

## 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 01.01.2017 - 31.12.2017.**

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.

The process of developing TripleNine's overall strategy has stretched throughout 2017, why policies for supplier management, anti-corruption and local communities have not yet been completed, as planned in continuation of the strategy work. Following the final approval of the strategy, we expect to revise the TripleNine's CSR strategy as well as update and complete policies related to our CSR efforts.

TripleNine's CSR activities are currently focused in the areas of Sustainability, Quality, Environment and Employees. Policies for each of these areas are integrated in the management system and support a strategic approach to the ongoing efforts within Sustainability, Quality, Environment and Employees.

### 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 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.

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 2017 have supported our target of continuous reduction of our environmental and climate impacts.

## **Quality**

TripleNines 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 2017 have supported our goals reading producing and supplying high quality products matching the specifications agreed with our customers.

## **Working conditions and safety**

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.

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 2017 have supported our objectives about ensuring competent and motivated employees as well as a healthy and safe working environment.

## **Diversity**

Triple Nine values diversity – also when it comes to gender balance in management. The target that the underrepresented gender should comprise at least 25 percent of the Board by the end of 2017 has not been realized, as the Board at the end of 2017 still 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 2017 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, efforts to promote a more equal gender distribution in the company's management team are continuously being considered.