

Skretting Norway Sustainability Report 2015

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Skretting Norway Sustainability Report 2015

Aquaculture is a very important industry for Norway. Of all the forms of food production, Norway is undoubtedly best suited to fish farming – particularly salmon production. This is largely due to the country's long and sheltered coastline and its remote, cold, clean waters.

Today, aquaculture is one of our biggest export industries, valued at almost NOK 50 billion per year. It also provides thousands of jobs and is a crucial source of local employment for many coastal communities. It is estimated that the salmon industry provides work for close to 25,000 people up and down the Norwegian coast, including positions on farms, in slaughterhouses and in the transport industry. In addition to the sector's great willingness to invest in the development of sophisticated aquaculture technology, the salmon farming sector is also responsible for the construction of much needed infrastructure, including the construction of roads that link rural communities. It is indeed an industry that benefits the whole country. At the same time, society requires that the salmon farming industry demonstrates an environmentally sustainable approach to its fish production. Skretting will contribute to the salmon farming industry's progression and future growth through the provision of sustainable feeds and by sourcing its raw materials in a responsible manner.

In 2015, there was considerable focus in Norway on deforestation and loss of biodiversity due to expansion of agricultural land in order to produce agricultual crops such as soy. Skretting can verify through third-party independent systems that we only use soy that does not come from deforested land or land areas of high biodiversity value cleared for agricultural production. At the same time, our MicroBalance technology enables us to become less and less dependent upon limited marine resources, while almost 100% of the whole fish marine resources that we do use originate from fisheries that are managed through the main principles of the FAO (Food and Agricultural Organisation of the United Nations) Code of Conduct for Responsible Fisheries. In 2015, Skretting Norway continued work that describes our environmental impact as well as our attempts to reduce the impact where we consider it important and achievable. We are now able to set clear targets in order to reduce energy use, carbon emissions, waste generation and water use. Furthermore, we have clear targets to establish a safer and healthier working place for all our employees. In the future, this will enable us in to analyse and manage our environmental and social impact on a regular basis and monitor progress.

Skretting Norway has also been successful in offering our customers sustainable nutritional solutions. Products like Premium and Protec are among our customers' favourites and contribute to healthy and efficient salmon production. In 2015, we also maintained significant levels of investment in research and development. I am confident that this will pay off in the future with more new and improved sustainable nutritional solutions for our customers.

Erlend Sødal (Managing Director, Skretting Norway



SKRETTING: Producer of Sustainable Economic Aquafeeds

Our vision is based on the challenge of providing enough food for a global population that is estimated to reach 9 billion by 2050. In addition to a rapidly growing world population and increasing urbanisation, a growing middle class and changing eating habits continue to lead to a sharp increase in protein requirements, particularly in emerging markets. Our ambition is to help meet the growing demand in a sustainable manner. We will do this by continuously searching for innovative ways to increase efficiency and nutritional value of our products, the productivity of our operations and our customers, and by reducing our value chains' impact on the environment. Sustainability is in the nature of our business.



Skretting follows a global culture of openness, where we care about each other and the environment we work in. In order to fulfil our mission of 'Feeding the Future', we follow four clearly defined core values: **Innovative, Caring, Capable** and **Collaborative**, which are common throughout all of Skretting.



In 2015, Skretting Norway employed **251 people** (202 male and 49 female).



In 2015, Skretting Norway produced **547,136 TONNES OF FISH FEED** in three factories:









The sustainability topics we have identified

Sustainability has been a key focus at Skretting for many years. Part of our strategy to build competence in this area has been to engage with stakeholders to discuss common challenges and develop effective solutions. More specifically, key representatives from our value chain were invited to comment on the sustainability issues that mattered to them as part of Nutreco's mission of 'Feeding the Future'. For more information of the issues raised during this process, please see the Nutreco Sustainability Vision 2020 http://www.nutreco.com/en/about-us/sustainability/. The cumulative knowledge gained from these experiences was used to develop the SEA programme, which is the foundation of Skretting's sustainability strategy. The issues identified in SEA are those we consider to be material to our business and stakeholders. As such, they have been used to guide the process of defining the content of this report. In addition, a review was undertaken of relevant third-party standards and other company sustainability reports to compile a comprehensive list of topics of relevance to the industry.

