



# Code of Conduct

This Code of Conduct applies to all employees, directors and members of the board of directors of Lýsi hf. We expect companies affiliated with Lýsi hf. to respect these principles, including suppliers. We follow these principles in our everyday business and work practices. Our Code of Conduct sets out how we do business.

## Legal compliance

We respect and act in compliance with the relevant laws and regulations applicable to our operations. All our employees shall act in accordance with the company's internal rules.

## Environment

Respect for the environment is at the heart of what we do. Our production depends on maintaining fish populations within our oceans. That is why Lýsi hf. is committed to sourcing raw materials from sustainable fisheries. We are committed to safeguarding the environment and we actively seek to minimise the organisations impact on the environment.

## Human resources

We work as a whole to serve our customers and uphold our core values. We are committed to training and educating our employees and meeting strict guidelines and standards set by global governing and standardisation bodies to maintain our unrivalled expertise. We continually revise and improve our operations for better product quality and customer service.

## Business ethics

We refrain from making false claims about our products or our business. We are honest and professional in the way we conduct our business. We do not tolerate corruption or bribery in any form.

## Communication

We show respect and integrity in our communications with customers, suppliers and co-workers. We greatly value each other and our customers, partners and other stakeholders.

We strive to communicate in a positive and constructive manner. We respect people's feelings and privacy. We do not tolerate any form of abuse, discrimination, harassment, bullying or intimidation of people inside or outside our company. All forms of sexual harassment are strictly prohibited.

We do not participate in any undertakings or activities that could harm the company's reputation or the wellbeing of our employees.



## Code of Conduct

Employees are prohibited from accepting gifts or donations from customers or suppliers that fall outside of normal business practices or are considered excessive in value.