

**BioMar Group**

Vaerkmestergade 25, 6

8000 Aarhus C

Denmark

[www.biomar.com](http://www.biomar.com)



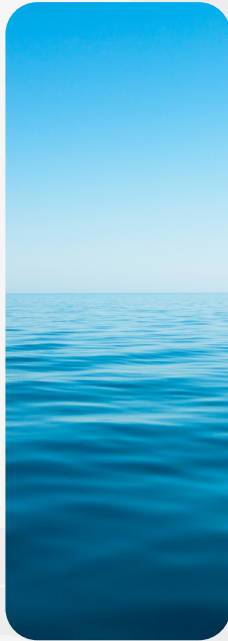
# Responsible Sourcing Policy

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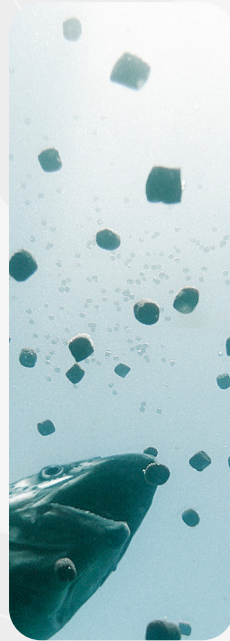
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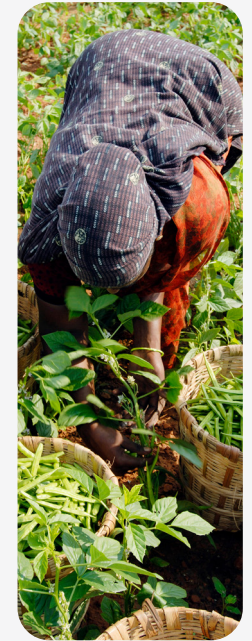
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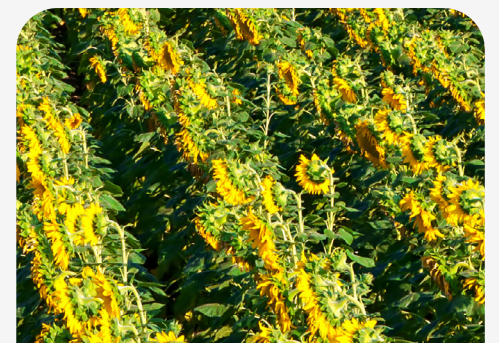
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# Introduction

At BioMar, we care about our planet and its people. We are dedicated to innovating for an efficient and sustainable aquaculture, doing our part in developing this global industry. Raw materials count for an important part of our impact on people and planet. Hence, we have made a pledge to ensure responsible sourcing of raw materials.

To deliver on our commitment, we are working with suppliers to ensure high quality, food safety and to develop circular and restorative raw materials. We safeguard that our products are based upon raw materials which are produced in a responsible way, and we are committed to conduct responsible sourcing with integrity and high ethical standards ensuring that our principles and meticulous approach applies throughout our supply chain.

The “Responsible Sourcing Policy” specifies the 5 Fundamental Principles, which all suppliers must comply with when supplying raw materials to BioMar globally. Our local companies might apply additional local sourcing policies and processes, however always within the frame of the global policy.



## Related principles, standards, and documents

The BioMar - *Responsible Sourcing Policy* is based on the principles and standards defined by the International Labour Organization (ILO) and the United Nations (Rights of the Child, Declaration on Human Rights, and the 17 Sustainable Development Goals) along with industry standards such as ASC, MSC, BAP and Marin Trust.

Our *Responsible Sourcing Policy* is built on the ethical guidelines outlined in the BioMar Code of Conduct *The Right Way* and refers to our *Code of Conduct for Suppliers* as well as our Position Statements, describing our stance on specific raw materials.

The term supplier in this document refers to any company, individual or, organisation engaged in the supply of raw materials to BioMar. This includes but are not limited to: producers, traders, contractors, and sub-contractors.

**Principle 1:**

Conduct business lawfully and with integrity



**Principle 2:**

Be dedicated to collaboration and transparency



**The  
FIVE  
Fundamental  
Principles**

**Principle 5:**

Uphold human and labour rights



**Principle 4:**

Protect natural resources



**Principle 3:**

Ensure product quality and food safety





## Principle 1:

# Conduct business lawfully and with integrity

At BioMar, we conduct our business lawfully and with integrity, and we require our suppliers to act in the same manner. We expect the highest standards of behaviour from all our suppliers and require them to comply with all local and international laws and regulations such as, but not limited to, antitrust and competition laws. We have zero-tolerance regarding any forms of bribery, corruption, extortion, or embezzlement. All suppliers must act under free and fair competition and against improper conduct.

Suppliers must strictly treat any confidential and proprietary information related to feed composition and manufacturing technology according to our non-disclosure agreement and only for the agreed purpose. Confidential and proprietary information must never be disclosed to third parties. Furthermore, suppliers must take reasonable precautions to prevent unauthorized disclosure of confidential information.



