

## SUPPLIER DECLARATION

The AKBM group is the world's leading krill supplier and the only supplier that controls the entire harvesting and production process. We are committed to conducting our business with integrity and the highest ethical standards. In order to contribute to its commitment to integrity and the highest ethical standards, all of AKBM's Suppliers (including contractors and all sub-tier suppliers) are required to indicate their commitment to the principles in this Supplier Declaration by the signature of authorised personnel.

AKBM's minimum ethical standards shall apply regardless of where the Supplier and all involved entities and personnel are registered or conduct their activities. Whenever applicable conventions, laws or regulations deal with similar topics and standards, the strictest standard shall apply.

### **Compliance with Laws, Regulations and Conventions**

As a Supplier to AKBM we will comply with all applicable laws, regulations and relevant provisions contained in international agreements, conventions and declarations such as the Ten Principles of the UN Global Compact and the UN Declaration of Human Rights.

### **Improper Payments**

As a Supplier to AKBM we will not, in order to obtain or retain business or other advantages in the conduct of business, offer, promise or give any undue advantages to a AKBM employee, to a third party or to a public official to perform any act or refrain from acting in relation to the performance of her/his official duties. As a Supplier to AKBM we will follow applicable national and international legislation on bribery and corruption, such as the US Foreign Corrupt Practices Act and the UK Bribery Act and other relevant legislation in Norway, the USA, the UK, EU states, Russia and other countries.

### **Money Laundering**

As a Supplier to AKBM we commit to not take part in any form of money laundering and to ensure that our financial transactions are not used for this cause.

### **Gifts, Hospitality and Expenses**

As a Supplier to AKBM, we are aware that AKBM does not accept any gifts or hospitality from its Suppliers, and we will therefore not offer gifts and other favours to AKBM, AKBM's employees, representatives, partners or anyone closely related, except for promotional items of minimal value, normally bearing a company logo. Gifts, hospitality and expenses shall never be offered or received in connection with contract bidding, evaluation or award.

### **Competition**

As a Supplier to AKBM we will not take part in any form of price-fixing, market sharing

collaboration or other activity that conflict with relevant competition laws. Our procurement practices and processes will reflect competition as a fundamental requirement. Supplier selection will be based on predefined objective and non-discriminating criteria.

### **Conflict of Interest**

As a Supplier to AKBM we, and our employees, will not take part in or seek to influence any decision in circumstances that can give rise to an actual or perceived conflict of interest. Such circumstances may be a business interest or a personal interest in the subject matter economically or otherwise directly or through someone closely related. If we become aware of potential conflict of interest, we will notify AKBM without delay.

### **Health, Safety, Security and Environment (HSSE)**

As a Supplier to AKBM we will work ambitiously, through continuous improvement, for a healthy, safe and secure work environment which as a minimum is in accordance with applicable laws and regulations.

As a Supplier to AKBM we will work to minimize negative impacts on the environment, taking into consideration the full life-cycle of our products. We will work to achieve energy efficiency and minimize harmful discharge, emissions and waste production. We will comply with national environmental legislation and discharge permits.

### **Forced, slave or involuntary Labour**

As a Supplier to AKBM we will not engage or employ, or contribute to engage or employ, people against their own free will, nor will personnel be required to lodge "deposits" or identity papers upon commencing employment. As a Supplier to AKBM we will not engage or employ people through any form of forced, slave or involuntary labour.



### **Freedom of Association & Right to Collective Bargaining**

As a Supplier to AKBM we recognize that our employees are entitled to be - or refrain from being - union members and to be represented in collective bargaining agreements. In countries where these rights are restricted by law we will provide our employees with opportunities to influence their work situation.

### **Working Hours and Wages**

As a Supplier to AKBM we will ensure that working hours will comply with appropriate national legislation, national agreements and industry standards. We will ensure that wages and benefits paid for a standard working week shall at least be sufficient to cover the basic needs of the worker and his/her family. Under no circumstances can wages and benefits be less favourable than those established by national legislation or collective bargaining agreements.

### **Employment Practices**

As a Supplier to AKBM we will treat our employees and hired labour equally and fairly. We will not accept any form of harassment or bullying or any form of discrimination based on age, gender, religion, ethnic origin, sexual orientation, disability, trade- union membership, political affiliation or any other reason.

### **Selection of Business Partner, Agents and other Intermediaries**

As a Supplier to AKBM we will do our utmost to ensure that potential business partners, agents and intermediaries adopt the principles set forth in this Supplier Declaration.

### **Standards towards own Suppliers and Subcontractors**

As a Supplier to AKBM we will promote the implementation of the principles set forth in this Supplier Declaration towards own suppliers and subcontractors of any tier.

### **Integrity Due Diligences of External Parties**

As a Supplier to AKBM, we will perform risk-based integrity due diligences of our external parties and document these. Upon request, AKBM will be given access to this documentation.

### **Training**

As a Supplier to AKBM, we will train our employees and sub-suppliers in the content of this declaration and ensure that training happens throughout the supply chain. Upon request, AKBM will be given access to this documentation.

### **Whistleblowing**

As a Supplier to AKBM, we will ensure that all our employees and suppliers have the possibility to report concerns regarding potential breaches of the requirements set out in this document. We will ensure that all reported concerns will receive a fair and comprehensive investigation conducted with relevant internal and/or external assistance. AKBM shall be notified of any investigation related to activities in contracts with AKBM. Upon request, AKBM will be given access to documentation related to any such investigation.

### **Compliance and Inspections/Audits**

We, as Supplier, accept that AKBM shall be entitled to request Suppliers for documentation that shows compliance with requirements set out herein. Such documentation will be provided without undue delay, in a format suitable for the purpose of sufficiently documenting the requirements.

We further accept that AKBM or its customer or end-customer or a third party appointed by AKBM shall be entitled to carry out announced and/or unannounced inspections/audits of Suppliers and its suppliers and sub-contractors to investigate compliance with the requirements set out herein.

We understand and accept that if any deviation from the requirements set out herein is revealed during inspections/audits, the parties shall agree a reasonable deadline for remedying the deviation. The deadline shall depend on the seriousness and nature of the deviation. Serious and/or persistent breaches of the requirements set out herein shall be deemed material breaches, and shall entitle AKBM to terminate any contract with us. This will apply even if this is not explicitly mentioned in the contract between AKBM and ourselves



*By signing this document we confirm that we fulfil and will fulfil the requirements in this Supplier Declaration and will communicate the requirements to own suppliers and subcontractors and ensure that they are met. Further we grant AKBM the right to perform audits and inspections in accordance with the above and are aware that serious and/or persistent breaches of the requirements set out herein shall be deemed material breaches, and shall entitle AKBM to terminate any contracts with us. By their signatures to this document the signatories confirm their authority to sign on behalf of the Supplier and to make the commitments herein contained.*

**Declaration signed by Supplier**

Company name \_\_\_\_\_

Reg. no \_\_\_\_\_

Address \_\_\_\_\_

Date \_\_\_\_\_

Authorised sign. \_\_\_\_\_

Name \_\_\_\_\_

Title \_\_\_\_\_

Co-sign. \_\_\_\_\_

Name \_\_\_\_\_

Title \_\_\_\_\_