SIGNIFICANT SUSTAINABILITY ISSUES FOR SKRETTING



The United Nation's Sustainable Development Goals

In September 2015, 193 United Nations (UN) member states adopted 17 Sustainable Development Goals (SDGs) to be achieved by 2030. The agenda provides a successor framework to the Millennium Development Goals, which were adopted in 2000, with a view to ending poverty in all forms and dimensions, protecting the planet, and ensuring prosperity for all. Given their global scope and ambition, the SDGs will not be met without collaboration among all stakeholders. Skretting therefore believes there is a very strong case for incorporating those relevant goals into its sustainability strategy.

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Skretting has identified eight SDGs that it is especially contributing to, and identifies these at the end of each relevant chapter of this report. For more information on these goals, please visit: https://sustainabledevelopment.un.org



Chapter 1 NUTRITIONAL SOLUTIONS

Meeting the growing global demand for protein will require innovative solutions that enable more food to be produced from a fixed resource base. The aquaculture industry offers a viable solution since aquatic animals are much more efficient at feed conversion than terrestrial animals. However, Skretting believes there is always room for improvement and is therefore determined to help the aquaculture industry become even more proficient. This will be achieved through continued investment in R&D that is focused on sustainable nutritional solutions that deliver positive economic, environmental and social outcomes, as well as tools that can be used to measure progress.

RESEARCH AND INNOVATION

Skretting Aquaculture Research Centre (ARC) is the global research organisation for Skretting. For more than a quarter of a century, ARC's large, industry leading team of scientists and experts specialising in fish and shrimp nutrition and health as well as feed production technology has been delivering innovations that define and support the progress of aquaculture. Skretting ARC main facilities are located in Stavanger and the research centre employs 100 research specialists representing 25 nationalities.

THE MAIN RESEARCH FOCUS AREAS ARE

HEALTH

Utilising new functional ingredients and methodologies to advance fish and shrimp wellbeing.

NUTRITION

FEED PRODUCTION

Identifying and fulfilling the dietary needs of fish and shrimp species in a sustainable manner, with a strong focus on maximising performance.

Increasing the raw material flexibility and functionality of our diets through new technologies and ingredients.



NUTRITIONAL SOLUTIONS ESPECIALLY SUPPORT SDGS 2

Ensure sustainable consumption and production patterns

THE WORK OF ARC HAS RESULTED IN A NUMBER OF SUSTAINABLE NUTRITIONAL SOLUTIONS IMPORTANT FOR NORWEGIAN FISH FARMING:





MicroBalance[®]

Protec is a product that resulted from more than 20 years of research. It helps protect skin, intestine and gills. Protec supports immunity, adds building blocks for new cells and increases the level of antioxidants. Evidence shows that Protec enables fish to cope with the challenge of being exposed to viruses, parasites and pathogenic bacteria.

Premium are high-energy diets containing metabolic activators that increase salmon's utilisation of digestible energy. The fish grow faster with less feed.

The metabolic activators change the way fish store fat. Less fat is deposited around the intestines and more fat is built into the muscle. The result is higher harvest yield, providing more edible fish.

MicroBalance is nutritional technology that is based upon our latest understanding of essential micronutrients. It allows us to reduce our dependency on single raw materials, while ensuring that substitution can be done without reduction of fish performance (growth, feed conversion, health and flesh quality).

MicroBalance has enabled us to reduce minimum fishmeal levels in our diets significantly. We are currently working on using this nutritional technology to also be able to find alternatives to fish oil in our diets.

MicroBalance technology will enable salmon farming to grow without putting additional pressure on wild fisheries.



NUTRITIONAL SOLUTIONS ESPECIALLY SUPPORT SDGS 12 End hunger, achieve food security and improved nutrition and promote sustainable agriculture

Chapter 2 ANIMAL AND HUMAN WELLBEING feed-to-food quality and safety

Over the past half century, the process by which feed gets to the farm and is produced into food on our plate has changed dramatically. Feed contamination can represent a threat to animal health and wellbeing. Furthermore, feed contamination that occurs in one place may affect the health of consumers living on the other side of the planet. This means that all stakeholders along the production chain – from raw material producers and feed manufacturers to fish processors – must observe safe handling practices.

