



# Fiskerikajen Supplier Code of Conduct

Fiskerikajen has always believed in building trusted partnerships with our suppliers, caring for our employees, and taking a long-term approach to protect and respect the sea.

Respect is a core behavior in Fiskerikajen. This means treating everyone fairly and with respect, taking a zero tolerance approach to discrimination and unacceptable behavior, ensuring our actions today protect the sea and the planet for tomorrow, and treating supplier partners fairly and as partners in our success.

This has shaped our approach to sourcing and supplier partnerships. Our deep, long-term supplier partnerships are built on trust with shared aims. We work closely with trusted suppliers who share our values to ensure that the people who work in our supply chains are treated with dignity and fairness, their human rights are respected and promoted, and we deliver on our shared mission to respect the sea. Fiskerikajen follows ethical standards, applicable laws, and regulations. All suppliers to Fiskerikajen must also comply with applicable laws and regulations governing their activities and supply chains in the countries where they operate.

To ensure that our suppliers respect minimum standards related to social and environmental impact, Fiskerikajen has established this Code of Conduct for our suppliers and we expect it to be followed. Accordingly, we expect that our suppliers set equivalent requirements for their suppliers and subcontractors.

Fiskerikajen Supplier Code of Conduct represents a contractual obligation and suppliers are required to comply with them, including aligning guidelines, policies, and practices to enforce the conduct outlined in the code. The Supplier Code of Conduct is reviewed regularly to ensure they are fit for purpose and up to date.

Where local laws dictate any additional requirements, those will be applicable along with the requirements mentioned.

In cases where the supplier has adopted their own Code of Conduct and Fiskerikajen agrees these are aligned with our supplier's Code of Conduct, we apply the principle of mutual recognition and accept the supplier partner's Code as the ethical and environmental standard governing the commercial relationship with Fiskerikajen.



## LABOUR AND HUMAN RIGHTS

Fiskerikajen follows ethical standards, applicable laws, and regulations. All Suppliers to Fiskerikajen must comply with applicable laws and regulations governing their activities in the countries where they operate. Like Fiskerikajen, all suppliers must comply with the International Labor Organization's (ILO) standards and UN Guiding Principles on Business and Human Rights.

The supplier must support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses.

Fiskerikajen does not tolerate any form of child labor. This means the supplier does not employ people under the legal age.

Fiskerikajen does not tolerate forced labor, this includes human trafficking. Employees are there by their own free will.

The supplier must respect the rights of employees to form and join trade unions or other associations of their own choice, and their right to collective bargaining.

The supplier must comply with ILO standards, national legislation, industry standard, and collective agreements relating to minimum wages, working hours, and overtime, and the supplier must compensate the employee in accordance with the law. This includes a fair salary, rest periods during the work day, and leave. Equal pay is received for equal work. This applies both to permanent employees and temporary employees.

Fiskerikajen does not tolerate any discrimination related to race, ethnicity, disability, age, gender, sexual orientation, language, religion, or any other characteristic. Fiskerikajen does also not tolerate any sort of harassment like bullying, threats, abuse, or psychical, sexual, verbal, or psychological harassment. Our suppliers must follow the same zero-tolerance approach. All activities shall be conducted with respect for individuals and without discrimination.

All suppliers must comply with the current local labor legislation and provide a safe and healthy environment for their workers and contractors. This also means that all suppliers must provide sufficient training and education to avoid accidents and harm to employees at the workplace.

## Food safety

All suppliers must comply with the food legislation set by the Danish Veterinary and Food Administration (DVFA).



To make sure that the products live up to food safety and our quality requirements Fiskerikajen performs own-checks through frequent products testing. Fiskerikajen reserves the right to return and be compensated for a product if the product does not comply with the food legislation.

Fiskerikajen has a system for tracing products that enable us to immediately withdraw or recall products if necessary. Fiskerikajen reserves the right to return and be compensated for a product if the product does not comply with the food legislation. The supplier will also be held responsible for any cost of returning the product.

## The environment

All suppliers must comply with local laws and regulations concerning the environment and the sea. All suppliers must work on minimizing the impact of their operations on the environment and natural resources.

Fiskerikajen respects the sea and the nature that surrounds us. Fiskerikajen is committed to having an open and unbiased dialogue with our stakeholders regarding any environmental issues relevant to our business.

Fiskerikajen supports the guidelines for Naturskånsom as described in <https://xn--natursknsom-38a.dk/>

The supplying fisheries must provide full traceability meaning the trade name of the species, the scientific name, the production method, and the catch area. The catch method must be informed by the international scientific names as described by the European Commission. see: <https://fish-commercial-names.ec.europa.eu/fish-names/fishing-gears>

Fiskerikajen refuses to receive products caught by beam trawl (TBB), dynamite fishing, FAD fishing, or any illegal practices.

Fiskerikajen refuses to receive farmed fish and crustaceans from farms that practice mangrove deforestation.

Fiskerikajen reserves the right to refuse any product that has incorrect traceability information or if the traceability of a product does not live up to agreements made at the time of purchase. The supplier will be held responsible for any cost of returning the product.



## Anti-corruption

Fiskerikajen has zero tolerance for all forms of fraud, corruption, facilitation payments, kickbacks, bribery, and other misconduct. Fiskerikajen will only conduct business with reputable suppliers involved in legitimate business activities with funds derived from legitimate sources.

All suppliers to Fiskerikajen must adhere to the same principles also in their supply chain. They have a legal and ethical responsibility to ensure they are not knowingly providing support in a transaction involving fraud or corruption.

## Failure to comply

Fiskerikajen reserves the right to monitor our supplier partners' compliance with this supplier code of conduct through self-assessment and due diligence reviews. We may commission third parties to audit and inspect production sites.

The inability to meet the requirements set out in the Supplier Code of Conduct does not necessarily mean Fiskerikajen will terminate our partnership. However, Fiskerikajen reserves the right to do so if the supplier refuses to implement the changes needed to meet our requirements.

If Fiskerikajen suspects a violation of the terms set out in the Supplier Code of Conduct, open dialogue will be started for clarification. In the case of a violation, a reasonable timeline will be agreed upon for the Supplier to take corrective action. Should the Supplier fail to take corrective action within the agreed-upon timeline or show lack of initiative to comply with the Supplier Code of Conduct, Fiskerikajen reserves the right to terminate the contract or partnership.

