

# Bio Marine on sustainability (ESG)

## Climate and environment (E)

### Energy

Energy consumption is a key theme that affects the climate footprint, economy, nature and resource use. Bio Marine has new premises, built by local contractors in 2017. Energy-efficient heat pumps are used for all heating, and parts of the electricity consumption comes from solar panels installed in 2020. In 2022, we will expand with 4-5 times more solar panels. All company cars are now electric cars, which can be charged with a renewable energy source. We try to carry out collaboration and meeting activities digitally, without travel, to a large extent.

### Recycling

Bio Marine's products in stainless steel constructions are renovated and reused. Other products are also brought in for repair/service, so that the service life is extended. Large parts of our products are returned to us, and handled for waste handling or recycling. Waste from operation and production is sorted and delivered to a nearby recycling plant.

### Nature/Biodiversity

Bio Marine works for a better cage environment, and optimize conditions for growth and survival. Our products and our knowledge lead to increased feed utilization and less waste, better welfare and less stress & mortality. Bio Marine's products help to maintain the natural physiological processes in the fish, and which lead to good growth and a shorter production cycle in the cages and thus smaller environmental footprints. Bio Marine has products for environmental monitoring in cage environment. These are also used to improve the environment in lakes and in municipal and industrial wastewater treatment.

Bio Marine focuses on the following of the UN's sustainability goals:



**Goal 9: Industry, Innovation, and Infrastructure:** Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



**Goal 12: Ensure sustainable consumption and production patterns:** Ensure sustainable consumption and production patterns



**Goal 13: Climate action:** Take urgent action to combat climate change and its impacts



**Goal 14: Life below water:** Conserve and sustainably use the oceans, seas and marine resources for sustainable development

## Social responsibility(S)

### Relationships with people and institutions

Bio Marine make agreements with all employees, where salary and working conditions are described. We work for an inclusive environment, and make it easy for employees' opinions to be heard and taken into account. A large degree of co-determination and influence is both useful and desirable in a competence company such as Bio Marine. Bio Marine employs women and men, different ethnicities are represented and we have an agreement with Nav on inclusive working life with a wage support scheme.

Bio Marine has many different partners, both inland and abroad. We want to work solution-oriented with environmental management for an increasingly better cage environment. Results from projects are shared through popular science articles, meetings and conferences. Bio Marine supports the local community in Surnadal through sponsorship funds for the local sport clubs. We are the closest neighbor to Surnadal's football arena, and our outdoor area is made available for parking at larger events. We support youth activities and participate in local business work.

### Quality assurance, risk assessment and HSE

We are working on updating on quality assurance, and internal control for risk and HSE. It is a goal to Miljøtårn-certify the company during 2022.

## Corporate governance(G)

### Shareholder interests

Sustainability is put on the agenda from the owner's side, and we work to follow this up in all work. Anti-corruption work is in the spotlight, as well as balanced information entering the market.