Code of Ethics for Customer



Austral Group
Austevoll Seafood Company

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Message from CEO

Sustainable success is built together with our customers and business partners, through business practices grounded in trust, transparency and mutual respect.

We are convinced that business relationships require the commitment of all the companies and people in our value chain to act with integrity, respect human rights and help protect the environment.

Our Code of Ethics for Customers reflects our principles and our commitment to responsible business conduct. Ethics is not just a requirement for doing business; it is a fundamental principle for building strong, lasting business relationships, creating shared value and contributing to the sustainable development of people, communities and the environment in which we operate.

We invite you to read our principles and to share with us the commitment to building responsible, transparent and lasting business relationships.



Didier Saplana
CEO



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Ethics and Transparency

Austral is committed to conducting its business ethically, with integrity, and in full compliance with all applicable laws and regulations:

Anti-Corruption

We have zero tolerance for acts of corruption. We do not engage in bribery of government officials or representatives of private sector companies. We reject any form of corruption and dishonest conduct aimed at obtaining or exchanging any undue advantage or benefit for ourselves or for a third party, including activities prohibited by law.

Money Laundering and Terrorist Financing

We do not engage in activities, nor do we use our assets or operations, for money laundering, terrorist financing, or any other unlawful purposes

Free Competition

We are committed to free competition and reject illegal practices and anti-competitive conduct (including abuse of dominant position and horizontal or vertical collusive practices), as well as any other actions that may harm the free market and fair competition.

Personal Data Protection

We are committed to complying with the obligations set forth in applicable personal data protection laws and adopt all necessary practices to ensure the proper and secure processing of the personal data of our employees, business partners, and stakeholders.



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Human Rights

We are committed to respecting internationally recognised human rights and standards of decent working conditions, and we comply with all applicable laws and regulations, including internationally recognised conventions on the protection of human rights and decent work. We expect our business partners to be particularly committed to the following human rights principles:

Forced Labour

All forms of forced labour, slave labour, or involuntary labour are strictly prohibited.

Child Labour

Individuals under 18 years of age shall not be employed or engaged in work, including night shifts.

Regular Employment

All workers have the right to an employment contract that clearly defines the terms of duration and scope, in a language understandable to the worker concerned. The employer shall comply with all obligations related to workers in accordance with applicable international conventions and national legislation.

Wages

Wages paid to workers shall, at a minimum, comply with national minimum wage regulations or applicable industry standards.

Working Hours

Working hours shall comply with national legislation and applicable international conventions.

Freedom of Association and Collective Bargaining

Without exception, workers shall have the right to freely form or join trade unions and to engage in collective bargaining. Employers shall not discriminate against union members or representatives, nor interfere with the performance of their union activities.

Discrimination and Harassment

All forms of discrimination and workplace harassment based on ethnicity, religion, age, language, disability, gender, marital status, sexual orientation, union affiliation, or political beliefs are strictly prohibited. Measures shall be established to prevent sexual

harassment, threats, insults, exploitative conduct, and any form of discrimination.

Physical Cruelty

Physical abuse or punishment, or threats thereof, are strictly prohibited. The same applies to sexual abuse and all forms of humiliation.

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Occupational Health and Safety

In compliance with applicable occupational health and safety laws and regulations, Austral conducts its operations with due care to protect the health and integrity of its employees, suppliers, customers, and third parties. It provides safe and healthy working conditions, preventing injuries, illnesses, diseases, accidents, and incidents, and continuously seeks to eliminate hazards and reduce risks.

We maintain a robust Occupational Health and Safety (OHS) management system, applicable to both internal and external personnel. This system is aligned with current legislation, such as the General Occupational Safety and Health Act, Law No. No. 29783, its Regulations, and all applicable regulations currently in force in Peru. It also conforms to international standards and regulations such as NIOSH, ANSI, UL, OSHA, SOLAS, and UNE.



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Environmental Management

Our operations are committed to ensuring responsible fishing practices that safeguard marine biodiversity and hydrobiological resources.

Waste Management

We carry out our activities through comprehensive and responsible management of the waste generated at our facilities, in compliance with applicable statutory regulations. We are committed to a management approach focused on waste valorisation under a circular economy framework.

Eco-efficiency

We conduct our activities with eco-efficiency, producing more with fewer resources, ensuring the sustainable use of resources, and progressively reducing adverse environmental impacts resulting from our operations.

Impact on the Local Environment

We implement measures to prevent environmental offenses and to avoid overexploitation of natural resources in the local environment, protecting it from pollution-related damage. We ensure the proper handling of chemicals and other hazardous substances to prevent environmental harm. We use environmentally friendly raw materials and inputs, respecting natural and cultural heritage, biodiversity, and the surrounding social context.

