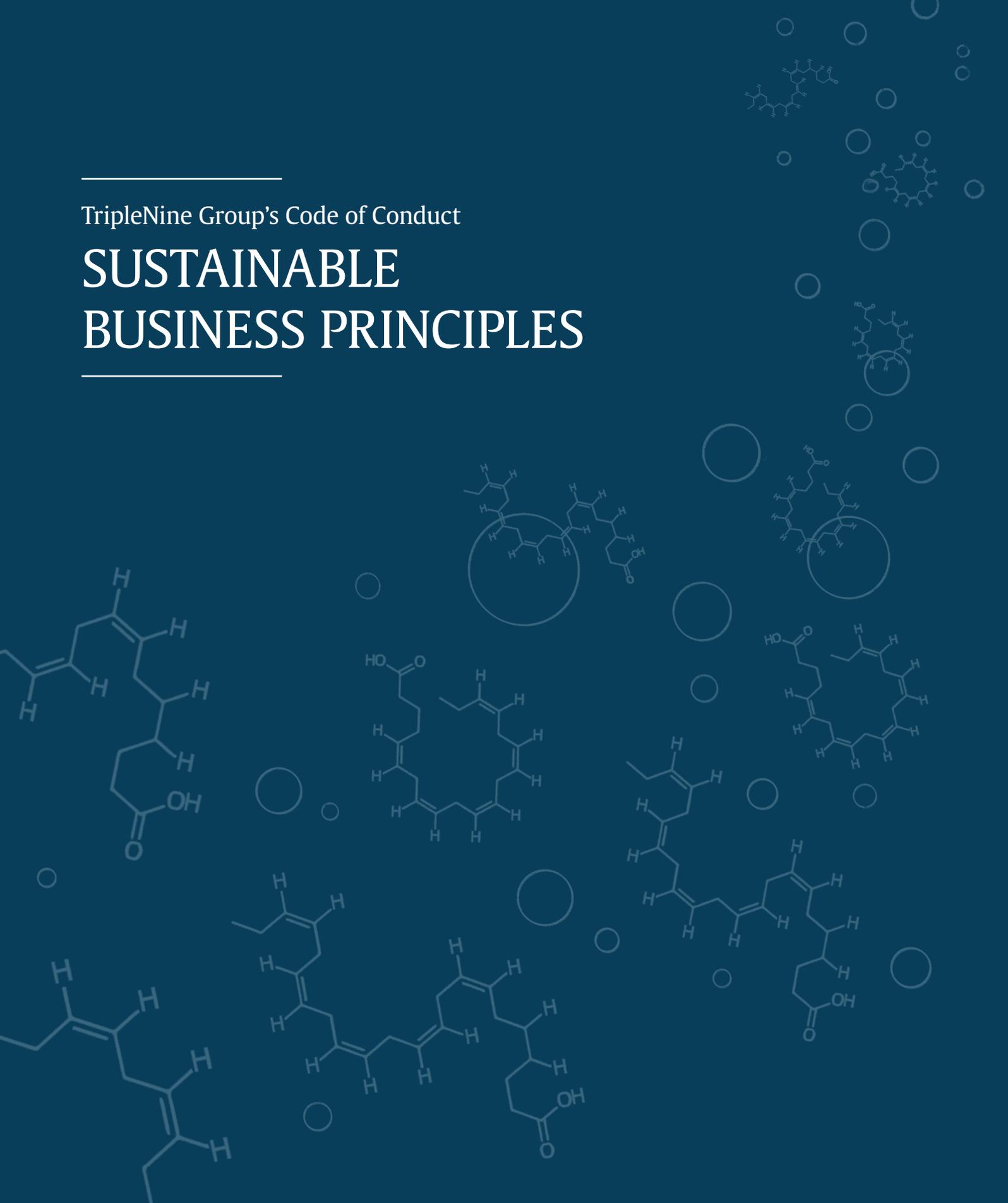


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TripleNine Group's Code of Conduct

# SUSTAINABLE BUSINESS PRINCIPLES

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# Our principles

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At TripleNine Group, we are committed to developing our business in a responsible way. We know that we will only achieve continuous success if we are competent and add value while at the same time behaving responsibly towards the environment in which we operate, especially as a company that processes marine resources in energy-intensive processes.

