



Policy for HSE, Quality, and Environmental Management

Owner/Approver: CEO STIM AS

Valid from: 25.06.2024

STIM AS (hereinafter STIM), including its subsidiaries STIM Scotland Ltd, STIM Chile SA, and STIM Canada Ltd, shall be a leading quality provider of fish health products and advisory services to the aquaculture industry. Systematic work with health, safety, and environment (HSE) and quality work is crucial and highly prioritized in STIM.

STIM delivers independent and results-based knowledge, and through good communication and advisory services, we shall contribute to promoting sustainable resource utilization and reducing negative environmental impact.

The goal of HSE work is to create a safe and health-promoting workplace for our employees. We have a zero vision for accidents and injuries in the workplace. To achieve this, STIM commits to the following:

- To work long-term and systematically with HSE in the company, and to strive for a good physical and psychosocial working environment for all our employees.
- To always comply with legal requirements, customer requirements, and the requirements of accreditation and certification bodies, as well as internal procedures and guidelines related to HSE.
- To ensure a sound HSE culture and knowledge of HSE among all our employees and managers by providing thorough training and regular reviews focusing on HSE work in daily operations.
- To actively use the quality system to prevent and reduce the risk of accidents and injuries in the company.
- To ensure that employees involved in laboratory and field activities are equipped with maintained equipment for safe work.
- To ensure that employees are aware of any hazards associated with working in laboratories and with chemicals, as well as providing good training and instruction on the proper use of protective equipment.

In our work for sustainable development, we shall also:

- Follow internal goals and strategies for environmental work in STIM.
- Conduct annual analyses of the environmental work in the company, with the aim of improvement.
- Assess the risk of environmental impact in connection with assignments and projects and consider these when developing measures.
- Ensure high quality of work by enhancing employees' knowledge of environmental impact within our areas of work, and using recognized methods in accordance with regulatory requirements, as well as internal requirements.

Framework

STIM AS and its subsidiaries commit to complying with all relevant laws and HSE regulations in the countries where the companies are located.

Valid for

This policy applies to all employees in the STIM group and also forms the basis for our expectations of suppliers and partners. The policy is based on STIM's core values and is part of our management systems.

Roles and Responsibilities

All employees in the group's companies are responsible for following the policy and contributing to creating and maintaining a good working environment.

The executive management of each company is responsible for ensuring that the company has competent personnel who ensure local compliance.

As a supplier and advisor to the aquaculture industry domestically and internationally, STIM shall be a responsible actor towards employees, customers, and society at large.

Ownership and Anchoring

The policy is approved by the executive management of STIM AS.

The overall responsibility for the policy lies with the CEO of STIM AS.