

## Cermaq British Columbia Corporate Giving Policy

Cermaq BC's donation and sponsorship program is focussed on giving to communities in which we live and work or are in proximity to one of our farms, our hatcheries or other programs or operations.

We are privileged to be able to operate in one of the most beautiful regions in the world, in the territory of many First Nations and in proximity to many communities. As a company, we are led by five guiding values, which also form the basis of our donations and sponsorship program:

**Business Mindedness:** We always seek opportunities to generate profit and reduce cost.

**Corporate Responsibility to Society:** We conduct our business in a responsible manner to add value to the society.

**Integrity:** We are loyal to our standards and base our decisions on fairness and respect.

**Sharing Success and Concerns:** We share information proactively and engage colleagues and stakeholders in achievements and dilemmas.

**Long Term Perspective:** Success is defined by value creation over time and lasting customer satisfaction.

Through Cermaq BC's donation and sponsorship program, we look for ways to support programs, initiatives and projects which are community-led and will add value for community members, support the community's values or help the community to achieve a significant goal or initiative.

We give priority to requests which can demonstrate a clear link to adding value for First Nations communities or are First Nations-led, provide community-wide benefits, support the restoration of wild salmon stocks or habitat, or share in Cermaq BC's values.

We have several ways in which we can support communities, these include:

- **Scholarships:** Providing funds to dependent youth of Cermaq employees to help further their academic pursuits.

- **Direct funding:** Providing funds to help support local events, teams, conferences, tournaments, etc
- **In-kind support:** We may be able to provide donations of salmon for community events or provide specific items such as custom gift baskets for use in fundraising or silent auctions.
- **Employee participation:** Our employees represent a diverse population and within this have unique backgrounds, education and experience which they enjoy sharing with communities and helping to add value through volunteerism, project support and knowledge sharing.
- **Equipment donation:** From time to time, as we continue to adopt technology, upgrade and improve our operations, we retire equipment that may be suitable for other purposes community, such as local enhancement projects or other non-profit initiatives.
- **Farm or facility tours:** We are always excited to show what we do and how we do it. If you are part of a group that would be interested in touring one of our facilities, please reach out directly to [contact.canada@cermaq.com](mailto:contact.canada@cermaq.com)

In return for funding, sponsorship or participation, Cermaq BC asks for formal acknowledgement of the support. This can be accomplished in several ways, ranging from acknowledgment through social media, up to cohosting a public announcement depending on the investment on behalf of Cermaq BC. On your application, please ensure you highlight how Cermaq will be acknowledged.

All requests are reviewed by our Communications Department, with input from various other teams. Our goal is to provide a response within 10 business days, but it should be noted that, if approved, payment can take several weeks from the approval date. Please ensure you work this timeline into your submission.

## Exclusions

Before submitting, please ensure you have reviewed the below exclusions for our program and confirmed that your request does not fall within one of the categories below:

- Sport and recreational fishing events or programs such as a fishing derby
- Projects or initiatives outside of our operating region
- Repayment of operational costs, overhead or debt
- Political events, parties or candidates
- Lobby / advocacy / partisan group
- Religious organizations
- Organizations whose activities contravene the Canadian Human Rights Act

- Membership / registration fees
- Elite sports teams or elite events
- Travel costs or expenses
- Direct mail or telephone solicitations
- Freelance films, books, videotapes or audio productions
- Colouring books, community handbooks, self-published materials

## Emergency Relief

Cermaq BC maintains sole discretion on responding to requests for emergency disaster relief in Canada or elsewhere. Donations for these purposes will be channelled through a recognized organization such as the Red Cross, United Way or other organizations fully designated to collect and acknowledge receipt of funds.

## How to apply for support from Cermaq BC:

Contact us by email [contact.canada@cermaq.com](mailto:contact.canada@cermaq.com) and request the Cermaq BC Community Giving Application Form or Scholarship Application Form.

Completed forms can be mailed to:

Cermaq BC  
203-919 Island Highway  
Campbell River, BC V9W 2C2  
+1 250 286-0022 // [www.cermaq.ca](http://www.cermaq.ca)

Or emailed to: [contact.canada@cermaq.com](mailto:contact.canada@cermaq.com)

## Cancellation of funding or support

Cermaq BC reserves the right to, on an ongoing basis, to evaluate the activities of organisations receiving support and to terminate funding or support if the conditions of a donation are not being satisfactorily met in terms of added value in Cermaq BC's priority areas.

Cermaq Seafood BC Ltd shall adopt the following language from the Ethical Guidelines which are posted on its parent company website Cermaq Global at <https://www.cermaq.com/assets/Global/Other-PDFs-policies-etc/Code-of-conduct-ENG-web-23.pdf>