

## 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.**

TripleNine Group A/S is characterised by responsible growth. We operate globally in an industry which can have a negative environmental and social impact, particularly in relation to marine resources. This bestows a responsibility upon us, and we in the management team are very conscious of the need to constantly develop and operate the company in an economically, socially and environmentally responsible manner.

In 2014, we launched a systematic effort in which we developed a strategy for our CSR work, based on an analysis of stakeholder expectations, statutory frameworks, industry guidelines, relevance and risks. In line with our overall support for the ten principles of the UN Global Compact, in 2015 we updated our policies relating to the environment and climate, product quality and employees (including working environment and safety). In 2016, we will finalise policies for supplier management, anti-corruption and local communities. We expect to provide a more detailed account of these policies in the next statement.

Our policies support our ongoing efforts to ensure a strategic approach to CSR. Environment, quality, working conditions and safety are already integrated into TripleNine Group's management system, and the company operates in accordance with the industry's quality standards, such as Responsible Supply Standard from IFFO (The Marine Ingredients Organisation). With an overall CSR strategy and clear policies, we will soon have established a basis for implementing a more systematic approach to CSR. Thus in the coming year we will continue the efforts already underway and work to implement an effective organisational framework for the coordination and deployment of activities as well as for setting specific targets for our work.

#### **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. We want to continuously reduce our impact on our surroundings and climate and to ensure that we can always document our compliance with statutory environmental requirements. We also have a goal of being among the most energy efficient companies in the production of fishmeal and fish oil. Our environment policy covers issues including: reduction of emissions into the air and water, protection of marine resources through sustainable fishing, the use of environmentally-friendly technology, employee training and compliance with environmental law.

Through the management system we continue to actively work to improve the energy consumption per unit produced. We want this consumption to be as low as possible, based on comprehensive environmental considerations, the product and production quality requirements of customers and public authorities, and consideration of what is technologically and economically feasible.

Based on our environmental action plan, in 2015 we launched specific initiatives relating to flue gas filtration, diffuse odour emissions and noise reduction. We have also continued our work to reduce the consumption of electricity, heating and water; and we continue to invest in equipment such as water treatment systems and energy-efficient boilers. In relation to our suppliers, we continuously assess whether our purchases can be optimised in order to reduce environmental impact, for example in the form of dust and energy and chemical consumption.

To help ensure the sustainable utilisation of marine resources, we continue to follow industry standards from IFFO, FAO (Food and Agriculture Organization of the United Nations) and ICES (International Council for the Exploration of the Sea).

We will assess our 2015 performance in relation to key environmental and climate indicators and targets in connection with the preparation of our Green Accounts, which is not scheduled to take place until after the presentation of our annual report. We expect to provide an account of the results of our work in the next statement.

### **Quality**

We have high standards regarding the traceability of our products and ensuring that the right products are delivered on time. Our policy for ensuring products of the highest quality establishes the overall framework for our ongoing efforts, addressing issues such as: product safety, technological developments and compliance with relevant legislation and industry standards from organisations such as IFFO, FAO and ICES.

We are very aware that, as a supplier to the feed industry, we are part of the food chain and the quality of our products must reflect this. We comply with the rules on food safety and the rules for GMP+ (Good Manufacturing Practice incl. HACCP) in accordance with PDV (Productschap Diervoeder). Through our management system, we continuously work to meet targets regarding the quality of our products, including meal yield, Total Volatile Nitrogen level and customer complaints. In 2015, we implemented a new QA system and established online product analysis using NIR (Near Infrared Analysis) and greater homogeneity.

We will assess our 2015 performance in relation to TripleNine Group's key indicators and quality targets in connection with the management's assessment, which is not scheduled to take place until after the presentation of our annual report. We expect to provide an account of the results of our work in the next statement.

### **Working conditions and safety**

TripleNine Group wants to be a company known for its competent and motivated employees. We continuously work to ensure that our employees have the necessary framework to develop and ensure ongoing high professional standards in our operations worldwide.

Our employee policies are collected in the employee handbook, which covers areas including employment conditions, training, alcohol, insurance and pension. We do not have a separate policy on human rights, but we protect and uphold our employees' basic human rights, for example through a clear zero-tolerance policy regarding discrimination and harassment; we also work continuously to ensure an inclusive, open workplace based on respect for each other and our company. We fully recognise our employees' rights to freedom of association and collective bargaining. 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; it is the policy of TripleNine Group to continuously work to improve the physical and psychological working environment, as well as cooperation between employees. In 2015 we updated our working environment policy to include a clear focus on employee job satisfaction through the utilisation and development of their own abilities.

Our work in this area continues to be concentrated around a safety and cooperation organisation 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 and communication about new initiatives. In line with our updated policy, we had a stronger focus in 2015 on upgrading employees' skills and improved loading and conditions for observation in connection with ship-loading.

In 2015 we also made efforts in Denmark to recruit more trainees and apprentices to the company and we partnered with the Job Centres to bring long-term unemployed people into internships and trial work programmes at our company.

We will assess our 2015 performance in relation to our working environment targets during the preparation of our report on the working environment, which is not scheduled to take place until after the presentation of our annual accounts. We expect to provide an account of the results of our work in the next statement.

### **Diversity**

TripleNine Group has set a target that the underrepresented gender comprises a minimum of 15% of the board of directors before the end of 2017. In 2015 the board consisted of seven members, all men. Therefore, we have not yet met our goal, but we are continuing our efforts to identify female candidates for the board.

Our day-to-day management organisation is also currently comprised exclusively of men. TripleNine Group's policy is to hire and promote on the basis of qualifications and abilities. If candidates have a similar level of qualifications, the candidate whose gender is underrepresented in the management group will be preferred. Triple Nine Group values diversity – including when it comes to gender balance in management. Unfortunately, the company operates in an industry that has traditionally attracted men. However, TripleNine Group continues to explore measures to promote a more equal gender distribution in the company's management. As our efforts in this area are relatively new, we expect to be able to account for the results of these efforts in our next statement.