Skretting Norway has implemented dynamic quality assurances and controls at every stage in all of our production cycles in order to minimise the Norwegian salmon industry's exposure to risks and to preserve our leadership in the country's salmon feed market.



THE ROLE OF NUTRACE

Nutrace® is Skretting's company-wide management programme that ensures feed-to-food safety and quality. It has been developed in such a way that all potential risks associated with

aquaculture feed production are minimised and any irregularities are quickly found and acted upon. This unique concept allows our customers and end-consumers to have full confidence with regards to the feeds used by the aquaculture industry.

WHAT WE ACHIEVED IN 2015

In 2015, we fulfilled our long-term goal to have zero product recalls and/or feed safety incidents reported to authorities.





CERTIFIED QUALITY & FOOD SAFETY

Guarantees consistent formulation of high-quality, reliable feeds at our plants through the implementation of several international certifications, systems and internal procedures as well as the Hazard Analysis & Critical Control Point (HACCP) standard.



INGREDIENT & SUPPLIER ASSESSMENT AND MANAGEMENT

Ensures only healthy, safe and sustainable raw materials from approved suppliers are used for the production of fish and shrimp feeds.



TRACKING & TRACING

Ensures the efficient flow of information between Skretting, our suppliers, fish farmers and fish buyers. This rapid flow of data is essential for implementing dynamic recall systems.



MONITORING & CONTROL

Incorporates a comprehensive global monitoring programme that ensures safety throughout the production chain.



RISK MANAGEMENT

Enables the correct decisions to be made to minimise risks and unwanted situations arising. It also expedites professional crisis handling, should an emergency arise.



ANIMAL AND HUMAN WELLBEING ESPECIALLY SUPPORTS SDG 3 Ensure healthy lives and promote well-being for all at all ages

Chapter 3 INGREDIENTS

Being able to source our raw materials in a sustainable way is crucial if we are to feed more than 9 billion people without depleting the planet's natural resources. Sustainable farming methods ensure that we do not reduce biodiversity and that processing of raw materials does not lead to pollution of the environment. Responsible sourcing also will help combat climate change.

Sourcing sustainably helps secure our supplies, and reduces risk and volatility in our raw material supply chains. It also opens up opportunities for innovation: by focusing our customer preferences, we can meet the demands of our customers in different markets.

In the area of responsible sourcing, Skretting Norway has three focus areas: Compliance with our Supplier Code of Conduct, and sustainable sourcing of both soy and marine ingredients.

COMPLIANCE WITH SUPPLIER CODE OF CONDUCT

Skretting and parent company Nutreco focus on supplier engagement through the group-wide Supplier Code of Conduct *(http://www.nutreco.com/globalassets/nutreco-supplier-code-of-conduct.pdf)*. The Supplier Code of Conduct is applicable to all our suppliers and provides clear guidelines for how we expect them to act in the areas of Integrity and Business Conduct, Human Rights, and the Environment. We wish to use our influence to encourage suppliers to adhere to the Supplier Code of Conduct and to request their suppliers to do the same, supporting us in making a positive contribution to using sustainable raw materials.

FEED RAW MATERIALS USED IN 2015

The main raw materials used to produce farmed salmon are the same as previous years. The use of fishmeal shows a steady decrease due to that our MicroBalance technology is improved. The level of fish oil remains relatively stable as the industry do not want to lower omega-3 levels in the diets as they do not want to risk that farmed salmon is perceived less healthy.

	Skretting Total	Optiline	Premium
MARINE PROTEIN	%	%	%
Fishmeal from whole fish	9.9	6.7	10.5
Fishmeal from by-products	3.2	1.8	2.2
VEGETABLE PROTEIN			
Soy concentrate	26.0	29.5	29.5
Faba beans	4.5	5.1	4.6
Wheat gluten	8.7	6.9	10.0
Sunflower meal	3.8	7.5	0.2
MARINE OIL			
Fish oil from whole fish	7.2	7.4	7.6
Fish oil from by-products	2.6	3.7	3.7
Fish oil from farmed fish*	1.0		
VEGETABLE OIL			
Rapeseed oil	19.4	17.1	18.3
CARBOHYDRATES			
Wheat gluten	9.8	10.3	9.3
Other	4.0	4.0	4.0

* In customer specific diets

Optiline is Skretting's standard product range for the production of farmed salmon.

