



TEAM SPIRIT

CORPORATE SOCIAL RESPONSIBILITY

PHARMAQ provides environmentally sound, safe and efficacious health products for the global aquaculture industry through targeted research and the commitment of dedicated people.

PHARMAQ's core business is inherently linked to Corporate Social Responsibility. PHARMAQ seeks to develop and deliver vaccine solutions and health products that:

- Contribute to sustainable, predictable and efficient production of healthy sea food to a rapidly growing global population.
- Secure the safest and most environmentally friendly technologies for aquatic health management
- Improve fish health and survival throughout the production cycle
- Improve food safety for the consumer

We define our Corporate Social Responsibility as a long term commitment to succeed through working practices that respect ethical values, people, human rights and the environment. Corporate Social Responsibility is an integrated part of PHARMAQ's business with particular focus on ethics, anti-corruption, the environment and social commitment.

PHARMAQ's management team will annually, develop an action plan with selected focus areas for Corporate Social Responsibility, which will be communicated and implemented across our global workforce. PHARMAQ will have a local Champion with continuous focus on Corporate Social Responsibility issues in every country where we are established with our own employees.

PHARMAQ will have in place an external Notification Service, where all PHARMAQ employees, contracted employees, consultants, external personnel and companies with, or without formal affiliation to PHARMAQ are welcome to make notifications of incidents, or report issues that could be an infringement to our Corporate Social Responsibility Policy.

PHARMAQ AS is the world's leading pharmaceutical supplier to the aquaculture industry. The company provides environmentally sound, safe and efficacious health products to the global aquaculture industry through targeted research and the commitment of dedicated people. The main portfolio are vaccines manufactured in a state-of-the-art production facility in Overhalla in Nord-Trøndelag, Norway. Administration and research and development activities are based in Oslo. With subsidiaries in Chile, United Kingdom, Vietnam and Turkey, PHARMAQ has more than 150 employees. The company's products are marketed in Europe, North and South America, and Asia. PHARMAQ's majority shareholders are Orkla and the investment company Kverva. The management and employees hold a considerable stake in the company. For further information, please visit our website www.pharmaq.com

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