The principles in this leaflet are the basis for our behaviour in TripleNine Group, and we call them:

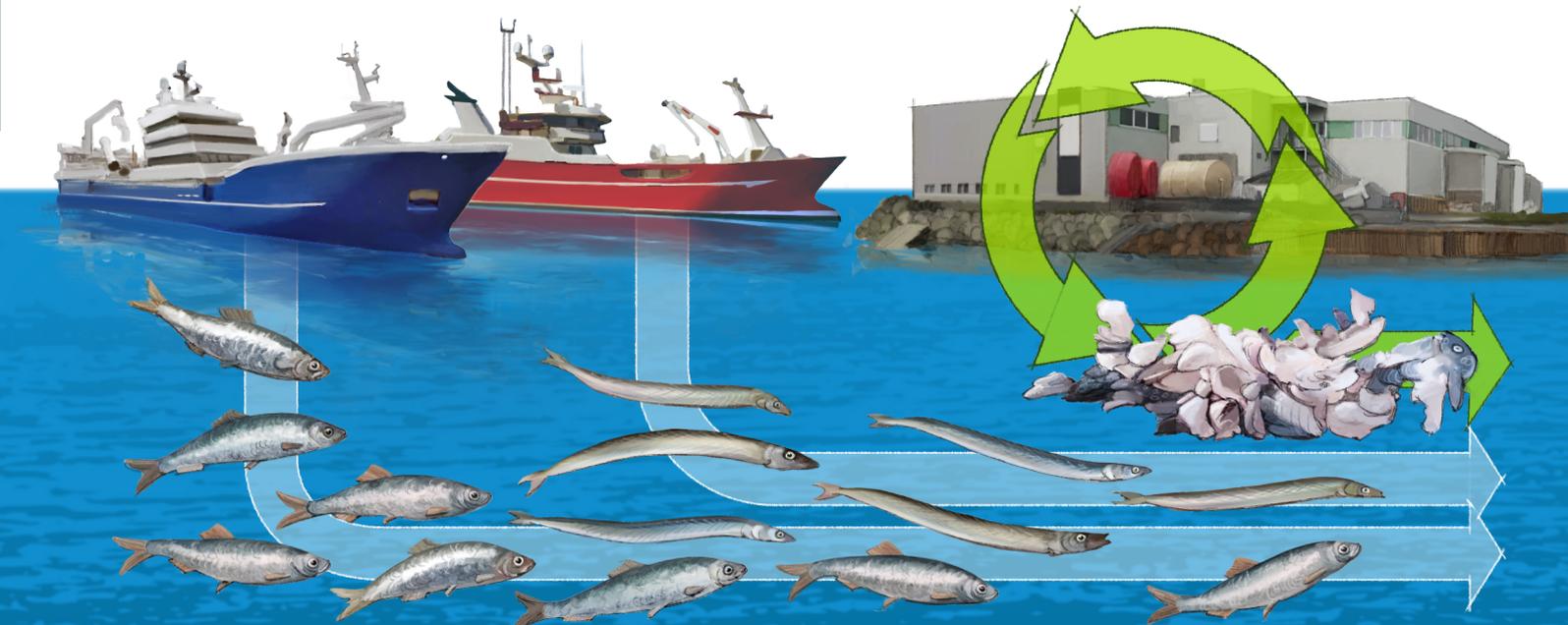
**Sustainable business principles:  
TripleNine Group's Code of Conduct.**

They are the guidelines for how we work, how we behave internally within the company and in the society of which we are a part, and how we conduct our business.

All TripleNine Group employees are required to comply with these guidelines, which are based on international standards and common professional business practices. If there are areas where local legislation is more restrictive than described in the leaflet, local legislation will always apply.

Our Code of Conduct cannot cover every situation that may arise in the course of day-to-day work, nor can it relieve individuals of personal responsibility or replace their own judgement. It should therefore be used not only as a set of rules, but also as an inspiration for making decisions that are in line with our values.

