

# Code of Ethics and Conduct for Suppliers



Austral Group S.A.A.  
Austevoll Seafood Company



Austevoll Seafood ASA

# About Us



We are a leading fishing company in the extraction, processing and marketing of nutrients from the Peruvian sea that carries out its operations on the basis of a sustainable management model focused on quality, continuous improvement, eco-efficiency and innovation.

We are part of the Norwegian group Austevoll Seafood ASA, a company listed in the Oslo Stock Exchange and operating in three of the most important fishing countries: Norway, Chile and Peru. The corporate purpose of the main companies that make up the group is the extraction, cultivation, processing and marketing of hydrobiological species.

We recognize our suppliers as strategic partners and a key part of our value chain, while aligning them with our standards of sustainable business management and stimulating the local economy through our operations. We promote local development and responsible sourcing, supplier development and improvement of our suppliers' environmental, social and good corporate governance standards.

We are committed to the protection of human rights and decent working conditions. We support the International Bill of Human Rights and the core conventions of the International Labor Organization (ILO). In addition, we support the UN Guiding Principles on Business and Human Rights and the Transparency Act based on the OECD Guidelines for Multinational Enterprises.

We are signatories of the United Nations Global Compact, and we adhere to the Sustainable Development Goals (SDGs). As members of the Global Compact Network, we are committed to complying with 10 universally accepted principles on human rights, labor, environment and anti-corruption. Moreover, our management is aligned with the UN's Sustainable Development Goals (SDGs), and, as part of our sustainability strategy, we have prioritized the following 9 SDGs:



This document includes corporate governance standards and best practices to promote respect for and compliance with human rights and decent working conditions, respect for the environment and communities, and prevention of acts of corruption, money laundering and terrorism financing, which ensure a sustainable, ethical and responsible management in our value chain.

We require our suppliers to align their management with and contribute to the ethical and sustainability principles adopted by Austral Group S.A.A. and to become role-players in the transformation for sustainable development.



# General Provisions

- This Code applies to all our suppliers, whether individuals or legal entities, their employees, managers, shareholders, directors and other officers, as well as to third parties, in case they have been subcontracted; notwithstanding, the supplier shall be entirely responsible for compliance with the provisions set forth in this Code.
- The supplier must comply with all legal provisions in force that apply to its line of business.
- The supplier must comply with Austral's internal provisions, policies and procedures that have been previously brought to its attention in the framework of service provision. Furthermore, the supplier must comply with the provisions informed upon entering Austral's premises and facilities.
- The supplier agrees to comply with Austral's guidelines on human rights and decent working conditions.
- The supplier is committed to complying with the sustainable management guidelines in relation to the 10 principles of the UN Global Compact and the (prioritized) Sustainable Development Goals.
- The supplier must declare any actual or potential conflicts of interest that may exist with Austral's operations or employees.
- The supplier is under the obligation to inform Austral of any ongoing event, investigation or complaint it is involved in relating to corruption of officials, financial fraud, tax fraud and other matters.
- Failure to comply with the provisions of this Code is considered a serious offense. Austral reserves the right to terminate any contract or business agreement with any supplier that fails to comply with the Code.

# Human Rights and Decent Working Conditions

Our suppliers must comply with the internationally-recognized principles concerning human rights protection and ensure decent working conditions in their operations, as well as with current labor regulations on timely payment of wages, social security (ESSALUD) contributions, pension system [Pension Fund Management Companies (AFP)/Pension Administration Office (ONP)] and Income Tax withholdings made to their workers, working hours and other obligations established by employment laws and industry regulations. They shall promote an adequate work environment by treating their personnel in a respectful, inclusive, fair and non-discriminatory manner.



## Eradication of child labor

Under no circumstances should they use or support the use of child labor, either directly or indirectly.



## No violence against women

Respect and actively promote women's rights and reject any type of violence against women.



## No discrimination of any kind

Whether it be based on gender, race, religion, political beliefs, nationality, language, sexual orientation, union membership, physical appearance, marital status, age or disability, or other reasons.



## Prohibition of forced labor

Under no circumstances shall forced or involuntary labor, human exploitation practices, or slavery be allowed.



## Fair and respectful treatment

The supplier shall provide a work environment free of violence; verbal abuse and physical or psychological cruelty against its workers, insults or threats, humiliations or unjustified dismissals are prohibited.



## No to sexual harassment

The supplier shall prevent, prohibit and sanction any sexual harassment conduct.



## Unions

The free association of workers in unions and trade organizations, as well as their right to bargain collectively must be respected.



