



Mustad

Conduct Principles



Don't just say who you are – show it

Dear colleagues,

OMSAS' vision is being the most successful company in the fishing gear business. We achieve our vision by living our values focusing on pioneering, passion, excellence and sustainability while also taking care of our people and our communities. OMSAS business conduct, operations and processes shall always reflect trust and the highest integrity.

The fishing gear industry is directly linked to the welfare of our planet's oceans, lakes, and rivers. As fishermen and general admirers of the natural world, we want to be a part of solving the environmental challenges of the planet rather than contributing to them. As one of the leading companies within the fishing gear business we have decided to measure our progress towards becoming more sustainable by the United Nations Sustainable Development Goals.

Trust is the fundamental principle that never changes no matter where we are in the world. We achieve trust by acting with integrity, honesty and transparency. We face different laws and regulations, and we meet different cultures and people. The expectations for us change when the context changes, but our integrity and ethical principles must never be compromised.

If we are asked to compromise our integrity, we shall refrain from doing business. I strongly believe and expect that business in OMSAS shall be conducted fairly, ethically and openly.

OMSAS global operations requires a clear and well-implemented corporate governance system, which serves as an important platform for the group.

These Conduct Principles are our main governance document and aim to build trust and demonstrate our commitment to be a professional, respected and sustainable business and societal actor. The principles herein describe our ethical standards and expectations, and shall guide the behaviour of our employees, our companies and our partners.

Each and every one of us is responsible for reading and familiarizing ourselves with these Principles. We are all responsible for making OMSAS a trusted company, and our Conduct Principles must always be reflected in the way we behave and the way we do business.

John Arne Lindstad, CEO

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1. Understanding the Principles

Purpose

The Conduct Principles describe OMSAS' ethical commitments and requirements and sets expectations to personal conduct and business practice.

Our Vision statement is “We want to be the most successful global brand and company in the fishing industry”. Our ambitions are to:

- Take lead in the fishing gear business as an innovative, responsible and quality proven company
- Place environment as a key focus area within our product development
- Be transparent in how we run a responsible business and ensure product traceability
- Engage in society to secure sustainable marine and coastal ecosystems
- Become recognized as an attractive and responsible employer

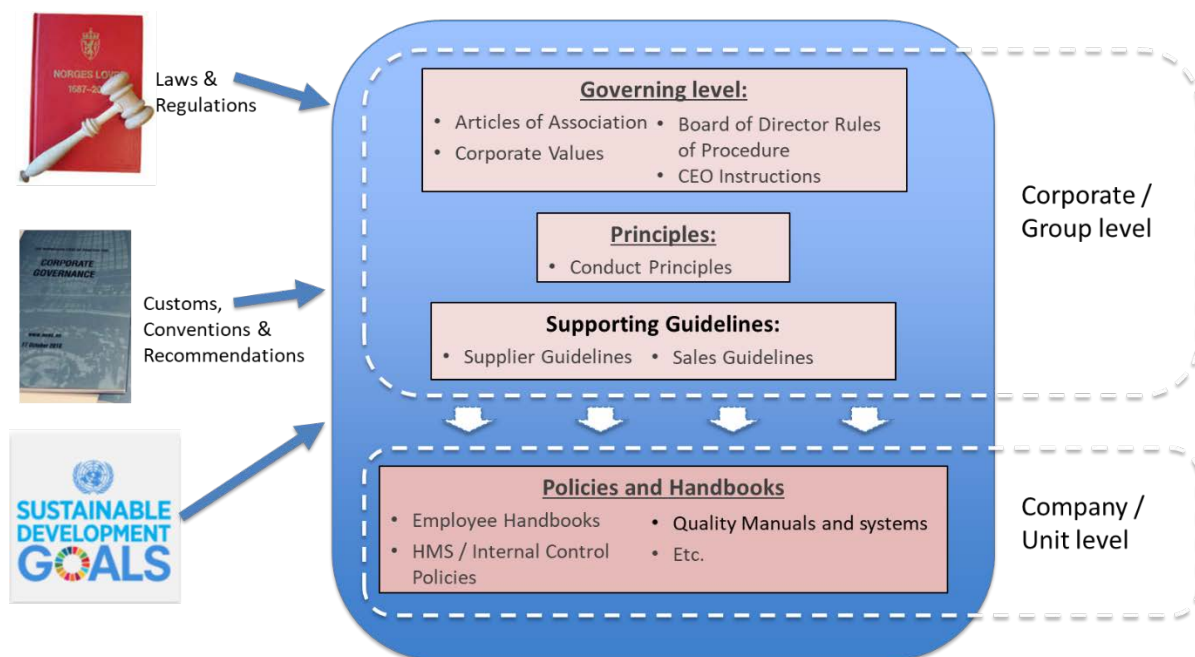
To develop a company culture based on our vision we expect openness, honesty and integrity - both within OMSAS and in our dealings with all stakeholders. Sustainability will be part of our culture and sits at the core of the value proposition to our customers.