Premium is Skretting's product range which gives higher growth rate and improved feed conversion compared to the Optiline product range.

SUSTAINABLE SOY

Soy concentrate is now the most important protein source in salmon diets. Skretting purchases



its soy concentrate from Brazil or from processors that import soy beans from Brazil. Today, soy concentrate from Brazil is an important raw material in salmon production. However, at the same time the deforestation of tropical rainforests is discussed in connection with the cultivation of Brazilian soy. Therefore, it is crucial that Skretting and Norwegian aquaculture secures access to sustainable soy from Brazil, both today and in the future. To clearly document that Brazilian soy concentrate comes from responsible and sustainable production, all our suppliers of soy concentrate must deliver batches certified according to the ProTerra standard from 2015 and onwards.

The ProTerra standard addresses the biggest challenges in large-scale production of plant materials related to environmental protection. It has a special focus on biodiversity and areas with high conservation value, lawful use of land and water, and respect for the needs and rights of smallholders and indigenous peoples, as well as protection of workers' health and rights. The standard balances the three pillars of sustainability, ensuring social (people), environmental (planet) and economic (profit) sustainable production practices.

MARINE INGREDIENTS - FISHMEAL AND FISH OIL

The traceability of marine ingredients is fundamental to ensuring our supplies are coming from responsibly managed fisheries. Therefore, it is a requirement for all our suppliers to provide information about the species and fisheries of origin for all fishmeal and fish oil sold to Skretting Norway. A summary of this information is shown in the following table. This provides assurance that our suppliers are in compliance with the requirements stipulated in our Marine Policy.

In 2015 83% of fishmeal and 67% of fish oil originated from targeted reduction fisheries. The countries of origin were in the North Atlantic, USA and Peru.

Significant parts of fishmeal and fish oil are today made from by-products or trimmings that can be from either wild or farmed fish. This represents a valuable source to produce food and not to be treated as waste. As such we work to increase the proportion of fishmeal and fish oil coming from trimmings.

As aquaculture grows, also by-products from processed farmed fish represent a more and more valuable marine resource. (See table on page 14)

REDUCTION FISHERIES	Fishmeal	Fish oil	Country of origin
SPECIES AND FISHERY	%	%	
Anchoveta – Peru	14%	19%	Peru
Capelin – Icelandic	8%	6%	Iceland
Capelin – Barents Sea	3%	1%	Norway, Denmark
European sprat – North Sea	11%	5%	Denmark, Norway
Baltic sprat	3%	4%	Denmark
Lesser sand eel – North Sea	7%	10%	Norway, Denmark
Atlantic herring - Icelandic summer-spawning	2%	0%	Iceland
Atlantic herring - Norwegian spring-spawning	1%	2%	Norway, Denmark
Blue whiting - Northeast Atlantic	33%	9%	Denmark, Norway, Iceland
Gulf menhaden – Gulf of Mexico		10%	USA
Norway pout – North Sea	2%	1%	Norway, Denmark
Lesser Argentine	0%		Norway
SUM	83%	67%	

TRIMMINGS AND BYPRODUCTS	Fishmeal	Fish oil	Country of origin
SPECIES AND FISHERY	%	%	
Atlantic herring - Norwegian spring-spawning	7%	9%	Norway
Atlantic herring - Icelandic summer-spawning	1%	2%	Iceland
Capelin - Icelandic	0%	1%	Iceland
Capelin - Barents Sea	1%		Norway
Trimmings and byproducts (unidentified)	8%	12%	
Salmon oil (farmed)		13%	Norway
SUM TRIMMINGS AND BYPRODUCTS	17%	33%	

MARINE INGREDIENTS - FISHERY MANAGEMENT STATUS

When evaluating the fishery management of the origin of marine ingredients the vast majority of fisheries meet the requirements of a fishery to be approved under the IFFO RS (IFFO Responsible Supply) standard. Only 1-2% originates from Marine Stewardship Council (MSC) certified fisheries. Also in 2015, only a small proportion of fisheries that were the origin of marine ingredients made from whole fish met the requirements of the Aquaculture Stewardship Council (ASC) salmon standard.