**Casper Andersen**  
Group CEO



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# Our responsibilities

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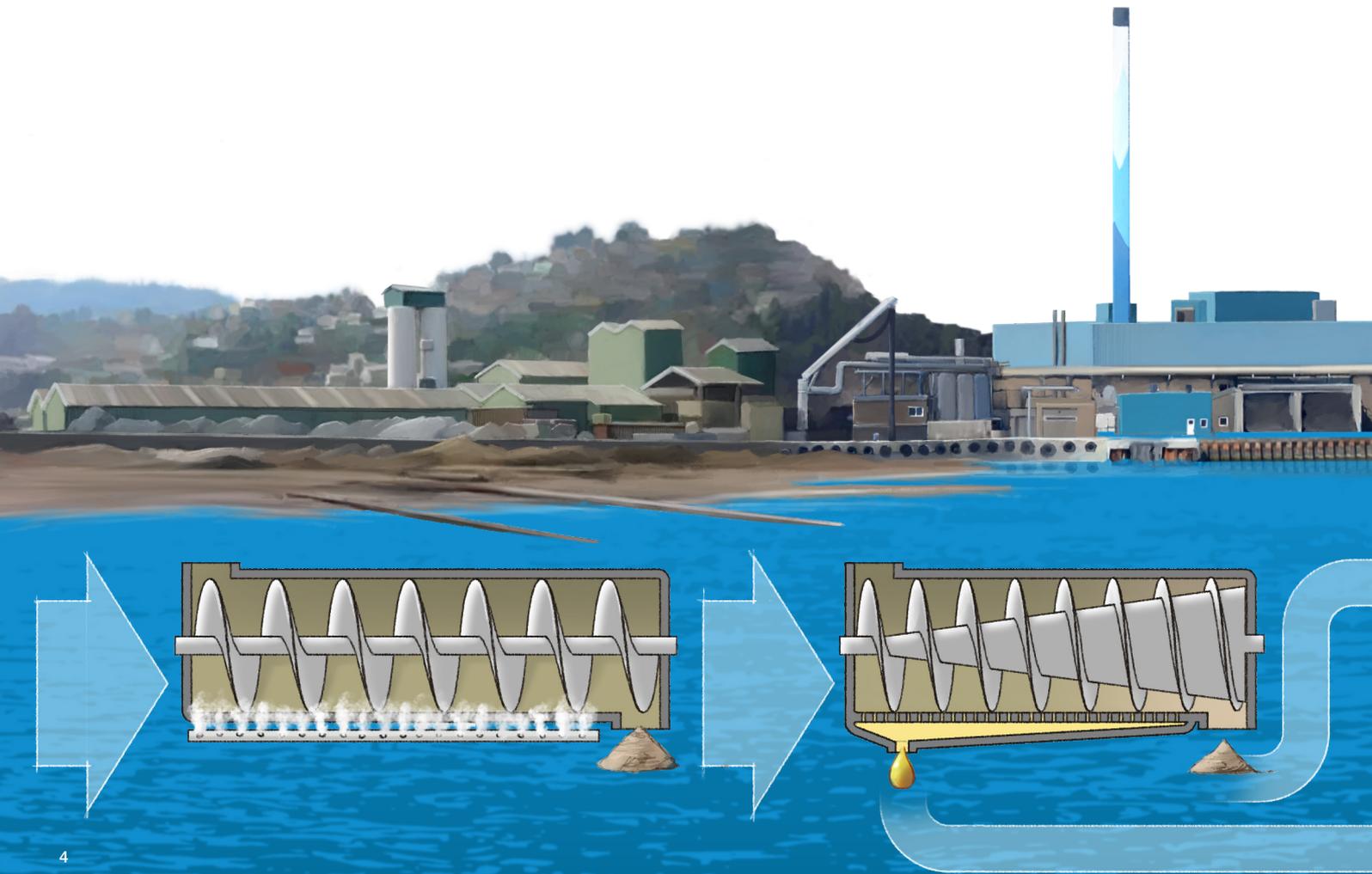
We are a responsible company, and we strive to be good corporate citizens in both local and global contexts. We comply with all applicable laws and regulations in the countries in which we operate.

We also recognise and comply with leading international standards and treaties, including the UN Universal Declaration of Human Rights, the UN Sustainable Development Goals and International Labour Organization standards.

We treat everyone with respect, regardless of their background or characteristics such as gender, ethnicity, social status, nationality, race, skin colour, religious beliefs, sexual orientation, political opinions, age, disability, and marital status.

For us, being a responsible business means more than just complying with laws and regulations. For us, it is also about honouring the promises and agreements we make and being open and transparent in our relationships with our stakeholders, whether they are customers, suppliers, or other business partners.

This behaviour is also important to us in the communities in which we operate. That is why we maintain respectful and constructive working relationships and are open about our activities and their impact on the local community. We are actively working to address important environmental and sustainability challenges locally.



