

Food Safety Policy

Gyldig fra: 18.03.2026

Revisjonsfrist: 17.03.2029

Revisjon: 1.6

ID: 7823



Food Safety Policy

SalMar Tenet

We care!

CSRD Reference

S4 - Consumers & End-users

Purpose

SalMar is committed to ensuring the highest standards of food safety throughout its value chain. This policy outlines SalMar's approach to safeguarding product integrity, consumer health, and compliance with all applicable regulations. Food safety is a non-negotiable priority and forms an integral part of SalMar's internal control system.

Scope

SalMar's Food Safety Policy applies across all business areas. Suppliers, business partners and third parties engaged in activities with or for SalMar are required to adhere to the principles of SalMar's policies.

Governance and Accountability

Roles and Responsibilities

The Board of Directors holds ultimate responsibility for food safety. The Director of Quality and HSE has overall professional responsibility, while managers at all levels ensure implementation of food safety standards in daily operations.

All employees are responsible for adhering to food safety procedures and participating in training programs. Fish health and quality teams conduct risk assessments and implement corrective actions when necessary. Suppliers must comply with SalMar's food safety requirements and maintain relevant certifications.

Monitoring and Reporting

Food safety is monitored through regular internal and external audits, systematic HACCP assessments, and continuous risk evaluations. SalMar reports compliance through its sustainability disclosures and ensures readiness for inspections by Food Safety Authorities. Any non-conformance is treated with urgency, investigated immediately, and followed by corrective actions. Recall and withdrawal procedures are tested regularly to ensure effectiveness.

Strategic Framework and Targets

SalMar's strategy focuses on maintaining GFSI-recognized certifications across all operating units, requiring relevant suppliers to hold equivalent certifications, and implementing robust sampling programs based on HACCP principles, EU legislation, and customer requirements.

The following sections outline the Group's most material impacts, risks and opportunities, along with strategic targets established.

Impacts

Potential incidents of contamination | Strict food safety standards | Certifications | Production of nutritious, healthy food

A potential negative impact is the risk of food contamination. To prevent this, SalMar maintains strict foodsafety standards across the entire value chain, supported by regular internal and external audits, supplier prescreening, employee training and robust procedures. Comprehensive foodsafety and HACCP risk assessments are carried out routinely, and any nonconformances are immediately investigated with corrective actions implemented. Recall and withdrawal procedures are well established and regularly tested, reflecting the principle that food safety can never be compromised.

SalMar is certified according to IFS and BRCGS under the Global Food Safety Initiative and expects relevant suppliers to hold equivalent certifications. Production is also subject to Norwegian and Icelandic foodsafety regulations, with regular inspections by NFSA and MAST, in addition to the laws of importing countries. As a result of these measures, SalMar consistently delivers a nutritious and healthy food product with a positive impact on human health.

Risks

Product recalls

There is a risk of product recalls resulting from contamination or other foodsafety issues. While most recalls typically arise from productquality deviations rather than safety failures, any recall involving food safety is treated with the highest level of concern.

Opportunities

Strong customer relationships | Market development

Opportunities arise from maintaining strong customer relationships and high satisfaction levels, which support long-term value creation and customer retention. In addition, promoting Norwegian salmon in new markets may unlock new revenue streams and strengthen SalMar's global market position.

Targets

SalMar aims to maintain 100% compliance with food safety regulations, uphold GFSI certification for all facilities, and ensure zero incidents of food safety breaches.

Operational Measures

SalMar enforces strict food safety protocols, including HACCP-based risk assessments, supplier pre-screening, and continuous employee training. All facilities are certified to GFSI-recognized standards, and suppliers must meet equivalent requirements. Sampling programs are implemented throughout production to monitor compliance with EU legislation and customer specifications. Procedures for recall and withdrawal are documented, tested regularly, and known to all employees.



Tore Dreiaas

Frdye, 6/5-2026