

Policy on sustainable salmon feed

- All ingredients used in salmon feed (marine and non-marine) 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 and volumes per species and region grown for vegetable ingredients.
 - For soy this shall include the volumes per municipality and biome
- 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.
- Marine raw materials processed from whole fish shall be sourced from suppliers who adhere to responsible fishery management practices.
 - This entails prioritizing sourcing fishmeal and oil from fisheries that are certified as sustainable according to the MSC standard and/or the IFFO RS scheme and/or achieve Fish Source scores ≥ 6 in all categories and ≥ 6 in the biomass category.
 - As a second option (if MSC and/or IFFO-RS volumes are not available), sourced from fisheries that are engaged in time-bound fishery improvement projects (FIPs) that are recognised by the IFFO RS improvement programme, or equivalent
- Suppliers of feed raw materials shall comply with recognized crop moratoriums.
- Mowi supports efforts to increase purchases of sustainably sourced vegetable raw materials.
 - Vegetable raw materials like, e.g., soya 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 soya certified under ProTerra, the Roundtable for Responsible Soy (RTRS; segregated module) or equivalent.
- When expanding the portfolio of non-marine raw materials used in our feed we will continue to support the inclusion of ingredients that originate from verified sustainable sources.
 - All palm oil, if used in Mowi's feed shall come from certified sources such as the Roundtable on Sustainable Palm Oil (RSPO) or equivalent. Mowi accepts mass balance supply chain RSPO or a higher level of certification (segregated or identity preserved).
- As a minimum, feed suppliers should be GLOBAL G.A.P. certified by an accredited certification body (CB)
- Mowi has a zero-tolerance approach to modern slavery and human trafficking. Feed raw material suppliers shall have in place due diligence controls to prevent modern slavery from occurring in their own operations and supply chains. Work shall be conducted on voluntary basis, freely agreed and with documented terms off employment. In addition, the Mowi Code of Conduct for suppliers shall be followed.