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# Our employees and work environment

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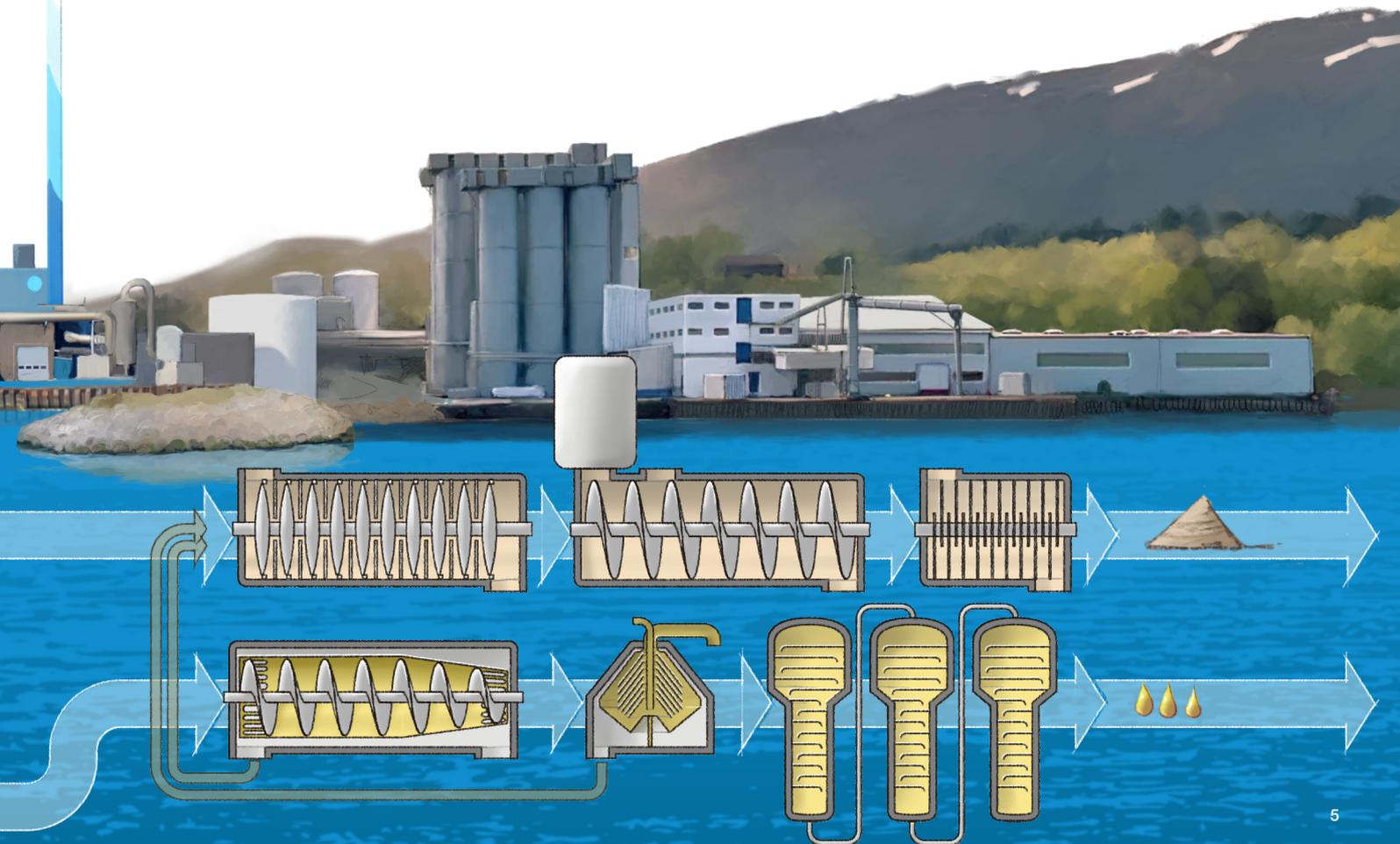
We strive to be a workplace with talented employees and managers who thrive in a safe and healthy work environment. This requires us to have the right competences and a professional approach to our work.

We are committed to attracting, recruiting and retaining competent and motivated employees and managers who respect our values and principles, and we ensure that our employees and managers have the opportunity for personal and professional development that supports our business objectives.

We strive to create clarity, energy and commitment, and we emphasise the importance of having a stimulating workplace where mutual respect, trust, and well-being are keywords. We do not accept discrimination in any form.

We aim to create a culture where all employees and managers are constantly developing. That is why it is important to us that both managers and employees give and receive feedback in an effort to develop and become as skilled as possible. We collaborate and help each other across business units and areas.

We put emphasis on both mental and physical well-being and prioritise safety above all else. We actively work to prevent accidents, injuries and work-related illnesses, and our goal is to prevent all work-related accidents. We have established safety procedures where the nature of the work requires it, and we encourage everyone to continuously suggest improvements to both procedures and overall safety.