Nearly all fisheries where caught by purse seine net or midwater trawl and as such had no benthic impact. The only fishery using bottom trawl is the lesser sand eel fishery in the North Sea. Trimmings and by-products are the leftovers after fish has been processed for direct human consumption. They represent potential offal. Using this valuable resource to produce food and farmed fish prevents that this becomes a pollution problem and we can make valuable use of this resource. Most sustainability standards accept a less stringent requirement when it comes to the fishery management status of the fisheries being the origin of the by-products compared to fishmeal and fish oil from whole fish. The reason for this is that one would like to promote an efficient use of this resource. The responsibility for the fishery management primarily rests with the interests that fish for human consumption.

TRIMMINGS AND BY PRODUCT –

An overview that shows if the fishery byproducts are approved under the IFFO RS standard and the ASC salmon standard.

SPECIES AND FISHERY	APPROVED/ CERTIFIED	APPROVED UNDER THE ASC SALMON STANDARD
Atlantic herring – Norwegian spring-spawning	Yes	Yes
Atlantic herring – Icelandic summer-spawning	Yes	Yes
Capelin – Icelandic	Yes	Yes
Capelin – Barents Sea	Yes	Yes
Salmon oil (farmed)		Yes



INGREDIENTS ESPECIALLY SUPPORTS SDG 14

Conserve and sustainably use the oceans, seas and marine resources for sustainable development

REDUCTION FISHERIES –

An overview that shows if the fishery is approved under the IFFO RS standard and the ASC salmon standard and if there is benthic impact due to the fishing gear used in the fishery.

SPECIES AND FISHERY	APPROVED/ CERTIFIED	APPROVED UNDER THE ASC SALMON STANDARD	BENTHIC IMPACT
Anchoveta – Peru	IFFO RS	No	No impact on the benthic habitat.
Capelin – Icelandic	IFFO RS	No	No impact on the benthic habitat.
Capelin – Barents Sea	IFFO RS	No	No impact on the benthic habitat.
European sprat – North Sea	IFFO RS (Denmark)	No	No impact on the benthic habitat.
Baltic sprat	No	No	No impact on the benthic habitat.
Lesser sand eel – North Sea	IFFO RS	No	Bottom trawl.
Atlantic herring – Icelandic summer-spawning	IFFO RS	No	No impact on the benthic habitat.
Atlantic herring – Norwegian spring-spawning	MSC	Yes	No impact on the benthic habitat.
Blue whiting - Northeast Atlantic	IFFO RS	No	No impact on the benthic habitat.
Gulf menhaden – Gulf of Mexico	IFFO RS	Yes	No impact on the benthic habitat.
Norway pout – North Sea	IFFO RS (Norway)	No	No impact on the benthic habitat.
Lesser Argentine	No	No	No impact on the benthic habitat.

CERTIFICATION SCHEME	FISHMEAL	FISH OIL
Sum IFFO RS approved fisheries	96%	94%
Sum MSC certified fisheries	1%	2%
Sum fisheries approved under the ASC salmon standard	1%	17%



INGREDIENTS ESPECIALLY SUPPORTS SDG 15

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Chapter 4 EFFICIENT USE OF LIMITED MARINE RESOURCES

Today, nearly all fisheries in the world are fully exploited and there is agreement that we cannot expect to harvest higher volumes of fish from the ocean for human consumption. At the same time, fish consumption is increasing due to an increasing world population and rising demand for fish at the dinner table. This means that increased consumption of fish must come from aquaculture Skretting has significantly reduced the inclusion rates of fishmeal and fish oil from forage fish in salmon feeds during the past two decades. Fishmeal and fish oil are both finite resources that are shared across a range of users with increasing demands, from direct human consumption to aquaculture to pig and poultry production. Skretting Norway works to increase the efficient use of these resources, producing increasing amounts of farmed salmon from a given input of fishmeal and fish oil. Efficient use of limited marine resources ensures that we can produce more farmed fish from a limited resource base.



