



# Group policy for human rights

---

At the Polar Seafood Group we will comply with the human rights guidelines adopted by the UN and the ILO. We will therefore establish the necessary processes that enable us to actively and continuously check that we are following these guidelines, as a minimum.

We will prevent and address any actions that may negatively impact human rights within the Group.

If we find situations where human rights are negatively impacted, we will involve the affected individuals in the process and offer them the possibility of redress.

We expect our employees to do their part to ensure that the Company does not cause or contribute to abuses of human rights. Any experience of negative impact on these rights must be reported to the management immediately. This also applies to negative experiences observed in our business relations.

We also expect our business relations to respect and address the human rights guidelines as described in our Code of Conduct, and all relevant information on performance and results in this area to be openly communicated to us. In cases where the guidelines are not implemented, we will use our influence to change the situation.

## SAFETY AND RESPONSIBILITY

Good and safe working conditions are a human right, which is why we continuously work to identify and mitigate risks associated with working in the Group, on land and at sea.

The Polar Seafood Group also operates in communities with social problems that we cannot and will not ignore – both because we rely on local labour, and because we wish to contribute to the local communities of which we are a part. When we take an active role in solving local problems, we ensure a more stable labour force and contribute to more resilient communities.

## A VISIBLE POLICY

The management of Polar Seafood is responsible for ensuring that the Group's human rights policy is known and complied with both internally and among our business relations.

New employees are familiarised with the policy when they are recruited, managers must know and practise the guidelines locally, and the status and results of the policy are reported at least once annually to the Board of Directors.

We take our responsibility seriously and raise awareness of our efforts to improve our systems to prevent, identify and mitigate any negative impacts on human rights within the Group.

Aalborg, 05.02.2025

On behalf of Polar Seafood Greenland A/S

Michael Binzer

Miki Jonas Brøns

On behalf of Polar Seafood Denmark A/S

Guðmundur Kristjánsson

Bent Salling