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# Our contribution to sustainability

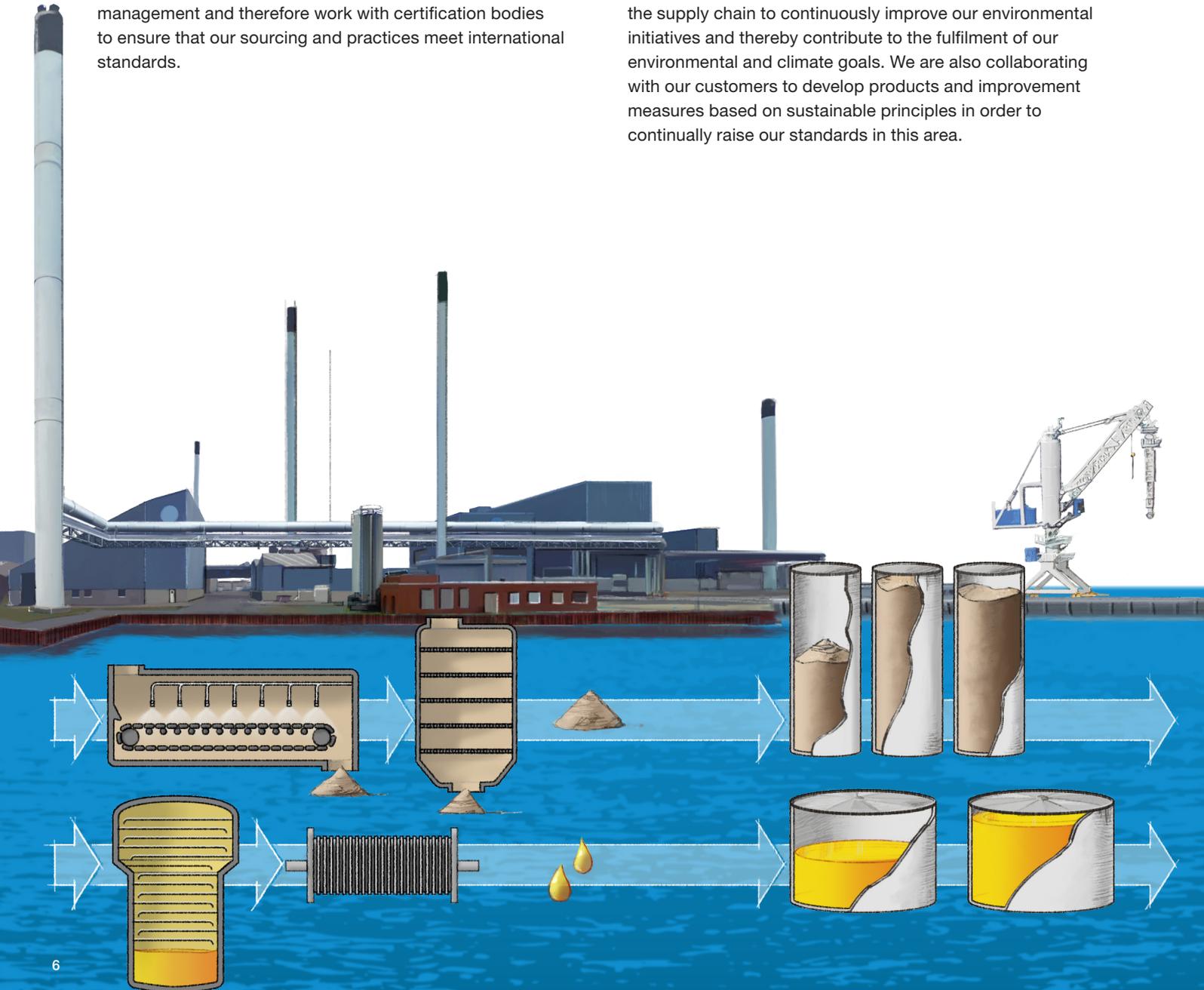
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We make our decisions based on sustainability and with consideration for environmental impact. We see this as a prerequisite for running a competitive and profitable business.

Our supply chain is based on raw materials from the sea, which is why we want to contribute to sustainable fishing. We understand the importance of sustainable resource management and therefore work with certification bodies to ensure that our sourcing and practices meet international standards.

We define specific goals to reduce our impact on the environment and climate, we continuously reduce our energy consumption and greenhouse gas emissions, and we also implement methods to further minimise waste and our water consumption.

It is essential for us to work with our business partners in the supply chain to continuously improve our environmental initiatives and thereby contribute to the fulfilment of our environmental and climate goals. We are also collaborating with our customers to develop products and improvement measures based on sustainable principles in order to continually raise our standards in this area.