Environmental Monitoring and Reporting

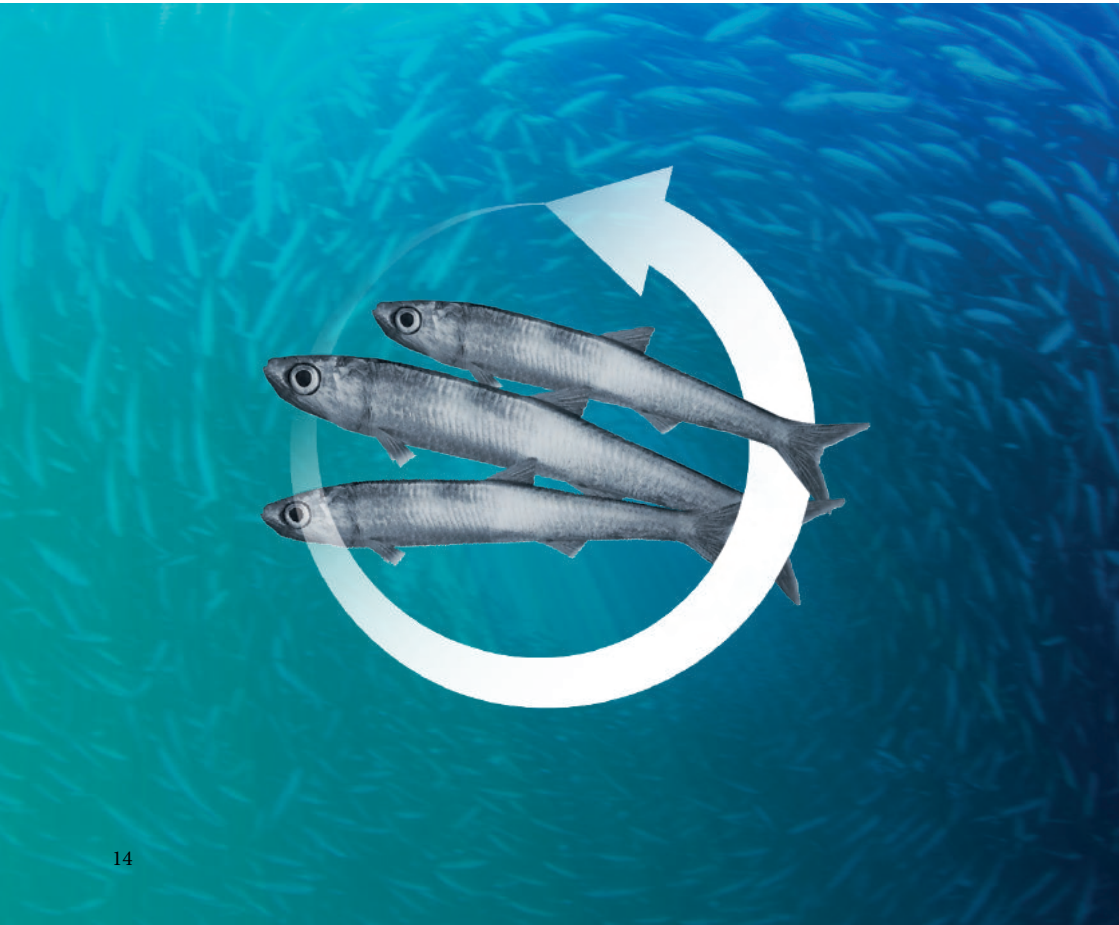
We carry out appropriate environmental monitoring and reporting, including the disclosure of any environmental incidents and cooperation with authorities in the event of environmental emergencies.

Conservation of Hydrobiological Resources

We carry out our activities with due care for hydrobiological resources, in compliance with applicable laws and regulations issued by the competent authorities. We are committed to the responsible and sustainable use of hydrobiological resources.

Sustainable Fishing

We are committed to sustainable fishing practices, avoiding the overexploitation of hydrobiological resources and following responsible fishing practices that protect marine biodiversity. We operate under preventive and cleaner production approaches, contributing to efforts to address climate change.



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Confidentiality of Information

Strategic information resulting from our operations is the exclusive property of Austral. All Austral employees and third parties with whom we operate are responsible for handling strategic and intellectual property information to which they have access with due professional care, maintaining its confidentiality and ensuring that it is not disclosed. Austral is committed to respecting the intellectual property rights of its customers and business partners and to complying with confidentiality obligations in its business relationships, acting in an ethical and transparent manner.

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Due Diligence

Due diligence is the process followed by all companies to conduct business operations with Austral. The purpose of this process is to verify that a customer or supplier is a legitimate and reliable individual or entity and does not engage in unethical or illegal conduct or activities that could pose legal, reputational, or integrity risks to Austral.

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Integrity Channel

The Integrity Channel is an impartial, transparent, confidential, and secure mechanism made available by Austral to all its stakeholders to identify, analyse, address, and seek clarification regarding potential breaches of the Code of Ethics, the Human Rights Policy, or any other policy, procedure, law, or regulation.

Austral guarantees the confidentiality of the information provided, safeguarding the identity of any person who uses the channel and promoting a safe environment free from retaliation.

The Integrity Channel is available in Spanish and English, via telephone or through Austral's website: https://www.australcanaldeintegridad.com/, where reports may be submitted anonymously, if preferred. Users may also ask questions or follow up on previously submitted reports.

