

Policy on salmon welfare

Mowi's definition of fish welfare

Mowi's practices recognise the Five Freedoms for animal welfare and adopt the World Organization for Animal Health (OIE) definition of animal welfare: Animal welfare means how an animal is coping with the conditions in which it lives and refers to the state of the animal. A good state of welfare is if it is healthy, comfortable, well nourished, safe, able to express innate behaviour and it is not suffering from unpleasant states such as pain, fear and distress. Good welfare requires disease prevention and veterinary treatment, appropriate shelter, management, nutrition, humane handling and humane slaughter. Mowi recognises animal welfare as a strategic business consideration.

Governance

Mowi's strict production practices and standards, matched by our dedicated fish health professionals and trained staff, ensure the welfare of our fish is monitored and secured on a daily basis, throughout the entire production cycle. Our Managing Directors and Group Management Team have responsibility for our fish welfare policy and implementation of welfare criteria.

Our Group Manager for Fish Health and Welfare coordinates our Global Fish Health and Welfare Technical Team, which meets (as a minimum) on a quarterly basis to discuss and address specific health and welfare topics.

Policy scope

Mowi's policy on salmon welfare serves as a global (Mowi Group) policy, covering all our farmed Atlantic salmon, at all farm sites and in all countries. This policy is complemented by internal standards and position statements on specific welfare related topics, such as medicine use, harvesting methods and genetically modified salmon.

In addition, our Code of Conduct requires that our suppliers adhere to animal welfare practices no less stringent than our own and to undertake appropriate measures and risk assessments to minimize potential welfare impacts from new equipment, products or services. Mowi's training on animal welfare is made available for relevant suppliers. This policy applies to farmed Atlantic salmon, which is the only species that Mowi produces for human consumption. It also applies to all Mowi brand products. All principles stated below in this policy apply to 100 % of farmed Atlantic salmon farmed and processed by Mowi and thus 99% of all farmed animals that form Mowi's supply chain. Other farmed species processed in Mowi's supply chain (Pangasius, Trout, Coho salmon, Tilapia and pork) contribute <1% of the total farmed animals.

Mowi safeguards salmon welfare through:

1. Employee training and awareness

Our staff are dedicated to the well-being of our fish and our fish health professionals continuously exercise their duty of care and attention to our fish. Each of our farming business units has a dedicated fish health and welfare manager/director (and fish health team) who is responsible for fish welfare and who forms part of the local senior management team. Day-to-day management of farmed salmon welfare is the responsibility of each site manager.

Our site staff regularly attend fish welfare courses (internally and externally), which focus on optimising welfare and minimising stress throughout production. Mowi has a global internal training programme on fish welfare covering all aspects of our welfare policy, ensuring a common understanding of, and focus toward, fish welfare in our farming operations. As a minimum, training is undertaken annually, and new site personnel also complete the training as part of their on-boarding. Health personnel receive additional training on animal welfare which covers, amongst others, topics of husbandry, slaughter and fasting. In the event of non-conformities with this policy, corrective actions (e.g. further training, additional welfare monitoring) are identified and followed up by the fish health and welfare responsible person in each farming business unit. Mowi also engages with consumers to raise awareness on fish welfare. Mowi is proactively communicating with its stakeholders and the public about its efforts to secure best possible welfare for the livestock, such as on its websites and through social media.

2. Farming under optimal environmental conditions

Our salmon farming sites are located in areas where the environmental conditions are optimal for fish welfare and their well-being. This ensures our salmon grow in areas where water quality (such as oxygen and temperature) matches their needs, provides natural comfort and allows them to thrive. Further, these natural conditions promote a positive affective state. If natural weather conditions may threaten oxygen levels, we have systems in place to provide additional water flow and aeration to our fish.

3. Securing optimal health and, when needed, responsible medicinal treatment

The application of good husbandry and management practices, biosecurity programmes and veterinary health plans, all under the supervision of our fish health professionals, contribute to the optimisation of fish welfare and their well-being.

Any fish loss is retrieved and disposed in a bio-secure manner. All mortality is categorised and recorded in our livestock management system on a daily basis and the specific cause of mortality is registered. We assemble data on total loss per cause (for all our sites and pens), including the proportion of fish affected by sores¹. This allows us to analyse disease data and trends, identify areas for improvement and mitigating actions, and this also steers our R&D focus. Annually we report seawater survival rates and the main causes of disease and loss across our operations. This reporting is audited by an independent third party, for all operations. Incident based mortality is also disclosed in our quarterly financial reports. Losses related to our freshwater operations are categorised, recorded and analysed in a similar manner².