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# Our quality

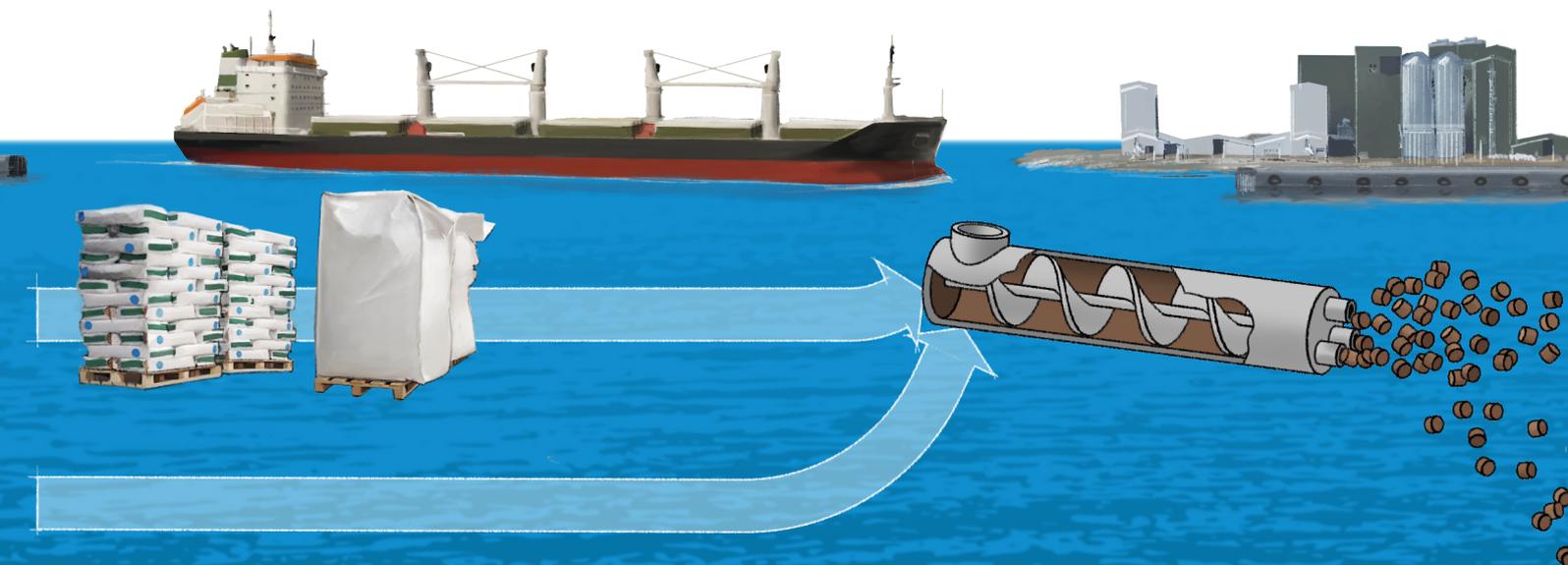
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We want to be recognised as a quality supplier of marine ingredients and strive to maintain the highest standards throughout our value chain. Our products are essential for the food supply to millions of people around the world and therefore need to be treated with care.

We work with systems, processes, and monitoring to ensure that we manufacture high-quality products and that our products comply with all relevant legal requirements as well as our customers' and our own standards. All our production sites are certified according to international standards.

We have implemented raw material and product traceability systems that allow us to follow the path of our products and ensure they meet our quality standards. We also have procedures in place that allow us to recall products from the market if necessary.

We keep abreast of the latest developments in the industry in the area of quality so that we have the necessary knowledge to ensure the highest standards in both the short and long term.



