

Statement of continued support by the Chief Executive Officer

09 June 2021,

To our stakeholders:

I am pleased to confirm that Aker BioMarine 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 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.

Sincerely yours,

Matts Johansen
Chief Executive Officer

Human Rights

Assessment, policy and goals

- Zero tolerance for discrimination, harassment, or unlawful behavior
- Aker BioMarine complies with recognized international conventions and is committed to respecting basic human and trade union rights in the community. We acknowledge the fundamental principles of human rights, as defined in the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, as well as the OECD guidelines on Multinational Companies.
- Code of Conduct addresses Human Rights
- Member of the Confederation of Norwegian Enterprise (NHO), and adhere to the Basic Agreement with Norwegian Confederation of Trade Unions (LO).

Implementation

- Whistleblower channel.
- Code of Conduct training: In 2020, 95% of our employees underwent a digital training course on our Code of Conduct.
- Code of Conduct training part of onboarding of new employees.
- We aim to apply Norwegian labour rights and values globally, harmonized with local practice.
- Currently in discussions on tariff agreements with unions relevant for our offshore crew.

Measurement of outcomes

- Diversity: gender, age, nationality by significant locations of operations and management positions
- Ratio of the basic salary and remuneration of women to men
- Occupational health & safety (accidents and sick leave)
- Employee turnover

Labour

Assessment, policy and goals

- Zero tolerance for discrimination, harassment or unlawful behavior
- We aim to apply Norwegian labour rights and values globally, harmonized with local practice.
- Member of the Confederation of Norwegian Enterprise (NHO), and adhere to the Basic Agreement with Norwegian Confederation of Trade Unions (LO).
- Offshore crew are sourced from international crewing partners abiding by the regulations in the Maritime Labour Convention.
- People policy: Trust and freedom, we believe people fundamentally want to do a good job.

Implementation

- Whistleblower channel.
- Currently in discussions on tariff agreements with unions relevant for our offshore crew.

Measurement of outcomes

- Number of reported whistleblowing incidents
- Number of reported incidents concluded to constitute a breach in governing rules and regulations
- Diversity: gender, age, nationality by significant locations of operations and management positions
- Ratio of the basic salary and remuneration of women to men
- Occupational health & safety (accidents and sick leave)
- Employee turnover
- Frequently measure in feedback tool , e.g. “this workplace is psychologically safe/physically safe”, “at work, my opinion seems to count” and “I feel valued at work”.

Environment:

Aker BioMarine has sustainability at the core of our operations and have established new commitments to protect the ecosystem, like keeping the krill fishery operations away from the Antarctic peninsula penguin colonies during the breeding season as well as conducting a comprehensive climate risk analysis.

Aker BioMarine launched a new climate policy in 2020, and is committed:

1. To achieve net-zero emissions by 2050, working systematically to reduce all possible sources down to unavoidable emissions, and compensate thereafter by investing in tangible carbon capture projects for offsetting.
2. To reduce the climate impact of our own value chain (GHG reporting of scope 1, 2 and 3), working systematically to decarbonize in all parts of our operations, and tracking progress against our 2030 carbon reduction target of 50% reduction against 2020 levels.
3. To systematically map, understand and proactively position for any climate adaption necessary for our operations and our business model.
4. To actively contribute to the decarbonization into other segments of global food and nutrition, through our low-carbon product offering.

Aker BioMarine has also established a climate and decarbonization committee that reports to the audit committee on CO2 emissions, decarbonizing measures as well as assess all significant new investments in a climate perspective.

Aker BioMarine has set new sustainability goals for 2030, including:

- Aker BioMarine will make aquaculture production more efficient, by contributing to 1 billion extra servings of seafood produced annually.
- We will develop innovative products that play an integral role in sustainable diets and the future food system.
- We will combat lifestyle diseases by delivering 5 billion doses of health promoting nutrients annually
- We will decarbonize aqua and animal feed by delivering low-carbon marine ingredients
- We will improve sustainability of fisheries through contributing to data and science driven regulation and ocean management
- We will maintain unconditional MSC certification and ensure transparency in vessel operations
- We will ensure full circularity on all of our principal waste streams
- We will reduce our carbon intensity per ton krill produced by 50 percent from 2020 levels.

IMPLEMENTATION

- CO2 reporting on scope 1, 2, and 3 emissions, third party audited
- Launch of AION, a company that will handle all our principal waste streams and recycle into new, useful products
- Plastic big bags and fishing nets sent to recycling facility (AION)
- Energy efficiency program at production facility, for example installation of heat pumps
- Using machine learning and big data to optimize resource efficiency at production plant
- Launch of new supply vessel that consumes a lot less fuel than previous vessel
 - Vessel can be modified to use green fuels when availability and technology is ready
- Raised awareness among service and product suppliers by requesting CO2 data
- Each sustainability goal lies with someone in the Executive Management of the company

MEASUREMENT OF OUTCOMES

- Environmental incidents on harvesting vessels are reported on to CCMLLR, and we have an independent observer onboard to monitor this

Voluntary year-round permanent closure of a 4 500km² area of ocean around Hope Bay in the northern Antarctic Peninsula.

- No fines or rulings on environmental incidents
- Quarterly review of progress by senior management in Climate & Decarbonization Committee
- Third party audits of CO₂ reporting and independent observer on harvesting vessels

ANTI-CORRUPTION

PRINCIPLES ASSESSMENT, POLICY AND GOALS

Aker BioMarine has a fully integrated value chain which gives us good control over products and services delivered from beginning to end and low exposure to compliance risks.

- Externally, we have drafted and made public our Code of Conduct, in which we have a zero tolerance policy towards corruption, bribery and extortion. In addition, we make our suppliers commit to our Supplier Declaration in which they commit to international conventions and regulations within anti-bribery, corruption and to ensure sure and proper working conditions.
- Internally, we have policies on inter alia Gifts and Hospitality, Whistleblowing, Screening of business partners and a good track record within compliance.

Implementation

- Whistleblowing mechanism for grievances
- Gift register for all gifts received through business.
- All new employees are onboarded within inter alia Code of Conduct anti-corruption
- Responsibility is delegated to line, Chief Compliance Officer handles policies, case handling etc, Board of Directors ultimately responsible with frequent reporting

Measurement of outcomes

- Our limited exposure to corruption from customer and/or supplier side has resulted in severance of all ties
- We have implemented new screening and monitoring tool for surveillance of business partners
- Increased internal controls on anti-corruption