

Communication on engagement 2017

To our stakeholders:

I am pleased to confirm that the Norwegian Seafood Council (NSC) reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this Communication on Engagement, we describe the actions the NSC has taken to support the Global Compact and its Principles. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Renate Larsen, CEO

Human Rights

- The NSC supports the Universal Declaration of Human Rights.
 - The principles of the Universal Declaration of Human Rights are an integrated part of the NSC's ethical policy and also actively communicated in the company's internal policy guidelines.
 - There has been no incident reported on any violations of Human Rights in the NSC during the reporting period.
-

Labour

- The NSC is following Norwegian standards and local laws related to employee rights and responsibilities, compensations and benefits.
- The NSC cooperates with labour unions, representing all employees, in implementing the company's labour policy.
The NSC also actively works with the Norwegian Labour and Welfare Service (NAV) according to issues related to health.
- The NSC follows up all employees on a regular basis through appraisal interviews and semi-annual surveys on the working environment.
- There has been no incident reported on any violations in the area of Labour during the past reporting period.

Environment

- The NSC is certified according to the environmental standard Eco-Lighthouse, which is Norway's most widely used certification for the documentation of environmental efforts and demonstration of social responsibility.
 - The NSC is annually audited by the Eco-Lighthouse.
 - There has been no incident reported in the area of Environment.
-

Anti-Corruption

- The NSC has stated a zero-tolerance for corruption, bribery and extortion in the ethical guidelines, which is actively promoted in the company.
- All employees have signed a document stating that they have read and understood the company's rules and regulations related to inside information.
- There has been no incident reported on any violations in the area of Anti-Corruption.

The NSC is also now performing risk analysis within the areas of Human Rights, Labour, Environment and Anti-Corruption, in order to detect and minimize the probability of any negative or unwanted incidents to take place.