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# Our credibility

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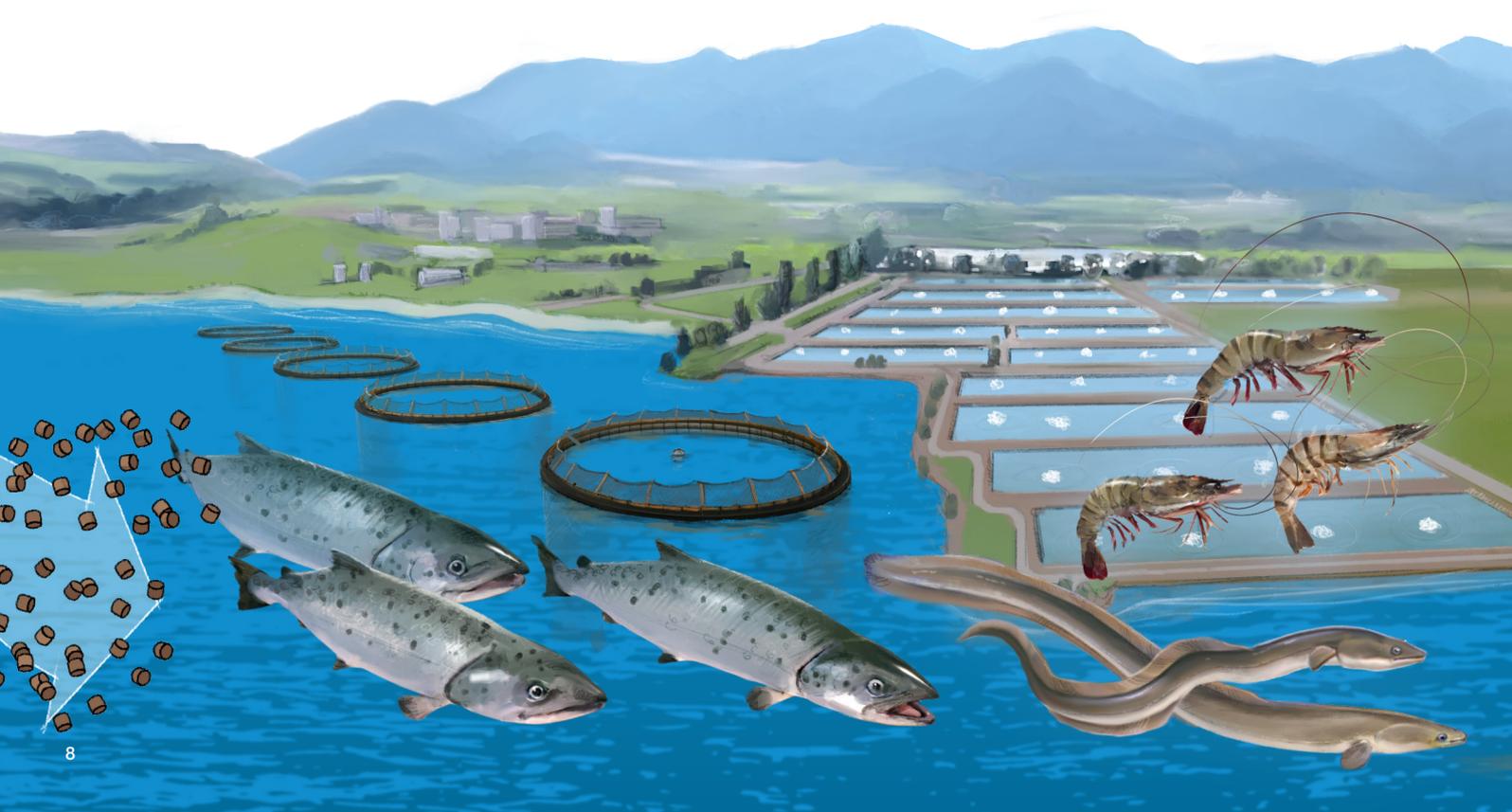
We operate our business with professionalism, integrity and transparency.

This means that we do not tolerate corruption or bribery in any form. We never offer, give or receive any gift or payment that could be considered a bribe, and we act honestly and fairly in all our business dealings.

We are mindful that our decisions and actions are not influenced by personal interests that could compromise the interests of the company. We actively work to avoid conflicts of interest through open dialogue, transparency and proper handling.

We compete in the market on fair and equal terms and work for a transparent and professional industry that constantly keeps pace with societal developments and the principles of good business practice. We are committed to complying with all relevant laws and standards for reporting and transparency.

We respect the confidentiality of any information entrusted to us and we have effective procedures in place to protect personal data and safeguard against external data attacks.