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# Occupational Safety and Health

Our suppliers must promote a safety culture based on accident prevention, while prioritizing their workers' health and safety. In doing so, they act in compliance with legal obligations, including, but not limited to:

- a. Promoting and integrating occupational safety and health management by adopting a properly planned management system.
- b. Providing their workers with at least 4 annual trainings relating to operational risks in accordance with the law.
- c. Implementing safe work procedures in safe conditions and environments and ensuring that all their employees are trained and comply with these procedures.
- d. Ensuring the adequate supply and use of personal protective equipment (PPE), tools and work equipment.
- e. Performing occupational medical examinations and medical monitoring, and taking out supplemental hazardous work insurance (SCTR, for its acronym in Spanish)\*.
- f. Constantly supervising work in order to prevent unsafe acts and conditions during their operations.
- g. Ensuring that their workers comply with all safety and health measures while providing their services.
- h. Our suppliers are committed to the responsible use of the necessary technical equipment, mandatory use of personal protective equipment (PPE), and attendance to training courses.

(\* ) Document tampering or falsification is considered a serious offense. AUSTRAL reserves the right to terminate any business and contractual relationship.



# Environment

Our suppliers are committed to using the best practices and technologies available in the market to minimize any adverse effects and enhance any positive impacts on the environment and the community, in accordance with current legislation. They are committed to using natural resources in a responsible and sustainable manner. If any supplier becomes aware of any environmental damage, and without prejudice to the adoption of measures to mitigate such damage as soon as possible, it must immediately notify AUSTRAL.

We encourage our suppliers to conduct their operations through responsible fishing, caring for marine biodiversity and hydrobiological resources, working under preventive and clean production approaches, and addressing climate change.

## **Waste Management:**

Our suppliers carry out their activities by managing the waste generated in our plants in an integral and responsible manner, within the framework of the current statutory regulations. They are committed to management actions geared to the recovery of their waste under a circular economy approach.

## **Eco-efficiency:**

Our suppliers are committed to conducting their activities with eco-efficiency, producing more with less, ensuring the sustainable use of resources and progressively reducing the adverse environmental impacts resulting from their operations.

## **Impact on the local environment:**

Our suppliers implement measures to prevent environmental crimes and to avoid overexploitation of natural resources in the local environment, thus protecting the environment against pollution.

They must use chemicals and other hazardous substances properly to avoid environmental damage. They must also use environmentally friendly raw materials and inputs, respecting the natural and artificial heritage, biological diversity and the social context.





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## Anti – Corruption

Our suppliers are committed to acting at all times with integrity, abiding by all ethical standards established by Austral and establishing control measures to prevent acts of bribery, money laundering, terrorism financing, and transportation of illegal substances in compliance with current legislation.

Austral has zero tolerance for corruption, acts of bribery, facilitation payments, and influence peddling, while adhering to all applicable anti-corruption laws and regulations.



### Gifts and hospitality

The delivery of presents, hospitality, invitations or gifts or payment of commissions to Austral's employees are prohibited. Promotional or advertising gifts shall not be accepted either.



### Undue advantages

Suppliers undertake not to use Austral's information, goods and/or assets to obtain any undue advantage or benefit beyond the performance of the agreed service.



### Bribes

Under no circumstances does Austral allow or authorize the receipt or payment of bribes to any individual, legal entity or public official, even if it was done to obtain benefits or retain any business. Any acts of extortion or misappropriation of assets are prohibited.



### Products originating from illegal or corrupt acts

It is forbidden to provide or facilitate the transportation of products originating from or destined for any illegal or informal activity. It is also forbidden to use or deliver tampered, falsified or stolen products.



### Forgery or adulteration of documents

It is forbidden to use or deliver tampered or falsified documents



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## Confidentiality of information

Suppliers undertake to maintain the confidentiality of Austral's information to which they may have access and not to use it for purposes other than those agreed upon or to obtain any undue advantage or benefit. Suppliers shall take all necessary measures to ensure that their personnel and third parties in charge maintain absolute confidentiality and do not disclose to third parties any confidential information that may come to their knowledge.



## Free competition and prevention of anticompetitive behavior

Suppliers are respectful of free and fair competition for the benefit of customers and consumers. They undertake not to carry out or engage in practices of abuse of dominant position, or concerted or unfair practices against their competitors, while devising mechanisms that allow them to compete in keeping with ethical principles and free competition laws.



## Responsible use of assets and resources

Suppliers must implement security measures necessary to ensure that the assets entrusted to them by AUSTRAL are not transferred to third parties. Moreover, they must take care of the resources that AUSTRAL makes available to them and only use them for authorized purposes.



## Intellectual Property Rights

Suppliers undertake to respect AUSTRAL's intellectual property rights, such as copyrights, patents and distinctive signs, strictly adhering to the conditions of use granted.

# Ethics Hotline

Austral makes available to its suppliers the Ethics Hotline to help them report unethical or illegal conduct or violations of this Code. Suppliers may communicate through the following means:



Email:  
[valores@austral.com.pe](mailto:valores@austral.com.pe)

Mobile phone/WhatsApp:  
946020784

App:  
<https://etica.ext.austral.com.pe>

Austral guarantees the whistleblower's confidentiality and protection.

PROHIBIDO  
HACER TRABAJOS  
EN CALIENTE

ACEITE DE PESCAD  
H: 11,30 ml.  
D: 9,25 ml.  
CAP: 735 Tr.

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