¹ Total mortality due to sores (% biomass) for Mowi Group was 0.94%, 1.21% and 1.32% in 2019, 2020 and 2021, respectively. Therefore, the proportion of our farmed salmon unaffected by sores has been approximately 99% over this period.

² Freshwater average monthly survival rate(%) in Mowi Group (defined as total number of fish from 1g, corresponding to the completion of transition to exogenous feeding/standing count of fish): 99.3% in 2021, 99.5% in 2020 and 99.3% in 2019. Data per country (2021, 2020 and 2019 respectively): A. Norway – 99.3%, 99.6% and 99.5%; B. Scotland – 99.4%, 99.6% and 99.4%; C. Ireland – 99.7%, 99.7% and 99.4%; D. Faroes – 99.3%, 99.2% and 99.2%; E. Chile – 99.1%, 99.0% and 97.4%; F. Canada (West & East) -99.0%, 99.1% and 99.2%.

We stock all our farmed salmon (100%) at densities that safeguard their welfare and enhance performance, and we track stocking densities across all sites and countries, at all times. Our stocking densities, throughout production, are well below the regulated maximum permitted stocking density at sea of 25 kg/m³. This ensures fish have ample space to swim and express natural behaviour, as our net pens contain minimum 97.5% water and only 2.5% fish as a maximum. Our actual stocking densities across our seawater sites are consistently and significantly lower, with an average monthly standing stocking density of approximately 8kg/m³ in Mowi Group (see Appendix I for details). For our sites certified to organic (Mowi Ireland, representing 2% of Mowi Group's production volume in 2021) and RSPCA standards (Mowi Scotland, representing 13% of Mowi Group's production volume in 2021), maximum stocking densities are 10kg/m³ and 15kg/m³ respectively.

We vaccinate 100% of our fish to reduce the risk of disease and compromised welfare. We minimise stress during handling operations by using anaesthesia. In addition, our breeding programme focuses on improving survival and disease resistance.

We do not use, and are committed to not using, antibiotics or hormones as growth promoting substances in our global production of farmed salmon. Therefore, 100% of our farmed salmon are free from growth-promoting substances, across all countries. In addition, 100% of our farmed salmon are not genetically-engineered or cloned across all farm sites and countries.

100% of our farmed salmon are not subjected to routine mutilations (eg. fin clipping) at all farm sites, across all countries.

In cases of disease outbreaks and the need of medicinal treatment to safeguard the well-being of our fish, we only treat the fish with approved veterinary medicines. All treatments are prescribed by certified veterinarians/fish health professionals and are strictly controlled by the authorities.

We only use licensed antimicrobial medicines when fish health and welfare are at risk from bacterial infection and to avoid unnecessary suffering. To not use antimicrobial medicines under such circumstances would be unacceptable from a welfare perspective. Whenever possible, a sensitivity test is performed before any antimicrobial treatment. Furthermore, if antimicrobial medicines are used, the respective withdrawal periods are always applied prior to harvest, ensuring any residues are below safe levels in our final products. In addition, antimicrobial medicines are never used prophylactically, across all farm sites and countries.

4. Securing optimal feed and feeding practices

We ensure that 100% of our farmed salmon, at all sites and across all countries, obtain the necessary nutrients for good health and welfare throughout their lives.

5. Observing fish behaviour

100% of all our sites and across all farming countries have underwater cameras that allow us to monitor fish behaviour, including appetite and swimming activity. Mowi uses environmental enrichment; where cleanerfish are used, we deploy artificial kelp forests (or hides) in 100% of the pens to allow both cleanerfish and salmon to shelter, express natural behaviour and also to create a positive affective state. Hides provide protection, a resting place and access to good water quality.

Hides are designed to be stable, easily cleaned and provide the least possible risk of escapes, and ensure cleanerfish efficiency. The number, size and positioning of hides is adjusted to cleanerfish needs and to ensure they are placed relative to the salmon biomass, thereby also providing enrichment for salmon³.

3. The described ongoing activities on enrichment are already integrated in our operational procedures. Therefore, in 2021, R&D expenditure specifically on enrichment was zero.

