

TripleNine Group A/S

Statutory Statement on Corporate Responsibility, cf. Section 99a of the Danish Financial Statements Act and Statutory Report on the Gender Composition of Management, cf. Section 99b of the Danish Financial Statements Act. This statement on corporate responsibility forms part of the management's report in the annual report for the financial year 01.01.2018 - 31.12.2018.

The TripleNine Group's main activity is the manufacture and sale of fishmeal and fish oil. This is done through companies in Denmark, Norway and Chile. A more detailed description of the group and our business model can be found in the Annual Report 2018 and on our website.

It is TripleNine's mission to add value to marine resources in a responsible way. Therefore, we want to act responsible when we source marine raw materials and produce high quality nutritional and functional ingredients, which contribute to feeding the increasing world population in a healthy and sustainable way.

TripleNine wants to grow responsible and seeks to continuously develop and operate the company in an economically, socially and environmentally responsible manner. We strive to leave a positive long term contribution from our activities and collaborate closely with local communities wherever, we are present.

Following development of TripleNine's overall strategy in 2018, the task of formulating policies for supplier management, anti-corruption and local communities have been initiated. Likewise, TripleNine's CSR strategy is being reviewed and related policies updated.

TripleNine's current CSR activities are focused on the areas: Sustainability, Environment and Climate, Quality, Employees and Social Conditions, Anti-Corruption and Bribery, Human Rights and Diversity.

Sustainability

To help ensure a sustainable use of marine resources, TripleNine follows the recommendations of IFFO (The Marine Ingredients Organization), FAO (Food and Agriculture Organization of the United Nations) and ICES (International Council for the Exploration of the Sea). Consequently, TripleNine is certified according to the industry's IFFO RS standard for "Responsible Sourcing".

Environment and Climate

Environment-related efforts are guided by the company's environmental policy, which sets out the overall approach in this area, including energy and our climate impact. Our environment policy covers issues like reduction of emissions into air and water, use of environmentally-friendly technology, employee training and compliance with environmental law. The most significant risks relate to our energy consumption and emissions from our production. Therefore, there is a constant focus on implementing measures to limit this impact.

In TripleNine, we continuously seek to reduce our impact on surroundings and climate as well as to ensure that we are always capable of documenting our compliance with statutory environmental requirements.

Moreover, we have a goal of being among the most energy efficient producers of fish meal and fish oil. Therefore, we continuously dedicated work to improve the energy consumption per unit produced taking into account technologically and economically aspects as well as customers' and public authorities' demands.

We believe the efforts made during 2018 have supported our target of continuous reduction of our environmental and climate impacts.

Quality

TripleNine's quality policy is the overall framework for our ongoing efforts to improve quality and addresses issues like product safety, technological developments and compliance with relevant legislation and industry standards. We have high standards regarding quality and traceability of our products and wish to ensure that we always deliver the specified products on time. The quality of our products must reflect the we, as a supplier to the feed industry, are part of the food chain.

TripleNine comply with the rules on food safety and the rules for GMP+ (Good Manufacturing Practice incl. HACCP). Through our management system, we continuously work to meet our targets regarding product quality in terms of meal yield, Total Volatile Nitrogen level and customer complaints.

We trust our efforts during 2018 have supported our goals reading producing and supplying high quality products matching the specifications agreed with our customers.

Working and Social conditions

TripleNine wants to have competent and motivated employees to ensure ongoing high professional standards in our operations worldwide. Therefore, TripleNine continuously work to ensure the optimal framework for our employees to thrive and develop. The most significant risks are related to the physical working environment, where measures are continuously implemented to reduce risks.

TripleNine's employee policies are collected in the employee handbook, which provide information about employment conditions like e.g. training, alcohol, insurance and pension. TripleNine has not deemed it relevant to have a specific policy on human rights. However, TripleNine protects and upholds its employees' basic human rights by other means like for example through a clear zero-tolerance policy regarding discrimination and harassment. Moreover, we work continuously to ensure an inclusive, open workplace based on respect for each other and our company. TripleNine fully recognizes our employees' rights to freedom of association and collective bargaining. Likewise, we recognize our employees' rights to privacy and a healthy work-life balance.

Separate policies and processes have been developed in relation to working environment and safety to ensure that TripleNine continuously works to improve the physical and psychological working environment, as well as the cooperation between employees. This work is concentrated around a safety and cooperation organization whose primary task is to plan, lead and coordinate working environment and safety matters. This is supported by a wide range of safety procedures in production, training courses and information about new initiatives.

In Denmark efforts are made to recruit more trainees and apprentices to the company. Likewise, we cooperate with public authorities to bring long-term unemployed people into internships and trial work programmes at TripleNine.

We believe our efforts made in 2018 have supported our objectives about ensuring competent and motivated employees as well as a healthy and safe working environment.

Anti-Corruption and Bribery

TripleNine is a professional and trustworthy player in the international business environment. Therefore, we do not accept corruption and bribery. We assess the greatest risk to be related to gifts and events for customers, suppliers and other business partners. Therefore, we are developing an employee policy for giving and receiving gifts, as well as participating in and arranging events. The purpose of the policy is to make it easier for our employees to navigate within this area and to prevent business decisions from being affected by individual considerations and interests.

No breaches were found in this area in 2018.

Human Rights and Diversity

TripleNine respects and acts in accordance to the internationally recognized human rights and it is our goal not to violate these. Based on the UN Guidelines for Human Rights, we regularly follow up on what human rights TripleNine may have challenges with - in addition to what is legally expected of us in the individual countries. The significant risk in this area is considered to be the risk of discrimination against employees. We have currently no distinct policy for this subject, however, related to the revision of our CSR strategy, guidelines will be developed to make it easier for our employees to navigate within this area on a daily basis. The reason why there is no policy for this today is that TripleNine follows the policies and laws of the countries in which we operate as well as the UN Guidelines for Human Rights.

In 2018, no violations of human rights were detected in TripleNine.

Triple Nine values diversity – also when it comes to gender balance in management. TripleNine targets that the underrepresented gender should comprise at least 25 percent of the Board by the end of 2021. In 2018 the Board consisted of four men. As it is not considered necessary to add new competencies to the Board at present, the current Board members are expected to continue in the coming years. Therefore, the new deadline for achieving the target of the underrepresented gender to comprise minimum 25 percent of the Board has been set to the end of 2021.

In TripleNine's day-to-day management organization, the gender distribution has not changed during 2018 and the senior management still consists exclusively of men. TripleNine wishes a more even gender distribution in all management teams, but holds the policy of hiring and promoting based on qualifications and abilities. If candidates have a similar level of qualifications, the candidate whose gender is underrepresented in the management group will be preferred. As TripleNine operates in an industry which has traditionally attracted men, we have in 2018 worked with removing any barriers to women with leadership potential as well as designed job advertisements to address both sexes. In 2019, we will continue our focus on this area and further concrete measures are expected.