&D innovations that have encouraged the development and implementation of environmental friendly solutions such as the use of cleaner fish in sea lice management and the replacement of marine feed ingredients by more sustainable vegetable ingrediants.

Effective environmental management and stewardship cannot be achieved in isolation. Therefore, Marine Harvest is committed to working with peer-companies to address a range of immediate and longer-term environmental challenges. In 2013,

---

---

an industry-led sustainability initiative was launched: the Global Salmon Initiative (GSI). Marine Harvest is a co-founder of this initiative, which includes producers representing approximately half of the global farmed salmon production. By working together on three target areas, the Aquaculture Stewardship Council (ASC) standard, sea lice management and feed and nutrition, the industry aims at making significant progress towards fully realizing a shared goal of providing a highly sustainable source of healthy protein to feed a growing population, while minimizing our environmental footprint, and continuing to improve our social contribution.

### ***Where to find out more?***

Our website: <http://www.marineharvest.com/>

Our Annual Report 2015: <http://hugin.info/209/R/1999866/737534.pdf>

Our Industry handbook:

<http://www.marineharvest.com/globalassets/investors/handbook/2015-salmon-industry-handbook.pdf>

Global Salmon Initiative: <http://www.globalsalmoninitiative.org/>

Aquaculture stewardship Council: <http://www.asc-aqua.org/>

### ***Principle 8: “Undertake initiatives to promote greater environmental responsibility”***

Environmental responsibility is a key concern in all Marine Harvest’s activities. This is reflected in a number of initiatives listed below:

- Marine Harvest’s vision of leading the Blue Revolution embraces environmental responsibility (Planet) as a guiding principle;
  - Long term goals that promote environmental responsibility have been set and include: 1. To be 100% ASC certified by 2020, 2. To achieve zero-escapes, 3. To achieve a monthly survival rate >99,5%, 4. To control sea lice using integrated tools based principally on non-medicinal approaches and 5. To reduce medicine use through development of non-medicinal solutions.
  - Several Key Performance Indicators (KPIs) related to environmental stewardship have been set and are monitoring and reported on a regular and transparent basis in our annual reports. These include metrics related to energy use and GHG emissions, escape events, biodiversity related projects, medicine use, sea lice management and sustainable feed.
  - Since 2008, Marine Harvest Group has worked with the WWF-Norway to improve the fact-based understanding of the aquaculture industry. Our cooperation with WWF is a mutual exchange of ideas and target setting. We are confident such cooperation with WWF-Norway will contribute to improve corporate stewardship of the environment and thereby support WWF-Norway’s mission and goal of transforming markets, institutions and policies to reduce threats to the diversity of life on Earth.
-



- 
- In 2013, we announced our commitment to have all our production units certified against the Aquaculture Stewardship Council salmon standard by 2020. Of all existing standards addressing environmental issues, this is the one that imposes the strictest environmental. The ASC salmon standard helps protect communities and the environment, and helps to ensure the ongoing viability of the salmon aquaculture industry by minimizing the industry's key impacts. During the year of 2015 we achieved ASC certification in 39 sea sites and 5 more have been certified during the first quarter of 2016. At the moment we have 17 sites under assessment. In addition to ASC, Marine Harvest farming sites are already Global GAP certified. This ensures we operate with a common approach across the globe.
  - Also in 2013, Marine Harvest, in association with peer companies, launched a global sustainability initiative, the Global Salmon Initiative (GSI). The Global Salmon Initiative (GSI) is a leadership initiative by global farmed salmon producers, focused on making significant progress towards fully realizing a shared goal of providing a highly sustainable source of healthy protein to feed a growing global population, whilst minimizing our environmental footprint, and continuing to improve our social contribution.
  - We believe that R&D is crucial to further develop and strengthen both our company and the salmon farming industry as a whole - within a sustainable framework. At end of the third quarter of 2016, a total of 147 projects were ongoing in our business units, of which 57 (39%) are related to fish health and welfare and 14 (10%) focusing on sustainability and the environment.
  - In Marine Harvest we run global environmental networks with colleagues working in the area of environment and sustainability to share best practices and implement new solutions.

### ***Where to find out more?***

Our website: <http://www.marineharvest.com/>

Our Annual Report 2015: <http://hugin.info/209/R/1999866/737534.pdf>

Our Industry handbook:

<http://www.marineharvest.com/globalassets/investors/handbook/2015-salmon-industry-handbook.pdf>

Global Salmon Initiative: <http://www.globalsalmoninitiative.org/>

Aquaculture stewardship Council: <http://www.asc-aqua.org/>

---

---

## **Principle 9:** *“Encourage the development and diffusion of environmentally friendly technologies*

Marine Harvest is committed to encourage the development and diffusion of environmentally friendly technologies. Across the globe we have several example of developments on environmentally friendly technologies:

- In Marine Harvest Norway an eDNA/RNA benthic metabarcoding project is ongoing in collaboration with the University of Geneva (Switzerland) and the University of Aarhus (Denmark) to develop a more eco-friendly technique (based on molecular tools) to measure the impact of our sites on benthic biodiversity.
- Marine Harvest Chile has run a project using by-products of the metallurgy industry, where the contained by-products were deployed at the bottom of a lake that contained high amounts of organic matter with anaerobic conditions. The results showed that the by-products catalyzed the mineralization of the organic matter and created an aerobic environment around the area deployed. The next step will be to deploy the by-products in an anaerobic seawater site.
- Marine Harvest Norway has recycled over 360 tonnes of equipment (farming nets, ropes, cages) resulting in a decrease of approximately 1,300 tonnes of CO<sub>2</sub>e and 600 tonnes of oil equivalent in non-renewable sources. Once cleaned, the nets are recycled into carpets.
- Different approaches to using alternative antifouling coatings without copper have been under development in Norway and Chile. Some of these tests are being duplicated in both countries to challenge the coatings in different seawater conditions.

### ***Where to find out more?***

Our Annual Report 2015: <http://hugin.info/209/R/1999866/737534.pdf>

---

---

**Principle 10:** *“Businesses should work against corruption in all its forms, including extortion and bribery”*

Marine Harvest expects all employees worldwide to comply with applicable laws and regulations governing our business activities.

The company is committed to high ethical standards in the conduct of our business worldwide, and will not engage in fraudulent or corruptive business activities.

We keep a particular focus on business data, financial reporting, payments, suppliers relationships, competition laws, money laundering prevention, compliance with sanctions laws, conflict of interests, insider trading and stock tipping.

Marine Harvest works at all times with customers and suppliers in a manner consistent with our reputation as a reliable, honest and trustworthy business partner.

We guide ethical behavior through our Code of Conduct describing the company and the employees obligations, through corporate values, leadership principles, guiding principles, responsibilities, whistleblowing procedures for raising concerns, processes and sanctions in the event of violation, as well as the specific items spanning from compliance with laws, fraud and corruption and conflict of interests.

All employees and leaders are trained in ethical dilemmas and the code of conduct through annual e-learning and workshops.

***Where to find out more?***

Our website: <http://marineharvest.com/people/code-of-conduct/>

Our website: <http://marineharvest.com/people/life-in-marine-harvest/>

Our website: <http://marineharvest.com/about/code-of-conduct-suppliers/>

---