



## Nutrifish CSR policy

In a responsible and sustainable approach, Nutrifish is a fish feed manufacturing company adopting a Corporate Social Responsibility (CSR) approach at the heart of its activities. Our CSR policy is based on the three pillars of **Sustainable Development: economic, environmental and social.**

This policy is applied consistently across our production site, in compliance with local regulations.

Our commitment to CSR is based on continuous improvement, guaranteeing sustainable and shared growth, involving our employees, customers, partners and society as a whole.

### 1. Commitment to the Environment:

We are aware of our ecological impact and are taking concrete action to reduce our environmental footprint.

- **Reducing our carbon footprint:** We are committed to reducing our greenhouse gas emissions. This includes improving energy efficiency at our production site and optimising our transport.
- **Managing natural resources:** We aim to reduce water consumption and improve the management of the raw material resources used in the manufacture of our products. We also favour the use of sustainable raw materials.
- **Biodiversity and marine ecosystems:** As a fish feed company, we are committed to responsible sourcing practices. This includes using ingredients from certified fishing sources.
- **Waste reduction:** We implement recycling and waste reduction actions in our manufacturing processes.

### 2. Social commitment:

We consider that our social responsibility includes the well-being of our employees, local communities and stakeholders.

- **Working conditions:** We are committed to providing a healthy, safe and fair working environment for our employees. This includes regular health and safety training, and promoting diversity and inclusion in our business.
- **Training and development:** We invest in the ongoing training of our employees to support their professional development, tailored to their needs and ambitions.
- **Commitment to local communities:** We support local economic and social development initiatives through partnerships with community organisations.

### 3. Governance and ethics :

Transparency and ethics are an integral part of how we operate.

- **Ethical business practices:** We are committed to adhering to strict ethical standards in all our business practices, particularly with regard to price transparency, anti-corruption and the fight against child and forced labor throughout our supply chain.
- **Responsible partnerships:** We choose our partners based on their compliance with environmental, social and governance (ESG) criteria. We give preference to suppliers with recognized certifications.
- **Dialogue with stakeholders:** We establish open channels of communication with our customers, suppliers and shareholders. We carry out regular reviews of our CSR impact and strive to improve our practices based on feedback from our stakeholders.

Nutrifish is fully committed to continuing its efforts to be a responsible player that respects the environment, its employees and local communities. Our CSR policy is an ongoing process that we adjust in line with social, environmental and economic developments, in order to make a positive contribution to society while guaranteeing the long-term future of our business.