

Date and place

Dear supplier,

Lerøy Seafood Group ASA ("LERØY") takes its corporate social responsibility very serious. Our aim is to combine healthy business management with a clear responsibility for society and the environment. Our goal is to contribute towards influencing improvements in human rights, labour rights and environmental protection, both within LERØY and in relation to our business associates.

LERØY respects and promotes the UN's fundamental human rights and the International Labour organization's (ILO) core conventions ("Human Rights and Decent Work Conditions") as further set out in the LERØY Supplier Code of Conduct. LERØY further endorse the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. The supplier shall assure that it has implemented a clear and transparent grievance mechanism related to recruitment processes and in the workplace to assure that internal procedures for complaints are managed in a structure way.

Our supply chain is an essential part of this commitment and LERØY will secure compliance through supplier interaction, dialogue and transparency.

LERØY expects all business associates to comply with prevailing legislation, to respect internationally recognized human rights and to follow LERØY's regulations and Supplier Code of Conduct. Should these differ from one another, the main rule is that the most stringent requirements apply. Suppliers and its sub-suppliers are expected to make this known to all its employees and sub-suppliers that are, in any way, involved in LERØY's supply chain.

For the abovementioned reasons, we ask our suppliers to respect LERØY's Supplier Code of Conduct.

In order to verify adequate compliance with LERØY's Supplier Code of Conduct, suppliers or any sub-suppliers that are a direct part of the LERØY's supply chain, entitles LERØY or an assigned third party to audit them in relation to all matters covered by this Supplier Declaration. The Party to be audited shall provide the auditor with access to all facilities and relevant systems and provide aid and assistance during such audit.

A supplier that is part of the LERØY supply chain, shall offer maximum transparency in the monitoring of the measures implemented and shall collaborate in communication with different stakeholders in related matters.

All LERØY suppliers shall accept to participate in LERØY's supplier monitoring system and answer requested questions honestly and within the requested timeframe. This is part of LERØY's overall responsibility to assure its supervisory responsibility related to its supply chain and LERØY is bound to do so to meet its regulatory reporting responsibility. If such requests are not followed, LERØY will take necessary actions to close any non-conformances or to terminate the supplier relationship.

We ask you to please sign this Supplier Declaration as proof of knowledge of LERØY's Supplier Code of Conduct and as a guarantee that you will comply with it. Failure to do so may result in the termination of supplier relationships / contracts.

This signed document should be sent to Supplierdeclaration@leroyseafood.com

Signature: _____

Name / Title: _____

Company: _____