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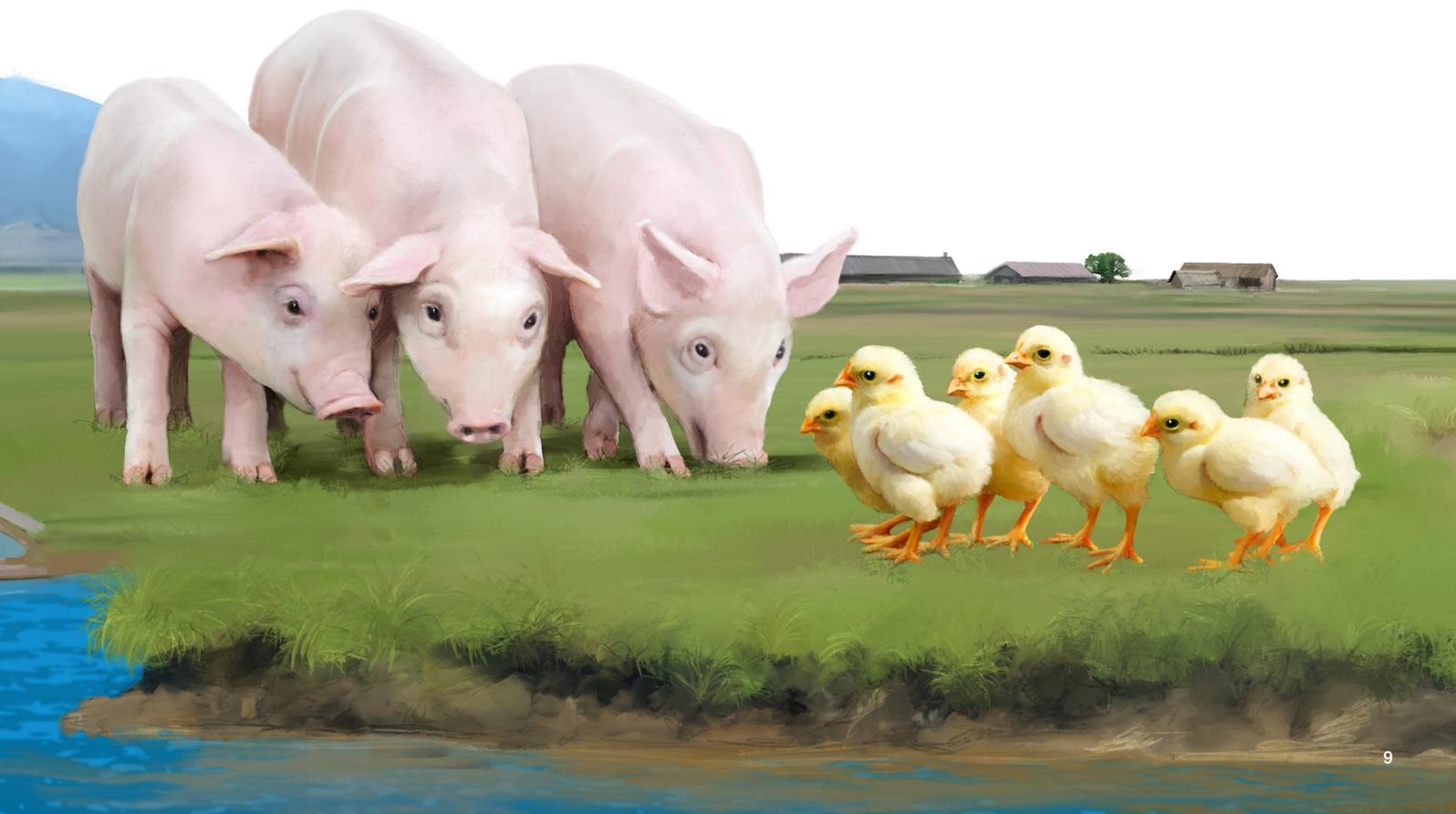
## Use, help and contact

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If a TripleNine Group employee experiences or witnesses something that violates our Code of Conduct, the employee is encouraged to take action.

In most cases, it is sufficient to speak to the immediate line manager or another management representative, but in special cases it is possible to report violations of the Code of Conduct or other irregularities anonymously through our whistleblower programme. This channel is accessible via our website [www.999.dk](http://www.999.dk) and provides an anonymous and confidential reporting option.

Our Code of Conduct and whistleblower programme are tools for maintaining a professional and ethical behaviour and culture throughout TripleNine Group that reflect our values and commitments to our employees and stakeholders.



**TripleNine Group**

Trafikhavnskaj 9  
Esbjerg  
Denmark

**TripleNine Sales**

Trafikhavnskaj 9  
Esbjerg  
Denmark

**TripleNine Services Esbjerg**

Læssevejen 20  
Esbjerg  
Denmark

**TripleNine Esbjerg**

Læssevejen 20  
Esbjerg  
Denmark

**TripleNine Vedde**

Rasmusbakken 26  
Vedde, Langevåg  
Norway

**TripleNine Thyborøn**

Sydhalevej 14  
Thyborøn  
Denmark

**Lota Protein**

Avenida Matta Esquina Villagrán S/N  
Séctor Playa, Lota  
Chile



[www.999.dk](http://www.999.dk)