

Corporate Policies

1. Responsible Fishery
2. Food Safety and Quality
3. Environment and Staff
4. Ethics



1. Responsible Fishery

Royal Greenland is working for the responsible use of marine resources

Quotas and legislation

- We believe that responsible fishery means compliance with prescribed requirements and restrictions under national and international legislation
- We recommend that the TAC (quota) is fixed in accordance with biologists' recommendations and preferably for several years at a time
- We do not purchase fish from illegal fishing
- We purchase fish and shellfish from countries where monitoring and reporting are carried out reliably by local authorities
- When purchasing from countries, where no corresponding reliable fishing control exists, we require additional assurances, e.g. through independent auditing
- Royal Greenland respects fishing quotas and catches are reported according to current legislation
- We cooperate with authorities, organisations and customers to meet external requirements

Fishing equipment

- We actively participate in improving approved fishing technology to ensure that we are as gentle as possible, and through selection minimise our secondary catch
- We support initiatives for the commercial use of our secondary catch
- We do not purchase fish caught with beam trawls or rock grates
- We require our suppliers to use approved fishing equipment
- We support all activities aimed at minimising catches of endangered species

Traceability

- We are able to trace our catches back to catching area, catching period and name of vessel
- We aim to ensure that our purchased fish and shellfish can be traced back to their catching area, catching period and group of vessels
- We wish to mark our finished goods in order to provide our consumers with required information (fishing area, period)

Control

- We spot-check external suppliers' fishing documentation
- We check proof of MSC fishery in the 'sea-to-table' chain
- We support schemes for the inspection of fishery, secondary catch and catch volumes to guard against illegal fishery



2. Food safety and Quality

Royal Greenland must produce fish and shellfish products with high food safety and fulfilment of customer quality expectations

Quality

- We cooperate with authorities and keep abreast of current legislation
- We collaborate with our customers on quality and respond to feedback in order to meet requirements
- Our largest production facilities are certified according to BRC* and/or IFS*
- We document the quality of products through effective and proactive controls
- Our target for delivery performance is a minimum of 98%
- Our collaboration with customers on quality and food safety is credible and professional

Food safety

- We are updating all Royal Greenland's HACCP quality systems to ISO22000
- Our Quality Management system is based on ongoing risk assessment
- Our QM system is reviewed regularly to focus on new developments, requirements and risks
- We forestall problems and are aware of new risks
- Our factories are maintained in accordance with EU standards and minimisation of risk
- We are able to trace raw materials, packaging and ingredients back to the supplier, and if necessary back to the source
- We are able to start a withdrawal or recall of a product from the market within only a few hours

Nutrition and health

- We provide consumers with allergy information on all our packaging
- We maintain production processes to avoid contaminating other products with an allergen
- We inform consumers about the nutritional content of each specific retail product to enable them to make active choices
- We use the GDA*) and the keyhole marking*) where appropriate in individual markets
- We only make claims under established standards
- We provide information about the importance of fish as a food source based on the principle of "eat fish twice a week"

*BRC= British Retail Consortium, IFS: International Food Standard

*GDA = guideline daily amount

*Keyhole marking = Scandinavian health mark



3. Environment and Staff

Production at Royal Greenland must take the external environment into account by focusing on the management of consumables and emissions into the surrounding environment

External environment

- We involve our employees to reduce our environmental impact
- The environment is taken into consideration when we decide on new processes and transport methods
- We cooperate with authorities and other stakeholders to comply with established regulations
- We require that our suppliers are aware of their impact on the environment
- We work to optimise the utilisation of water resources
- We protect the water supply in areas where Royal Greenland is responsible
- We work to minimise waste through optimum utilisation of fishing resources
- We work with recycling when disposing of waste
- We demonstrate our commitment to the environment through the collection and annual assessment of the environment impact of Royal Greenland



Royal Greenland works to ensure that employees are qualified and motivated and that working conditions are healthy and safe

Working environment

- We involve employees in the preventive working environment through involvement in the safety organisation and daily dialogue
- Together with our employees, we devise a risk assessment report to reduce the risk of injury in the workplace
- We take our working environment into account when purchasing new production equipment
- We establish working instructions that contain safety regulations
- We actively cooperate with authorities and other stakeholders

Staff

- We respect the individual's abilities and skills and seek constantly to improve these through training
- We communicate with openness, mutual trust, courtesy and respect for the individual
- We strive to ensure that all employees have good working conditions and feel motivated to work
- We must create a workplace that is characterised by mutual respect and trust among employees, a workplace that motivates people to find a good work/life balance
- We are conscious of the fact that there is always room for improvement in all workplaces
- We are constantly working on developing and improving our leadership
- We must offer fair and competitive employment conditions (including salary), recognise and reward outstanding performance
- We comply with legislation and industry standards governing working hours. Maximum working hours in a week must not on average exceed 48 hours and voluntary overtime not more than 12 hours. Employees are entitled to have one day off in an average week.
- We will work for the employee's freedom of organisation and the rights to carry out collective bargaining
- We do not accept any corporal punishment, mental or physical coercion or verbal abuse



4. Ethics

Royal Greenland works to ensure that ethical values are respected in procurement, production and sales

Ethics

- We require our suppliers as a minimum to comply with EU ethics regulations
- We trade only with suppliers that meet human rights conventions and Royal Greenland ethics and staff working conditions
- We do not purchase from companies using child labour
- We take action against any racism that may occur within the company
- We employ people regardless of religion and cultural background
- We do not tolerate bullying or sexual harassment
- We take care of employees who have an accident at work
- We seek to ensure a safe and clean working environment with correct handling of dangerous materials
- We strive to minimise the impact of passive smoking
- We show tolerance towards people regardless of gender and sexual orientation

