

CR information from BioMar Group 2017

In BioMar sustainability, integrity and high ethical principles are the foundation for our way of operating globally. We are never in doubt that our responsibility goes beyond applicable legislation not matter where in the world we source, produce or deliver. For many years we have been running our business striving to take on corporate responsibility. We care for our employees, neighbours, the environment, our industry and the value chain.

Globally we are driving core initiatives based upon our strategic commitment to sustainability. These initiatives are being supported by a dedicated team constantly developing our focus and impact within the area. At the same time all our units are empowered to do the right thing, wherever they are based. We encourage local initiatives, confirming that we care. Each year, we are describing our ambitions, approach and initiatives in our corporate sustainability report using the framework GRI4 relating to the UN Sustainable Development Goals.

Anti-corruption & Business Ethics

As we are growing we keep reinforcing the message to our new and existing employees about how we do business. This is why we in 2017 started the introduction of a new Code of Conduct “The Right Way”, providing an extensive introduction to our ethical guidelines for all employees.

The Code of Conduct stresses our commitment to international human rights standards, health & safety, environmental care, fair competition and anti-corruption. Furthermore we conducted in-depth-training of all relevant staff on how to promote fair competition in our daily work. In 2018 the new Code of Conduct will be fully implemented through a global update of policies, processes and position statements related to our internal and external cooperation.

Training	Executive Mgt.	Local Mgt.	Sales	Sourcing	Others
Code of Conduct	Completed	Completed	In Progress	In Progress	In Progress
Fair Competition	Completed	Completed	Completed	Completed	Completed for relevant staff

Human Rights

In BioMar we acknowledge that respecting and promoting human rights is essential for living our purpose. In 2017 internal focus was promoted through the launch of the new version of the Code of Conduct “The Right Way” underlining our commitment to promote areas such as decent pay, development of capabilities, equal opportunities and the right to employee representation as well as our pledge to fight corruption and harassment.

All suppliers to BioMar must be approved by SAAT, our Supplier Audit Approval Team, in order to ensure compliance towards our Code of Conduct. In 2017 we furthermore assessed all supplier groups with intensive focus on Human Right, intensifying our focus on supplier development in regards to human rights. Main risk area were identified further back the value chain than our approved suppliers with agriculture and fishery.

Environment

We have set up targets related UN Sustainable Goals for areas such as use of fresh water, recycling of waste and renewable energy. Environmentally we have managed to reduce our CO2 footprint in line with our targets. The results were obtained through local initiatives for reduced use of energy as

well as a change towards more use of renewable energy in Norway, France and UK. In 2018 BioMar Group will continue to include this focus area as topic for all global manufacturing meetings and forum to knowledge share and drive continuous improvements.

Environmental Impact*	Target 2020	2016	2017
CO2 Emission (2016 baseline)	20% Reduction	Index 100 (61kg/t)	Index 89 (54 kg/t)
Packaging Waste	100% Recycled	99.6 %	>99%

*Preliminary figures. Final figures to be reported in BioMar Sustainability Report 2017

Working Conditions

In BioMar safety always comes first and we are cooperating with our factories to minimize the risk factors inherent in the daily work. We have during some years experienced a too high accident rate and we have enhanced executive focus supporting manager and employees in creating a cultural change. We were able to lower our LTI rate from 9.1 in 2016 to 6.4 in 2017. At the same time we reduced the severity rate from 0.10 to 0.09 in 2017: A rate that has been declining for the last two years. In 2018 behavioral initiatives will be initiated to strengthen management and employee focus.

Health & Safety	Target 2020	2015	2016	2017
LTI Rate	< 2.0	8.5	9.1	6.4
Days Lost/Employee	No target	0.15	0.10	0.09

Another important part of our effort has been initiatives improving social conditions and employee working conditions in and around our factories. One example is Chile, where the employees have been engaged in suggesting and selecting initiatives to develop the nearby communities. Another example is Denmark where BioMar has encouraged employees to get away from the desk for short exercises during working.

We are striving to be a great place to work and we are regularly tracking employee engagement through use of two key indicators: absence and bi-yearly engagement survey. In 2017, we have been performing according to targets in both areas. In 2018 the engagement survey will be conducted globally and all areas with engagement issues are obliged to initiate an action plan.

We have furthermore continued our effort making sure that each employee is qualified to meet the future requirements of his or her role. In 2017 more than 90% of our employees participated in a formalized dialogue with immediate manager regarding performance and development resulting in a personal development plan. This is a significant increase by 80% from 2016. In 2018 the development dialogues will start being implemented in China supporting the development of the business unit.

When looking at gender diversity in management, we have through 2017 improved our rate of female leaders in managerial roles from 14% to 19%. The change has happened across BioMar by enhanced focus on the advantages of diverse teams. By this improvement, we can celebrate that we have more women in management than in the workforce in general. We hope to continue this positive development in 2018 ensuring equal opportunities at all management levels.

Diversity	2016		2017	
Gender	Female	Male	Female	Male
Management	14%	86%	19%	83%
Total	19%	81%	20%	80%

Stories

Reducing global CO2 footprint

BioMar Group has during 2017 intensified the focus on reducing the global CO2 footprint of the factories. The effort has been two dimensional: A reduction in energy consumption deriving from focus on energy efficiency combined with a switch towards renewable energy sources in a number of European plants. At the same time high capacity utilization has provided significant tailwind. In total the CO2 footprint was reduced by 11% from 2016 to 2017. Globally, best practice is being exchanged and initiatives made possible by years focus on energy consumption in Europe are implemented at accelerated speed elsewhere when the external conditions are in place.

Another initiative to reduce the CO2 footprint in BioMar Group has been the purchase of the second gas-driven boat for feed deliveries in Norway. Nyksund is fuelled by natural gas and is able to transport a load of 2700 tonnes of fish feed reducing the CO2 footprint of transportation significantly.

Sustainable Solution Steering

BioMar Group has been a leader in global aquaculture sustainability for many years and continues to raise the bar higher. In 2017 the next evolution within sustainable aquaculture was created in shape of a fully integrated tool for tracking and measuring sustainability at the sourcing side of the value chain.

Triple S (Sustainable Solution Steering), which will fundamentally change the way BioMar source raw materials and provide full transparency measuring sustainability at the origin of the value chain. When completed, Triple S will be the first of its kind in the aquaculture industry and will continue BioMar Group's long tradition of being at the forefront of the aquaculture sustainable agenda.

Employees compete in helping local communities

BioMar, Chile has for several years been involved in supporting the local communities and the company believe in creating mutual growth together with the indigenous people are living around our factories. Additionally, this year BioMar asked the employees to present us to the most important thing we could do to improve quality of living locally.

Our employees in Chile are often living in the local communities or know somebody that does. Hence they have a good feeling on what is going on and how we as a company can contribute being a good organizational citizen. To use this knowledge we invited all employees in the factories to propose ideas, projects or activities that could help developing the local communities. The best opportunities were selected for implementation by a panel with representatives from the employees, management, unions and HR. In many of the projects BioMar employees play an active role bring the ideas alive.