



Marine Harvest Code of Conduct for Suppliers

1: Comply with all laws and regulations applicable to business

1.1. Marine Harvest suppliers will comply with applicable laws and regulations governing their business activities, worldwide.

1.2 Marine Harvest suppliers are committed to high ethical standards in the conduct of their business worldwide. Employees will not engage in fraudulent or corruptive business activities.

2: Be honest, fair and trustworthy

2.1 Marine Harvest suppliers works at all times in a manner consistent with Marine Harvests reputation as a reliable, honest and trustworthy business partner.

2.2. Marine Harvest suppliers provide full, timely and accurate information and business data to the public, shareholders and business partners.

2.3. Marine Harvest suppliers provide full, fair, timely, accurate and understandable reporting of their financial results and conditions.

2.4. Marine Harvest suppliers prohibits payments – giving or receiving – made improperly to gain advantage, in every country around the world, in either the public or private sector. Gifts or favors of a nominal value, made openly, might be acceptable.

2.5 Marine Harvest supplier's relationships with their suppliers shall be lawful, efficient and fair.

2.6 Marine Harvest suppliers will comply with all applicable competition laws.

2.7 Marine Harvest suppliers will conduct business only with reputable customers and suppliers involved in legitimate business activities with funds derived from legitimate sources.

2.8 Marine Harvest suppliers will comply with all applicable sanctions laws by only doing business with reputable customers and suppliers.

3: Avoid conflicts between work and personal interests

3.1 Conflicts, or the appearance of conflicts, between work responsibilities and free-time activities or personal interests and business, must be avoided.

3.2. It is illegal to buy or sell securities on the basis of material, non-public ('inside') information. It is also illegal to communicate (or 'tip') inside information to others.



4: Protect safety and health

4.1. For Marine Harvest suppliers, safety and health is primary in everything – and essential to Marine Harvests employees, their families, the community and customers. Marine Harvest suppliers require that safety should not be compromised for any other business priority.

5: Practice fair employment

5.1. Marine Harvest suppliers are committed to respecting the privacy of individuals, and will handle personal data responsibly and in compliance with applicable privacy laws.

5.2. All Marine Harvest suppliers activities shall be conducted without discrimination on the basis of race, ethnicity, national or other origin, disability, age, gender, sexual orientation, language, religion, or any other characteristic where a person is not treated as an individual.

5.3. Marine Harvest suppliers recognize the right of all workers and employees freely to form and join groups for the promotion and defense of their occupational interests, including the right to engage in collective bargaining.

5.4. Marine Harvest suppliers are committed to the abolition of child labor, and all forms of forced or compulsory labor.

Marine Harvest suppliers considers the minimum age for employment as not lower than the age of completion of compulsory schooling as set by national law, and in any event not lower than 15 years of age.

6: Support an open and positive culture

6.1. Marine Harvest suppliers aim to be an open, positive and supportive working community.

7: Be a positive force in the community

7.1. Marine Harvest suppliers support and observe the Universal Declaration of Human Rights in their operations.

Marine Harvest suppliers require a similar commitment from their suppliers and participants in their supply chain.

7.2. Marine Harvest suppliers aim for positive relationships in local communities where they operate, and to contribute to local development.



Acknowledgment

I understand that it is my responsibility to read, to understand, and to keep up to date the contents of the Marine Harvest Code of Conduct for Suppliers and to seek clarification or further information, if needed, and to comply with the contents of the Code of Conduct for Suppliers.

I further acknowledge that I have been afforded the opportunity to ask any questions I have concerning the content of the Code of Conduct for Suppliers.