

TripleNine Group A/S

Statutory disclosure regarding social responsibility, cf. section 99a of the Danish Financial Statements Act and statutory disclosure regarding gender distribution at management level cf. section 99b of the Danish Financial Statements Act

TripleNine Group A/S is a growing company. We are expanding our activities and are present in a large number of countries worldwide. We are operating in an industry with potential adverse environmental and social consequences, particularly in relation to marine resources. We are aware of these consequences and not least the consequent responsibility. We wish to develop and run our activities in a financially, socially and environmentally responsible way.

In 2014 we therefore initiated a CSR process according to which we will develop the first CSR policy of the company on the basis of an analysis of stakeholder expectations, legislation, industrial guidelines, importance and risks. The policy will be based on the UN Global Compact and its ten principles within employee and human rights, environment and anti-corruption. As part of this work, CSR will be integrated into the company's management system, and a number of supporting policies, guidelines and processes will be established. The purpose of this work is to ensure a strategic approach to CSR which will support the company's core activities and address CSR-related challenges.

CSR-related areas such as environment and quality as well as employee conditions and safety have already been integrated into the management system of TripleNine Group, just as ISO 14001 and the quality standards of the industry, such as the Responsible Supply Standard from IFFO (The Marine Ingredients Organisation).

Environment and climate

The environmental area is governed by the company's environment policy which provides the overall approach to the area. We want to continue to reduce our effect on the environment and the climate and constantly to ensure that we can document that we observe the environmental requirements of the authorities. Furthermore, we want to be among the most energy-efficient companies within the production of fishmeal and fish oil.

Through our management system, we are working actively to improve our energy consumption per unit produced. We want it to be as low as possible in relation to holistic environment considerations, the demand for product and production quality of our customers and the authorities, and considering what is technologically and financially possible. We have focussed in particular on a reduction of the use of electricity, heating and water and are on an ongoing basis investing in water treatment plants and energy-efficient boilers. We are also working actively to reduce the emission of smell. Various environmental considerations are also included in the company's purchasing process, where the suppliers are assessed on the basis of a number of criteria, including environmental effect and energy consumption. We are assessing whether purchasing can be optimised with a view to reducing a possible environmental effect, for example in the form of dust, energy consumption, and the consumption of chemicals.

A special focus area in the environmental policy as well as in the company's social responsibility work is the challenge regarding sustainable use of marine resources. In order to ensure a sustainable future for the company, the industry and the marine environment, it is essential to achieve a balance between the quantities caught and the reproduction and to ensure sustainable catching and cultivation methods. TripleNine Group ensures this by observing industry standards issued by IFFO, FAO (Food and Agriculture Organization of the United Nations) and ICES (International Council for the Exploration of the Sea).

We are still measuring the results of our efforts. When the data is ready, we will assess and establish targets for the various environmental areas. We expect to be able to account for the result in our next report.

Quality

It is essential for our company to deliver high-quality products. We attach large importance to the traceability of our products and to delivery on time of the right products. Our quality policy provides the overall framework for our day-to-day work. We are highly aware that as the suppliers to for example the feedstuff industry, we are part of the food chain, and the quality of our products needs to reflect this. It is achieved by observing the rules regarding food safety and the rules for GMP+ (Good Manufacturing Practice incl. HACCP) according to PDV (Productschap Diervoeder). Through our management system we are constantly working to meet targets regarding the quality of our products, including meal volume, Total Volatile Nitrogen (TVN) level, and complaints.

In addition to our new CSR process, we will assess the most efficient way of measuring and reporting quality control, and we expect to be able to account for our targets and efforts in our next report.

Employee conditions and safety

TripleNine Group considers its employees a central part of the company's success, and we therefore want to be a company known for competent and motivated employees. We are working to ensure that our employees have the necessary conditions to develop and ensure high professional standards for our operations throughout the world.

Our employee policies appear from our staff manual which covers areas such as employment conditions, training, alcohol, insurance and pension. Separate policies and procedures for employment environment and safety have been prepared, and it is the policy of TripleNine Groups to continue to work for an improvement of the physical as well as the mental working environment and the cooperation between the employees. The work focuses on a safety and cooperation organisation with the primary aim of planning, managing and coordinating working environment and safety. It is supported by a large number of safety procedures within production, provision of training, and information and communication regarding new initiatives.

As mentioned above, we are still establishing systems for the quantitative measuring of these areas. We expect to be able to account for the results and establish targets for our efforts in our next report.

Diversity

It is the company's target that the under-represented gender should account for at least 15 per cent of the Board of Directors in 2017. The Board of Directors includes seven members, currently all men. Our day-to-day management organisation also only includes men.

It is the policy of TripleNine Group to appoint and promote on the basis of qualifications and skills. If several candidates have the same qualifications, the candidate whose gender is under-represented in the management group will be preferred. TripleNine Group appreciates diversity - also when it comes to gender distribution in management. Unfortunately, our company is operating in an industry which has traditionally been attractive to men, but TripleNine Group is considering possible initiatives with a view to furthering a more equal gender distribution at management level. As our policies and activities in this area are relatively new, we expect to be able to account for the result of these efforts in our next report.