



ETHICAL AND RESPONSIBLE SOURCING POLICY

Seafresh Group sources, produces and distributes seafood and other foods, as well as aquafeed products. Our supply chains extend globally and include both wild and farmed aquatic species originating from both owned and third-party operations. We are committed to sourcing our seafood, ingredients, materials and services with honesty and integrity, in compliance with our Human Rights, Anti-Bribery & Corruption, and Sustainability policies.

We adhere to the terms of the Ethical Trading Initiative Base Code and expect the same principles to be applied at all levels of our supply chain. We encourage and support suppliers in developing management systems that allow for complying with our expectations, ethical audit schemes and certification standards.

We strive for a supply chain free of modern slavery, develop a comprehensive Human Rights Due Diligence process, and commit to reporting on our risk assessment and mitigation activities in our annual Modern Slavery Statement.

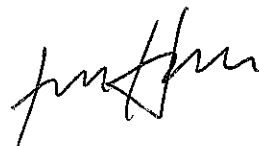
We communicate our expectations of ethical business practices to suppliers in our Supplier Guiding Principles and verify compliance of suppliers via questionnaires, visits and audits. Our Fishing Vessel & Crew Code of Conduct and our Feed Requirements provide additional guidance to seafood suppliers on the due diligence we expect in their supply chain.

We maintain transparency and traceability along our supply chains back to fishing vessels and the origin of aquafeed ingredients. We assess risks of impacts on the environment and to human rights that we may contribute to or be linked to. This process is informed by data gathered by our internal team directly, data shared by our suppliers, external information from organisations we partner with (e.g. ETI, Sedex, ALP, Stronger Together), and publicly available reports. Risk assessments are undertaken initially and reviewed annually, and are used for making supplier approval and sourcing decisions. Main risks to human rights identified relate to the fishing sector and the employment of migrant workers across all supply

chains and countries. Main risks to the environment relate to fishing and farming operations, including the production of seafood and main feed ingredients. We provide our customers with visibility of information related to ethical standards, both via the Sedex platform and directly. We work with our suppliers to prevent principal risks and remediating any significant issues that may be identified.

We collaborate with suppliers, customers, industry peers, certification standard developers, academics, governmental and non-governmental organisations, to develop expertise on human rights and seafood sustainability, address systemic issues and improve the management of social and environmental aspects in our supply chains and our industry. In particular, we contribute to the establishment of responsible recruitment practices and worker voice mechanisms. To that effect, we follow the guidance of Stronger Together in our operations and establish similar partnerships in other countries where necessary.

We sustain thousands of jobs in many countries, both directly and indirectly. Whilst we are proud of our positive economic impact on many livelihoods, particularly in developing countries, we also strive to optimise the positive social impact of our activities. We support the implementation of mechanisms and actions to share benefits with workers who contribute to our products along the value chain and improve the quality of life in their communities.

A handwritten signature in black ink, appearing to read 'Lasse B. Hansen', is positioned above the printed name.

Lasse B. Hansen, CEO

30th April, 2025