



People and Culture Policy

Cermaq Canada Ltd. is a salmon farming company on Vancouver Island, British Columbia. Operations consist of four land-based freshwater facilities (three hatcheries and a broodstock facility); 26 marine aquaculture facilities (including a broodstock facility); and one fish processing facility. Cermaq Canada's offices are located in Campbell River, Tofino and Richmond. Warehouses are located in Campbell River, Tofino and Port McNeill.

Cermaq Canada Ltd. is proud to produce high-quality Atlantic salmon (*Salmo salar*) for domestic and international seafood markets.

Our Policy

Cermaq Canada Ltd. is a progressive, positive and engaging place to work. We provide a mentally and physically healthy work environment for our employees, visitors and suppliers. Through continual improvement, we attract, develop and motivate talented passionate people. We distinguish ourselves from others by keeping to these commitments.

Our Commitments

- ✓ Committed to providing a psychologically safe and respectful place for all.
- ✓ Conduct ourselves so that we are free of discrimination as defined by the Human Rights of the jurisdiction.
- ✓ Innovate a culture with a unique value proposition to our people and their families that inspires pride and commitment to Cermaq.
- ✓ Respect and support the unique values and rights of Indigenous people.
- ✓ Pay for performance and provide opportunities so that rewards come from dedication to safety and hard work.
- ✓ Foster the best contribution possible from our people by building trust through fair and transparent people practices.
- ✓ Provide opportunities for learning and growth to our people so they are competent to meet the demands of our changing operations.
- ✓ Deliver on objectives that continually improve our people & culture practices including digital delivery of service.
- ✓ Guard employee information to ensure privacy.

A handwritten signature in black ink, appearing to read "David Kiemele".

David Kiemele, Managing Director