

## Mowi policy on sustainable salmon feed

1. All ingredients used in salmon feed (marine and non-marine origin) shall have a traceability system in place. For raw materials this shall include as a minimum: the volumes per species, country of origin and fishery for marine ingredients including those originated from trimmings. For land-based ingredients, in addition to volumes, also crop type and region harvested needs to be traceable.
2. Marine raw materials shall not origin from IUU (Illegal, Unregulated and Unreported) catch or from fish species classified as endangered by the International Union for the Conservation of Nature (IUCN) red list.
3. Marine raw materials processed from whole fish shall be sourced from suppliers who adhere to responsible fishery management practices. This entails sourcing fishmeal and oil from fisheries that are certified as sustainable according to the Marine Stewardship Council (MSC) standard and/or the IFFO RS scheme and/or achieve Fish Source scores  $\geq 6$  in all categories and  $\geq 6$  in the biomass category.
4. Suppliers of feed raw materials shall comply with recognised crop moratoriums.
5. Mowi supports efforts to increase purchases of sustainably sourced vegetable raw materials. Vegetable raw materials like, e.g., soy shall not originate from areas of deforestation. The producer shall also ensure legal use of land and water, and respect of the needs and rights of smallholders and indigenous people as well as protection of workers' health and rights. Mowi accepts this to be documented through soy certified by ProTerra or supplied from a producer applying the Roundtable for Responsible Soy (RTRS) agreements or equivalent.
6. When expanding the portfolio of non-marine raw materials used in our feed, Mowi will continue to support the inclusion of ingredients that originate from verified sustainable sources. All palm oils, if used in Mowi's feeds, are supplied from producers applying the Roundtable on Sustainable Palm Oil (RSPO) agreements or equivalent. Mowi accepts mass balance supply chain RSPO or a higher level of certification (segregated or identity preserved).
7. As a minimum, salmon feed suppliers should be GLOBALG.A.P. or BAP certified by an accredited certification body (CB).
8. Mowi has a zero-tolerance approach to modern slavery and human trafficking. Feed raw material suppliers must have in place due diligence controls to prevent modern slavery from occurring in their own operations and supply chains. Work must be conducted on voluntary basis, freely agreed and with documented terms and employment. In addition, the Mowi Code of Conduct for suppliers (<http://mowi.com/people/code-of-conduct-suppliers/>) shall be followed.