We measure our use of marine resources by calculating the Forage Fish Dependency Ratios (FFDR). The ratios, one for fishmeal and another for fish oil, calculate the dependency on forage fisheries through an assessment of the quantity of live fish from small pelagic fisheries required to produce the amount of fishmeal or fish oil needed to produce a unit of farmed salmon. Fish farmers will be able to improve their FFDR by using a greater percentage of fishmeal and fish oil from trimmings and offal, using other sources of meal and oil (e.g. vegetables) and improving their feeding efficiency (feed conversion ratio).

SKRETTING SALMON FEED IN 1995





The FFDR has been calculated based on an economic feed conversion ratio of 1.15 for the Optiline product range and an economic feed conversion ratio of 1.11 for the Premium product range.



MicroBalance

WHAT WE HAVE DONE

The reduced use of limited marine resources has been made possible by replacing them with vegetable protein and oils.





Chapter 5 COMMITMENT

A sustainable future is not viable without the involvement of motivated people. In recognition that the impacts of feed production extend beyond the manufacturing process, Skretting is committed to taking a supply chain approach to stakeholder engagement. To do this, a range of initiatives are in place to enable us to connect with people that have varying opinions on feed production and different abilities to implement the necessary change to create a more sustainable future.



As an essential link in chain. understanding and

responding to stakeholder needs is key to the success of our business. Skretting engages with stakeholders through a diverse range of methods. One of our primary forums for stakeholder engagement is AquaVision, a biennial conference organised by Nutreco and Skretting for top executives in aquaculture.

AguaVision 2014 in Stavanger had more than 400 delegates from 45 countries that took part in a busy conference programme. The conference clearly showed that there was no doubt that the aquaculture industry is a winning industry, and as such it needs to find the most viable industrial species to feed a global population that is going to grow to 9 billion people by 2050.

The next AquaVision (www.aquavision.org) will be held 13-15 June 2016 in Stavanger, Norway and will be the 11th edition of the conference. The keynote speaker will be Lord Sebastian Coe.



Skretting supports the work of the IFFO RS (Responsible Supply) standard and participates actively in the governance and the development of the standard. The IFFO

RS vision is that all marine ingredients produced globally will be sourced from responsibly sourced fisheries and produced in a safe manner. Its mission is to assist marine ingredient producers to demonstrate to all stakeholders their commitment to responsible practices in the areas of raw material procurement and food/feed safety.

The objectives of the standard are:

- To ensure that whole fish used come from fisheries managed according to the FAO Code of Conduct for Responsible Fisheries.
- To ensure no Illegal, Unreported and Unregulated (IUU) fishery raw materials are used.
- To ensure pure and safe products are produced under a recognised Quality Management System, thereby demonstrating freedom from potentially unsafe and illegal materials.
- To ensure full traceability throughout production and the supply chain.



Skretting actively supports the work of the Sustainable Fishery Partnership (SFP). The fishmeal and fish oil sector has made significant improvements in sustainability over the last 10 years. However, several

fisheries around the world still face serious challenges. Skretting Global is member of the SFP European Sustainable Fishmeal Roundtable, which focuses on monitoring the sustainability status of stocks used for fishmeal and fish oil production in globally significant reduction fisheries.

The SFP improves access to information to guide responsible seafood sourcing, and enhances the ability of seafood companies and partners to influence policies and management practices to improve fisheries. SFP works to improve fisheries through fishery improvement projects (FIPs). FIPs are collaboration between relevant stakeholders to influence policies and management practices and improve the sustainability of fishing operations.



Skretting Norway is a member of the ProTerra foundation. ProTerra is a non-profit organisation that aims to advance and promote sustainability at all levels of the feed and food

production system and assist economic operators to efficiently implement and demonstrate sustainability. It contributes to a fast scaling-up of good agricultural practices worldwide and link sustainable production with the demand from the consumer side. ProTerra also contributes to improved food security with technical expertise and good knowledge of agricultural markets



COMMITMENT ESPECIALLY SUPPORTS SDG 3 Strengthen the means of implementation and revitalize the global partnership for sustainable development

Chapter 6 OPERATIONS

Skretting believes that sustainability begins at home and as such we are firmly committed to ensuring our own house is in order. Our focus areas are CO_2 emissions, waste generation and water use. Human resources are another vital input and we strive to provide the best working environment possible.

REDUCTION OF ENERGY USE

Why is it important?

