



ETHICAL SOURCING POLICY

Seafresh Group produces and distributes seafood products. With global supplies of both wild and farmed species, from both owned and third-party operations, we are committed to sourcing our products with honesty and integrity. We commit to maintaining transparency in our supply chains, assessing and mitigating risks to human and labour rights, and remediating any situation of abuse that may be identified.

We adhere to the terms of the Ethical Trading Initiative Base Code and provide our customers with visibility of all related information through SEDEX and other means. We collaborate with suppliers, customers, certification standard developers, governmental and non-governmental organisations, to develop expertise on human and labour rights, address issues and improve working conditions in our supply chains and our industry. We follow the guidance of Stronger Together in the UK and establish similar partnerships in other countries where necessary. We commit to reporting on our actions in our Modern Slavery Statement.

We sustain thousands of jobs in many countries, both directly and indirectly. Whilst we are proud of our positive economic impact on many livelihoods, particularly in developing countries, we also strive to optimise the positive social impact of our activities. In our own operations, beyond compliance with labour laws, we are committed to providing our employees with good working and living conditions, and opportunities of personal development in a spirit of mutual respect. We also support local communities in their development, particularly in education and health.

A handwritten signature in black ink, appearing to read "Lasse B. Hansen".

Lasse B. Hansen, CEO

19th March, 2020