Compliance with laws and regulations

OMSAS shall comply with all applicable laws and regulations and conduct its business with integrity, respecting cultures, dignity and rights of individuals everywhere we operate.

When there are differences between laws and regulations and the standards set out in the Conduct Principles, the highest standards consistent with applicable local laws shall be applied.

These Conduct Principles are the main governing document in OMSAS. Our Governance model is described in the figure below:



Scope

These Conduct Principles apply to all employees at all levels, including managers and directors, and contract worker/hired-in in OMSAS. In these Conduct Principles the term “OMSAS” includes the following companies:

- O. Mustad & Søn AS
- O. Mustad Wire AS
- O. Mustad & Son Europe AS
- Mustad Fishing Tackle (Wuxi) Co. Ltd
- O. Mustad & Søn IP AS
- Mustad Malaysia Sdn. Bhd.
- Mustad Fishing Gear (Wuxi) Co., Ltd
- O. Mustad & Son Americas, Inc.
- O. Mustad & Son D.R. , S.R.L
- O. Mustad & Son Equipamentos de Pesca, Lda
- O. Mustad & Son Pte Ltd

Further, including companies that fall outside the above-described scope for the Conduct Principles, OMSAS expects board members appointed by OMSAS to strive to implement guidelines which hold the same standard as those described herein.

Suppliers, subcontractors and other contracting parties of OMSAS are also expected to adhere to standards which are consistent with these Conduct Principles and applicable laws and regulations, and OMSAS shall do its best to ensure such adherence.

The Supplier Guidelines clarify OMSAS’ expectations to its suppliers.

2. Responsibility and Implementation

Personal responsibility

As an OMSAS employee, you shall strive to exercise good judgment, care and consideration. You are expected to familiarize yourself with, sign off on, and perform your duties in line with the principles set forth herein. If you need advice in handling a specific ethical dilemma, you are advised to consult with your manager or other appropriate OMSAS management.

Managers’ responsibility

Managers are responsible for communicating the requirements in the Conduct Principles to all their direct reports. Managers are also responsible for promoting and monitoring compliance with the Conduct Principles within their respective area of responsibility.

Board of Directors and CEOs’ responsibility

All Board of Directors of OMSAS are responsible for implementing Codes of Conduct that adequately address the principles included in these Conduct Principles in their respective companies. Further, all CEO/MDs of OMSAS companies shall ensure that employees are aware of and comply with these Conduct Principles.

Also, all OMSAS CEO/MDs shall ensure that annual Conduct Principles training is conducted for the company’s employees, and that all employees, as part of such training or other suitable process, sign that they have read and understood the Code.

3. Acting with Integrity

Corruption and bribery

Corruption is when a person or organization offers, gives, receives, or solicits something of value for the purpose of influencing - directly or indirectly - officials or private parties for an improper purpose, including to obtain or retain business or any business advantage.