6. Handling and transport

We minimise the need for handling. If we handle our fish, this is done according to standard protocols and as gently as possible to minimise stress. Anaesthetics are used where necessary. During transport, we ensure transport tanks have good water exchange and/or circulation to minimize stress. In addition, water quality is monitored continuously (including temperature, O₂ and CO₂). Stocking densities during transport are set by the authorities. Mowi's maximum transport time for smolts is 40hr but is generally much lower (min. average = 4hr; max. average = 25hr). For live harvest fish, in wellboats, maximum transport time is 28hr and again is generally much lower (min. average = 2hr; max. average = 16hr).

7. Humane stunning and slaughter methods

We focus on handling our fish carefully during harvesting and we percussive stun 100% of our salmon from all our farm sites and across all countries to ensure they are effectively and humanely stunned and killed.

In the event that automated percussive stunning fails for any individual salmon, Mowi implements a back-up method of manual percussive stun by trained staff to ensure that these fish are humanely stunned and killed

8. Internal and global standards on fish welfare

We implement standards that meet and exceed regulatory requirements and industry guidelines on fish welfare. We have developed and implemented internal standards to assess fish welfare during mechanical sea lice treatments.

We are committed to certify all our farms to recognised standards, namely GLOBALG.A.P., ASC and GSA BAP that cover several welfare aspects, including those related to feed and water quality, health management, transport, harvest and slaughter. 100% of Mowi's farms are either Global G.A.P., ASC or GSA BAP certified. In addition, our Scottish operations are 100% certified against the RSPCA (Royal Society for the Prevention of Cruelty to Animals) standard and our Irish operations are 100% organic certified, with freshwater sites being RSPCA certified as well.

9. Our suppliers and fish welfare

Our suppliers of equipment, products and services are required to follow fish welfare standards no less stringent than our own. Our Code of Conduct defines what suppliers are required to do with respect to safeguarding fish welfare.

10. Monitoring and reporting operational welfare indicators

Fish welfare is monitored on a routine basis. Our Operational Welfare Indicators (OWIs) are based on scientifically validated indicators, such as those proposed by NOFIMA (Fishwell, Handbook on Welfare Indicators for Atlantic Salmon) and include environmental, individual and group-based welfare indicators. At present, we report publicly our fish health and welfare strategy, our targets (on survival, medicine use and meeting global standards) and performance. We have a standardised and systematic global system for welfare monitoring and OWI data capture. This is operational and allows our seawater farming units to regularly check and report on the welfare status of our fish. We disclose performance data on welfare metrics and our OWIs in our annual report.

In addition, we are implementing a technology that will deliver real-time surveillance and monitoring of fish welfare.

11. Continuous improvement through R&D and other initiatives

We continuously search for new farming solutions and routines that advance fish welfare and well-being. Our R&D portfolio includes, but is not limited to, research on infectious diseases, nutrition, production related disorders and harvesting methods. We also engage with stakeholders (for example ASC, Dutch Society for the Protection of Animals) on the further development of Operational Welfare Indicators for farmed raised salmon.

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Examples of external communication

- <https://public.3.basecamp.com/p/66UVYT6x4c5nf6bXNpgZPCRB>
- <https://public.3.basecamp.com/p/EM12yb7sLZT1iBLfbngujuo9>
- <https://public.3.basecamp.com/p/y36CGLSg8v2Y8ZagF5bneolo>
- <https://public.3.basecamp.com/p/yWvqFajhC6gG29SrTSaoF5ba>
- https://fb.watch/dR9g_pZ215/
- <https://fb.watch/dR9iz4IFvu/>
- <https://fb.watch/dR9mBGM7xK/>
- <https://fb.watch/dR9ptWc71y/>
- <https://fb.watch/dR9rNCion0/>
- <https://fb.watch/dR9tucEXST/>

Appendix I

Average monthly standing stocking density of farmed salmon (kg/m³) per business unit and for Mowi Group, 2019 - 2021

BUSINESS UNIT	2019	2020	2021
NORWAY	8.9	9.0	8.2
SCOTLAND	6.6	6.9	6.8
IRELAND	4.1	4.4	4.2
FAROEES	10.7	10.7	10.2
CANADA	7.4	7.3	6.0
CHILE	6.4	7.4	7.0
MOWI GROUP	7.7	8.0	7.4

Mowi Norway, Scotland, Ireland, Faroes, Canada and Chile represent 59%, 13%, 2%, 2%, 10% and 14% of the total production volume in Mowi Group.