A significant part of our energy sources come from non-renewable sources. This means that energy saving also can reduce our use of fossil fuels and as such our impact on climate change. As an industry, if we make smarter decisions about using newer, more energy efficient equipment and processes in our factories we also reduce our manufacturing costs.

REDUCING CO₂ EMISSIONS FROM OUR OPERATIONS

Why is it important?

CO2 emissions directly contribute to climate change, causing temperatures and sea levels to rise. This in turn has an impact on the availability and cost of raw materials and other resources. As a leading global fish feed company, we believe it is our responsibility to play an active role in taking responsibility for reducing CO_2 emissions from our own operations.

Rising sea temperatures in Norway due to climate change can have a negative effect on salmon farming in Norway and as such overtime impact our business negatively.



OUR PERFORMANCE IN 2015

The energy use by the manufacturing process per tonne produced feed was in 2015

254 kwh per tonne feed

OUR TARGET FOR 2016

Skretting in Norway has set a target to reduce energi per tonne produced in 2016 to be

242 kwh per tonne feed



OUR PERFORMANCE IN 2015

The CO_2 emissions as a result of the manufacturing process per ton produced feed was in 2015

30.5 kg per tonne feed

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OUR TARGET FOR 2016

Skretting in Norway has set a target to reduce our CO_2 emissions in 2016 to be

30 kg per tonne feed

REDUCING WASTE FROM OUR OPERATIONS

Why is it important?

As a manufacturing business, we have an obligation to conserve our natural resources and reduce the amount of waste we dispose. Our goal must be to recycle and reuse as many products we can, and to reduce the amount of products we purchase which cannot be reused or recycled.

Of the 'three R's' of 'recycling' (reduce, reuse, recycle), we think that 'reduce waste' is the most important. Our aim in order to reduce waste is to minimise the amount of waste that goes to landfill.

REDUCING WATER USE IN OUR OPERATIONS

Why is it important?

Optimisation of water use by industries is important because it can lower water withdrawals from local water sources thus increasing water availability and improving community relations, increasing productivity per water input, lowering wastewater discharges and their pollutant load, reducing thermal energy consumption and, potentially, processing cost.

Many people will find it strange to potentially reduce water usage in Norway where water in most places is an abundant resource. In all places we operate in Norway we use water from municipality resources. We should not waste water in our manufacturing process as this will lead to more pressure on the local community to expand their water supply. Such investments might not be necessary if we all optimise our water usage.



OUR PERFORMANCE IN 2015

The amount of non-hazardous waste to landfill as a result of the manufacturing process per tonne produced feed was in 2015

0.05 kg per tonne feed

OUR TARGET FOR 2016

Skretting in Norway has set a target to reduce the amount of non-hazardous waste to landfill as a result of the manufacturing process per ton in 2016 to be

0 kg per tonne feed



OUR PERFORMANCE IN 2015

The amount of water used a result of the manufacturing process per tonne produced feed was in 2015

553 litres per tonne feed

OUR TARGET FOR 2016

Skretting in Norway has set a target to reduce the water use in the manufacturing process per ton feed in 2016 to be

530 litres per tonne feed

PROMOTING HEALTH AND SAFETY

The underlying aim of good health and safety management is to make sure that people's safety is not put at risk and that their health is not damaged. We also believe that attention to health and safety is not just about obeying the law and being socially responsible. It also makes good business sense.

Skretting Norway has invested in doing comprehensive risk assessment at all manufacturing units and focusing at implementing proactive actions in order to reduce accidents. We monitor our health and safety performance by registering lost time injury (LTI) frequency. LTI is all incidents that cause at least one working day lost time, not including the day of the incident. As a KPI index we measure the number of LTI per 1,000 workers in order to compare with other Skretting and Nutreco companies. This number is called LTIF lost time injury frequency (LTIF).



OUR PERFORMANCE

Our target for LTIF is 0. We realise that this is an ambitious target that can be a challenge to meet, but in this area we cannot aim for any poorer performance.



OPERATIONS ESPECIALLY SUPPORTS SDG 9

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



OPERATIONS ESPECIALLY SUPPORTS SDG 13

Take urgent action to combat climate change and its impacts*

Delivering sustainable feed solutions for aquaculture

www.skretting.no www.sustainability.skretting.com



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