



Smart Farm AS

Vision

Corporate Social Responsibility

Human Resources Policy

Anti-corruption code of conduct

Vision

- Smart Farm AS is to be a global leading supplier of solutions and technology for cultivating some of the most environmental friendly products in aquaculture.
- The Smart Farm solutions shall have the least impact on the environment and make sure that the ecological systems in which the cultivation techniques are executed is maintained.
- Smart Farm AS shall develop and provide HSE and cost efficient systems and solutions to increase our customers competitiveness.

CSR

- Smart Farm understands that Corporate Social Responsibility is the act to balance its own economic growth with the sustainable social and environmental development in its areas of operation.
- Smart Farm is a company with unique patented solutions that improves working conditions when growing, cultivating and harvesting bivalves and seaweed. The Smart Farm method secures safety for the workers whilst increasing profit for its users with the improved management of labor time and increase of harvest. The Smart Farm solution is developed to have the least impact on the environment and make sure that the ecological systems in which the cultivation techniques are executed is maintained.

CSR

- Smart Farm expects that its suppliers and partners share the same understanding of Corporate Social Responsibility as they do. Smart Farm demands transparency from its suppliers and maintains open channels of communication to ensure that Smart Farm's ethical standards are maintained. Visits to suppliers and factories are done on a regular basis where expectations and improvements are discussed.
- The Smart Farm systems are sold to companies around the globe, in different countries, with different cultures and different expectations on CSR. Nevertheless, Smart Farm endeavors to pass on its know-how on operation of its equipment, to ensure working safety and environmental sustainability, and make Smart Farm's ethical standards and expectations for the industry visible to its clients.
- Smart Farm's CSR policy is reviewed and measured annually, by its board of directors, to ensure its commitment to environmental responsibility, the community, and its ethical policy are as up-to-date and forward thinking as possible.

Human Resources Policy

- The human resources policy sets standard of behavior which we can expect from one another and which external parties can expect from us.
- Smart Farms employees should expect a safe working environment within a company which follows the at all times relevant rules and regulations according to Norwegian Law.
- Smart Farm expect all employees to uphold the highest standard of ethical behavior and integrity, to show respect and loyalty towards each other and the company. To follow the company's internal policy, procedures and keep attention to safety instructions and H&R analysis.

Anti-corruption

- Smart Farm AS has been in the international market since 2001, this means that the company has accumulated much experience and knowledge of other business cultures and other local standards. The company has consistently been proven that even if one is on the international market, we are regulated by Norwegian Law.
- Norwegian ASA is bound till one of the most stringent anti-corruption laws in the world. Norway has signed the "OECD Convention on Combating Bribery of Foreign Public Official in International Business" and the Parliament has adopted this (Clause No. 79 of 4 July 2003 of the Penal Code). The company's board and management have put into anti-corruption law, even if this is not legally binding for the AS gives it still a good guidance for ethical guidelines. Otherwise, the Anti-Corruption Handbook for companies published by Transparency Norway is a good practical guide.

Anti-corruption

- Construction of social relationships is very important, especially in international work, often social gatherings to be related to expenses such as dinner, entertainment and professional competence. Our experience is that often the costs are divided so that they extend this both ways, ie, one time we pay, the second time our relation pay the expenses in relation to social gatherings. The company's management and employees is aware that expenses related to relationship building is to withstand the light of day. The accounting law describes what can be considered expenses what documentation is required.

Anti-corruption code of conduct

- Corruption threatens rule of law, democracy and human rights, undermines good governance and social justice, it seems twisting competition, hinders economic development and put the stability of democratic institutions and society's moral foundation in danger.
- Smart Farm shall comply with society's laws and regulations and through our business practices do not contribute to corruption.