

Ethical guidelines for our suppliers and business partners

1 Ethical business activities – Akvaplan-niva AS

Akvaplan-niva AS ("Akvaplan-niva") is an independent, research-based, limited-liability company and a national leader in research and consultancy related to aquaculture and other ocean industries, and well as oceanic, coastal, and freshwater environments.

Akvaplan-niva is ISO 14001 and ISO 9001:2015 certified, and aims to be a responsible, reliable and professional actor in society and business.

Our suppliers and business partners play an important role in our efforts to conduct responsible business operations. It is expected, therefore, that our suppliers and business partners also respect and comply with social and ethical norms for good business practices as well as the specific ethical standards we follow.

2 Akvaplan-niva's requirements and standards for suppliers and business partners

2.1 Human rights and decent working conditions

Akvaplan-niva's suppliers and business partners are obliged to support and respect internationally recognized human rights and decent working conditions.

Suppliers and business associates must not accept any form of forced labour, child labour, harassment, discrimination or other behavior that can be perceived as threatening or degrading. Instead they should contribute to a safe and good working environment characterized by decent working conditions and freedom of organisation, in accordance with our vision for business ethics:

Akvaplan-niva's vision

Everyone should have equal opportunities for development, equal conditions and good working conditions, regardless of gender, ethnicity, age and disabilities. We will actively work to ensure diversity in all phases of the employment relationship from recruitment, via career development and through facilitation in various life phases for all employees. No one should be subjected to harassment and violence.

2.2 Corruption and economic crime

Akvaplan-niva expects the highest standards of integrity in all business activities and works actively to prevent all forms of economic crime, including fraud, corruption, extortion, and bribery.

Akvaplan-niva's suppliers and business partners must at a minimum comply with all applicable corruption legislation and are also encouraged to establish and implement their own guidelines and procedures to prevent corruption and other financial crime.

2.3 Environment

Akvaplan-niva's suppliers and business partners must adhere to a precautionary principle for environmental challenges, and take the initiative to promote strong environmental responsibility in their business operations in general. We expect that our contractual partners will contribute to the use of environmentally friendly technology, and that the business is run in accordance with current national environmental legislation.