



Enable People

2022

Milestones

- Over 44,200 people impacted by capacity building initiatives
- 98% of the workforce is paid at or above living wage level
- Employee engagement in the top 25% of global manufacturing companies with a net promoter score (NPS) of 45
- Created the global diversity policy and set 2025 targets
- Created an internal global Cultural Awareness programme
- New Code of Conduct globally adopted by senior management
- Started a metrics-based roadmap for reporting on human rights

**Imagine
conscious consumers**

Our blue journey.com



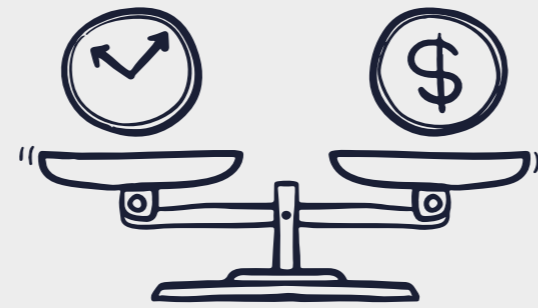
Here's how we did this year

Fulfilling our purpose means looking critically at all aspects of our own business while innovating for a sustainable future, but also engaging in the public debate and enabling customers, employees, communities, and partners to act and contribute.

Lost-Time-Injury Rate

At the company level, our lost-time-injury (LTI) rate increased slightly from 5.3 to 5.6 compared to 2021. Most incidents recorded were of a less serious nature. BioMar is committed to keeping industrial injuries and their resulting negative impacts at a minimum by conducting a root cause analysis and establishing action plans.

For more information please read our Health & Safety Policy on page 86



Defining Responsible Pay

BioMar is committed to Responsible Pay. We define Responsible Pay as a commitment to living wages and equal pay. With our ambition for Responsible Pay, we raise the bar far beyond what is required by legislation.

We believe every worker should be entitled to a fair wage based upon relevant criteria. A living wage level is what it takes to uphold a decent standard of living in any given country, while equal pay safeguards that all salaries are set without conscious or unconscious bias. In 2022, 98% of BioMar people are on or above living wages.²²

As the first phase of commitment to Responsible Pay, we have empowered management to analyse and take action locally by direct access to analytics. At the same time we are defining projects to all raise salaries above living wage level.

For more information please read our Salary Policy on page 86.

Capacity Building

In 2022 we reached over **44,200** people with capacity building initiatives

Direct Capacity Building

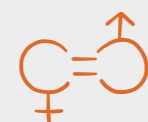
Direct capacity building takes place when we engage in person with customers, employees, suppliers, community members, and industry stakeholders worldwide. These engagements present opportunities to share knowledge to improve farm management, production methods, animal welfare, or sustainable raw materials to deliver feed and seafood that cater to the responsible consumer.

BioMar Employees	1,721
Participating in formal development activities	
Community Members	4,171
Participating in capacity building activities	
Customer & Supplier Staff	7,719
Participating in capacity building activities	
Conference Participants	5,552
Listening to BioMar speakers at conferences around the world	

Indirect Capacity Building

In many parts of the world, sustainability is often not obtainable until certain basic conditions are met. Many of the world's fisheries and agricultural regions lack the knowledge, resources, and capital to produce more sustainably or responsibly at scale. BioMar can help address these deficiencies by engaging in agriculture and fishery improvement projects in our supply chain. This "indirect" capacity building can facilitate entire industry shifts towards global, responsible and equitable fisheries and agricultural practices.

Development Programme Participants	24,952
Participating in Improvement Programmes with BioMar	



Gender Diversity Targets 2025

