Austral Group S.A.A.
Austevoll Seafood Company

HUMAN RIGHTS POLICY

INTRODUCTION

Acting ethically and responsibly, and respecting people is fundamental for Austral Group S.A.A. (Austral). This commitment is aligned with our vision, mission, and values and is expressed in our Code of Ethics.

OBJECTIVE

The objective of this policy is to respect human rights and promote compliance with decent working conditions for people related to our operations and business in all parts of the world.

Austral as a subsidiary of Austevoll Seafood ASA (AUSS) is fully committed to respecting internationally recognized human rights and decent working conditions standards and complies with applicable laws and regulations, including internationally recognized conventions on the protection of human rights and decent working conditions.

In this regard, Austral promotes compliance with the International Bill of Human Rights and the Fundamental Conventions of the International Labor Organization (ILO). Austral supports the United Nations Guiding Principles on Business and Human Rights and the Transparency Act based on the OECD Guidelines for Multinational Enterprises and is also a member of the United Nations Global Compact.

SCOPE

The protection of human rights and the guarantee of decent working conditions are an integral part of Austral's Code of Ethics and are mandatory for all workers, directors, officers, contracted personnel, consultants and representatives, and any person who performs work on behalf of Austral.

Austral expects its suppliers, subcontractors, and business partners to conduct themselves in accordance with this policy and Austral's Code of Ethics, to respect all internationally recognized human rights principles and fundamental workers' rights as described above, as well as applicable local legislation in their geographic areas and throughout their value chain.

DEFINITIONS

Human rights are universal rights, inherent to every human being, regardless of nationality, gender, ethnic or national origin, color, religion, language, or any other condition. For the purposes of this Policy, the definitions included in our current Code of Ethics shall be considered.

HUMAN RIGHTS PRINCIPLES

In addition to adhering to the principles for the protection of human rights and decent working conditions as described in Austral's Code of Ethics, Austral expects its suppliers, subcontractors, and business partners to be especially committed to the following human rights issues:

- **FORCED LABOR:** All forms of forced labor, slave labor, or involuntary labor are strictly prohibited.

- **CHILD LABOR:** Children under the age of 18 may not be employed or perform work, including night shifts.

- **REGULAR EMPLOYMENT:** All workers have the right to an employment contract that clearly defines the terms of duration and content, in a language that is understandable to the worker in question. The employer shall comply with the obligations in relation to the workers, in accordance with the International Conventions and the National Legislation in force.

- **WAGES:** Wages paid to workers shall at least comply with national minimum wage provisions or the industry standard.

- **WORKING HOURS:** Working hours shall be in accordance with National Legislation and shall comply with international agreements in force.

- **UNION AND COLLECTIVE BARGAINING:** Without exception, workers shall have the right to join or form unions of their own free will and to bargain collectively. The employer shall not discriminate against union members or representatives or prevent them from performing their union functions.

- **DISCRIMINATION AND HARASSMENT:** All forms of discrimination and harassment in the workplace based on ethnicity, religion, age, language, disability, gender, marital status, sexual orientation, union membership, or political beliefs are strictly prohibited. Measures shall be established against sexual harassment, threats, insults, or exploitative behavior to prevent any type of discrimination. Sexual harassment creates an unacceptable and intimidating work situation and is not tolerated.

- **PHYSICAL CRUELTY:** Physical cruelty or punishment, or threats of physical cruelty, are strictly prohibited. The same applies to sexual abuse and different types of humiliation.

DUE DILIGENCE AND REPORTING OF POLICY NON-COMPLIANCES

Austral has established measures to achieve a responsible supply chain, audits, reviews, and monitoring of suppliers, subcontractors, and business partners with respect to human rights and decent working conditions.

It is the individual responsibility of employees, directors, suppliers, customers, and other stakeholders to report any suspected non-compliance or behavior contrary to this policy through Austral's Integrity Channel: www.australcanaldeintegridad.com

Austral ensures that the reporting channel guarantees the confidentiality and anonymity of the whistleblower and that all reported matters will be investigated.

Failure to comply with this policy will be subject to sanctions, which could range from a warning to the dismissal of the employee, such measures will be applied in coordination with the Ethics Committee. The sanctions applicable and/or imposed for non-compliance with this document do not exempt from administrative, civil, and criminal liabilities established by applicable laws.

In cases where non-compliance by suppliers, subcontractors, or business partners is identified, the seriousness of the non-compliance and the likelihood of remediation will be evaluated and, if warranted, the seriousness of the case, the business relationship will be terminated.

Approved by the Austral Group S.A.A. Board of Directors
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