



**HUMAN RIGHTS POLICY**  
**FOR**  
**COAST SEAFOOD**

**OF**

**JUNE 5 2023**

Coast Seafood AS and the company's subsidiaries respect and promote internationally recognized human rights, in accordance with the UN's Universal Declaration of Human Rights and the OECD's guidelines for multinational companies.

Our policy is always to strive for full compliance with the UN's Universal Declaration of Human Rights and the OECD's guidelines for multinational companies. We work actively both to implement respect for basic human rights in our own business activities, and to strive that our employees, our suppliers, and other business partners respect and comply with these and are not involved in human rights violations.

Safeguarding key human rights is a focus area both in our internal ethical guidelines that apply to all employees in Coast Seafood, and in our ethical requirements for suppliers.

Our ethical requirements for suppliers shall form the basis for entering contracts with suppliers. The supplier's own ethical guidelines may be used if these match or exceed our requirements. In addition to a general requirement for compliance with the UN's Universal Declaration of Human Rights as well as a relevant national legislation, our ethical requirements for suppliers set specific requirements relating to, among other things, the supplier's handling of employees and employee rights. Our suppliers are also subject to a duty to report any violations of the requirements to Coast Seafood, as well as a duty to document, on request, how the supplier work to ensure compliance with the requirements. Any violations of our ethical requirements for suppliers will be followed up and, if necessary, sanctioned.

As a part of our work to implement and ensure compliance with basic human rights, Coast Seafood conducts due diligence and risk assessment to map any risk areas where our activities may contribute to a negative impact on human rights, and – if risk areas are uncovered – take the necessary measures to ensure full compliance with human rights.

This policy applies to Coast Seafood AS and all its subsidiaries.