



## Supplier Code of Conduct

We require our suppliers to operate in accordance with international standards, and recognise the minimum standards for human rights, labour rights, climate, environment, and anti-corruption.

We also recommend that all our suppliers follow OECD guidelines for responsible business conduct <https://www.responsiblebusiness.no/the-oecd-guidelines/>.

### Human rights and ethical trade

Seaborn require our suppliers to refrain from human rights violations, as described in the UN Universal Declaration of Human Rights, [Universal Declaration of Human Rights](#) both in one's own organization and in their own value chain.

Our ethical guidelines are based, among other, on the 10 principles for social responsibility published by the UN (The UN Global Compacts):

1. Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.
2. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining (including, but not limited to wages, working hours, working conditions)
3. the elimination of all forms of forced and compulsory labour.
4. the effective abolition of child labour.
5. the elimination of discrimination in respect of employment and occupation.
6. Business should support a precautionary approach to environmental challenges.
7. Undertake initiatives to promote greater environmental responsibility; and
8. Encourage the development and diffusion of environmentally friendly technologies.
9. Business should work against corruption in all its form, including extortion and bribery.

If a supplier has a negative impact on human rights than these issues must be addressed and rectified. If the supplier discovers violations of human rights, these must also be notified to Seaborn, by contacting [mail@seaborn.no](mailto:mail@seaborn.no) as soon as possible after the breach has been discovered.

Seaborn will regularly carry out risk assessments of all suppliers. Every supplier must be able to answer questions and be available for an audit. We require that the supplier have systems in place in order to detect human rights violations.



Seaborn also recommends all of our suppliers to be members of SEDEX (Supplier Ethical Data Exchange) so that we can improve transparency in the supply chain and promote responsible operations.

### **Working conditions**

Seaborn expects all suppliers to comply with all local, national, and international regulations concerning working conditions and health, - environment and safety regulations.

### **Anti-corruption, competition and ethical business**

Seaborn has a zero-tolerance approach to corruption, bribery, money laundering and terrorist financing. All suppliers to Seaborn need to follow the same principles. They have a legal and ethical responsibility to ensure they are not knowingly providing support in a transaction involving fraud or corruption.

We require that all suppliers to Seaborn comply with competition laws. Our suppliers must never enter into agreements or understandings with competitors or engage in other conduct that undermines competition.

### **Sustainable farming**

For our suppliers in the aquaculture industry, we expect that they operate sustainable aquaculture, and that they are a responsible social actor and conduct business in accordance with the applicable laws and regulations. Companies must do everything they can to take care of the environment and ensure that it is managed in such a way that it also benefits the next generations. Seaborn prefers suppliers to have an environmental certificate such as ASC or Global Gap.

### **Environmental goals and reporting of sustainability**

We recommend that all our suppliers develop a sustainability strategy for their business. The overall sustainability strategy should include information on which sustainability goals the business is prioritizing and focusing on.

We recommend that the supplier annually measures the company's carbon footprint, and continuously works with reduction.

Seaborn requires that feed used for farming fish has ingredients that are from sustainable wild fish stocks, vegetable ingredients from zero deforestation crops, and we encourage use of new and more sustainable alternative feed ingredients like algae oil, fish trimmings etc. that may contribute to less CO2 footprint.

### **Ethical Business**

We expect our suppliers, subcontractors, customers and partners to acknowledge and respect all relevant laws, regulations and sanctions regarding trade with products delivered by Seaborn AS.

We acknowledge comply with Seaborn ethical guidelines:

Date:

Name company:

Name and title: