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**As a global solution provider of high performance aquafeeds, we are committed to operating responsibly in the direct operations we control, and throughout the wider supply chain that we can influence. Ensuring the health and safety of our employees is our top priority as we are committed to promote and protect human rights.**

**BioMar strives to secure the health and welfare of our people, providing good working conditions so that all employees can return home to their families without injuries and health related issues caused by factors inherent in the workplace.**

At BioMar, we will:

- Comply with all legal and regulatory requirements governing health and safety management in the countries where we operate, as well as the requirements set forth in our Code of Conduct
- Promote local management of our companies to be responsible for setting up management systems and local organization to ensure continuous implementation of health and safety requirements, a local Emergency Response Plan and for providing safe and healthy work environment and facilities
- Develop, implement, and review a health and safety risk assessment on a regular basis. Tasks and working areas must be assessed for risks.
- Monitor our performance through a set of key metrics and set targets for continuous improvement
- Ensure that the responsibility of health and safety matters is properly assigned, accepted, and fulfilled at all levels of the organisation
- Encourage consultation and participation, raise awareness and train employees in health and safety matters
- Consider the health and safety impact in the design or improvements to facilities, equipment, systems, and processes

This policy applies to all BioMar Group operating companies in which BioMar maintains operational control. It will be periodically reviewed by the BioMar Global Management Team and updated as appropriate to ensure our objectives are achieved. Revisions will be published and brought to the attention of all employees and relevant parties.

**BioMar Group A/S**  
Carlos Diaz, CEO

A handwritten signature in black ink, appearing to read "Carlos Diaz", is written over a horizontal line. The signature is stylized and includes a large, sweeping flourish that extends to the left.