

Hampiðjan Group Environmental Policy

1 Scope of Application

This environmental policy is formulated by Hampiðjan Group and applies to all of us in Hampiðjan hf and its subsidiaries (hereafter: Hampiðjan Group).

This policy illustrates Hampiðjan Group's commitment to continuously monitor and evaluate our environmental performance and implement and maintain systems to improve them, as well as complying with legal requirements related to the company's environmental aspects in all regions.

2 Roles and Responsibilities

Employees and managers within the group have a responsibility to make themselves familiar with the company's environmental policy and to work accordingly.

All leaders and managers within Hampiðjan Group are responsible for setting the right tone at the top to encourage compliance to this policy and to ensure that each part of Hampiðjan Group complies with legal requirements related to the company's environmental aspects

The CEO of Hampiðjan Group has overall responsibility of the Environmental Policy. This document is to be reviewed regularly by the Environmental Manager of Hampiðjan Group and updated in consultation with top level management.

3 Our Commitments

Staff

- Raise awareness of staff on environmental issues and what these entail.
- Encourage staff to use environmentally friendly transport.

Fishing Gear, Aquaculture, and Offshore Equipment Design

- Emphasis will be placed on the design of fishing gear, aquaculture and offshore equipment to minimise the carbon footprint during use.
- Aim to develop fishing gear technology that results in greater selectivity in terms of size and species.
- Aim to develop materials and fishing gear, aquaculture and offshore equipment in such a way that recycling end-of-life equipment is as practical as possible.
- Design for the increase of secondary (recycled) materials to reduce consumption of virgin resources.

Recycling

- All operational waste should be sorted and the volume requiring disposal by landfill kept at a minimum.
- Encourage recycling of those materials left over during manufacture of the company's line of products.
- Recycle packaging waste.

- Reduce the use of paper and ensure that any paper used is routed to recycling.
- Assist industry and customers in collecting and sorting end-of-life fishing gear, aquaculture and offshore equipment and ensure that as much as possible is entered into a recycling pathway.
- In general, employees should aim to minimize waste in their work by following the principles of the waste hierarchy: prioritize waste reduction, reusing materials when possible, recycling what cannot be used, and only using disposal methods like incineration or landfill as a last resort.

Climate and Environment

- Monitor and report the greenhouse gas emissions of Hampiðjan Group and aim for this to be systematically reduced every year.
- Regularly map and evaluate climate-related risk and incorporate findings into strategic planning
- Clean and spillage-free workspaces are to be maintained to eliminate any contamination of surrounding land and water.
- Encourage subsidiaries to implement environmental management systems such as ISO14001 to monitor performance and mitigate against any threats.
- Support the retrieval of waste along the coast and at sea.

Environmental Reporting

Hampiðjan Group will publish sustainability statement during the first quarter of each year detailing the previous year's environmental performance.