## Principle 2:

# Be dedicated to collaboration and transparency

Suppliers must be dedicated to a close and transparent collaboration with the aim of mutual development when entering a partnership with BioMar. Through our supplier management program which entails selection, approving, controlling, and auditing procedures, we monitor our processes and ensure all suppliers are treated professionally, systematically, and fairly.

On-boarding new suppliers involves a mandatory approval process where we apply risk analysis and supplier assessment to safeguard our selection of suppliers. We require our suppliers to comply with our *Responsible Sourcing Policy*, our *Code of Conduct for Suppliers* and relevant *Position Statements* and we regularly perform audits to ensure compliance against them.

We are committed to support the development of the industry including suppliers enrolled in development schemes. We have made a pledge to support suppliers in developing countries become compliant with the highest global standards. We dedicate resources and engage with targeted suppliers in development schemes that support their journey towards compliance with global certifications, provided they demonstrate willingness and show continuous tangible progress. If the expected tangible progress and compliance with our 5 Fundamental Principles is not met, we will discontinue the collaboration.



### Principle 3:

## Ensure product quality and food safety

Through a proactive and prioritized R&D effort, we continuously broaden our portfolio of raw materials utilised in our aquafeeds to enhance our use of circular and restorative raw materials and to match the future nutritional and health requirements of our products. Regardless of being traditional raw materials or novel ingredients, we require full transparency on product quality and food safety.

All our suppliers are obliged to provide transparency of material flows throughout the value chain and to provide accurate raw material information. This includes but is not limited to raw material characteristics and traceability, to ensure responsibly sourced raw materials, complying with our high quality and food safety requirements. All supplied raw materials shall be safe for their intended use and be in accordance with the agreed specifications. To ensure product quality and food safety, we conduct risk assessments of each raw material coming from a supplier and perform systematic analyses of raw materials, and document value chain traceability.





## Principle 4: Protect natural resources

BioMar has pledged to help restore and protect our planet. We are fully committed to ensure transparency of our environmental impact and to promote an even more sustainable aquaculture industry.

Any supplier to BioMar must be able to clearly demonstrate their ability to measure their impacts using a recognized methodology such as, but not limited to; Life Cycle Assessment (LCA), Environmental Impact Assessment (EIA), biodiversity surveys, and/or environmental reports. At the same time, we require a process of continuous improvement to mitigate the impact in the following areas: biodiversity, emissions of environmental pollutants and greenhouse gasses (i.e., CO<sub>2</sub> and PCBs / dioxins), freshwater consumption, waste, effluent, recycling (especially plastics), and energy efficiency. Compliance with all applicable environmental-related laws must be ensured and all operations shall be conducted with the aim to protect and preserve the environment.

We demand that our suppliers take all possible measures to prevent negative societal impact on local communities, water resources, waste management, and animal welfare etc. In addition, all local, national, and international standards shall be met with respect to land, property, and people's rights, especially pertaining to traditional and indigenous peoples, and local communities.



## Principle 5: Uphold human and labour rights

Respecting and promoting human rights is essential for living our BioMar purpose. We are committed to enabling people to make a positive difference to our world, the local communities and to their families. We believe in creating the foundation for our employees and the people working in our value chain contributing to the growth of our local communities. We believe in capacity building in our industry through educating and knowledge sharing.

BioMar acknowledges that any sustainable business must be founded in the fundamental rights of human beings. We are determined to bring integrity, sustainability, and human rights commitment to all stages of our value chain. At BioMar we are committed to only working with those who operate to our standards. We strive to engage with suppliers sharing our passion for developing the aquaculture industry, enabling people to join our quest for a sustainable future.

As a minimum requirement, we demand all suppliers to comply with universal human rights principles regarding; freely chosen employment, appropriate age of workers, equal treatment, health and safety, harsh or inhumane treatment, freedom of association, minimum wages, working hours, and fair procedures and remedies as stated in United Nations Universal Declaration of Human Rights, the United Nations Rights of the Child, the Conventions of the International Labour Organization (ILO), the Ethical Trading Initiative, and the Conventions of the World Health Organization. All human beings should be met and treated with dignity and respect.

# References

## Internal

BioMar Group Code of Conduct for Suppliers

BioMar Group Marine Ingredients Position Statement

BioMar Group Code of Conduct The Right Way

BioMar Group Vegetable Ingredients Position Statement

## External

Aquaculture industry standards;

- ASC - Aquaculture Stewardship Council
- BAP - Best Aquaculture Practices
- Marin Trust ([marin-trust.com](http://marin-trust.com))
- MSC - Marine Stewardship Council

Ethical trade initiative ([ethicaltrade.org](http://ethicaltrade.org))

International Labour Organization ([ilo.org](http://ilo.org))

United Nations (UN)

United Nations Rights of the Child - Convention on the Rights of the Child

United Nations Universal declaration of Human rights - Universal Declaration of Human Rights

United Nations 17 Sustainable development goals ([un.org](http://un.org))

World Health Organization ([who.int](http://who.int))



## Powered by Partnership Driven by Innovation

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