OMSAS has zero tolerance for all forms of corruption, and we make active efforts to ensure that it does not occur in our business activities.

Engaging with public officials requires extra caution when it comes to corruption risk, and requires that we act in a transparent and straightforward manner and exercise the utmost integrity at all times.

As an OMSAS Employee:

- You must never, either directly or indirectly through a third party, offer anything of value to influence the actions or decisions of any official, other person in public or legal duty, any person acting on behalf of customers or subcontractors/suppliers, or any other third party, or to otherwise obtain any improper advantage, in selling goods and services, conducting financial transactions or representing the company's interests
- You must not use intermediaries to obtain a business or other advantage that may be interpreted as corruption
- You must never give nor encourage facilitation payments unless an employee is victim of extortion and his or her health and safety is in danger. Such incidents shall immediately be reported to your manager or other appropriate OMSAS management
- You must ensure that all payments comply with OMSAS's accounting and financial procedures for the approval and recording of payments, and that they are submitted to the appropriate level of management
- You must not offer, promise, give or receive any gifts, hospitality or any financial or other advantage to or from a public official unless this is subject to specific, written pre-approval from appropriate management in OMSAS. Local laws may restrict or even prohibit the offering of gifts and entertainment to public officials

Gifts and Hospitality

OMSAS does not accept the offer or acceptance of business courtesies where they could constitute, or appear to constitute, an undue influence. Hospitality, such as social events, meals or entertainment, may be acceptable if there is a clear business reason, and provided that the cost of such hospitality is within reasonable limits.

As an OMSAS Employee:

- You shall not, directly or indirectly, accept gifts or other remuneration if there is reason to believe that its purpose is to influence business decisions
- You must never solicit a gift or favour for personal benefit from any of OMSAS's stakeholders
- You are to consult your manager or other appropriate OMSAS management when in doubt regarding gifts and hospitality

Insider trading

Insider trading is when you trade in public traded shares or other securities while in possession of specific information capable of affecting the price of shares or securities and which is not publicly available or generally known in the market, or when you disclose this information to someone else or influence someone else who then trades in those shares or other securities.

As an OMSAS Employee:

- You and your close family members must refrain from trading securities while in possession of material, non-public information relating to OMSAS or any other company where OMSAS directly or indirectly has ownership interests or close co-operation i.e. OMSAS suppliers and customers
- You must seek advice from appropriate OMSAS management in all matters involving risk of insider trading

Export controls and sanctions

Export controls and economic sanctions laws impose restrictions over the sale, shipment, electronic transfer, provision, or disclosure of information, software, goods, assets, funds, and services across national borders or involving parties subject to economic sanctions. Exports include transfer electronically, through discussions or visual inspections, and not only through traditional shipping methods. OMSAS complies with all export control laws.

<https://www.sanctionsmap.eu/#/main>

<https://www.regjeringen.no/no/tema/utenrikssaker/Eksportkontroll/sanksjoner-og-tiltak1/sanksjoner-og-tiltak/id2008477/>

<https://www.globaltradeandsanctionslaw.com/>

As an OMSAS Employee:

- You must think carefully about the potential impact of export control laws and sanctions before transferring goods, technology, software or services across national borders
- You must be attentive to dealings with parties that are from sanctioned countries, or that are otherwise designated for financial sanctions and consult with appropriate OMSAS management when in doubt

Money laundering

Money laundering occurs when the criminal origin or nature of money or assets is hidden in legitimate business dealings or when legitimate funds are used to support criminal activities. OMSAS is firmly opposed to all forms of money laundering.

As an OMSAS Employee:

- You shall ensure that OMSAS's financial transactions and business activities are not used to launder money
- You shall ensure that all business activities are legitimate and involve legitimate funds which derive from legitimate sources
- You must exercise caution if there are irregularities in the course of receiving or providing payments, such as if there are offshore bank accounts involved or accounts that are not normally used by the party in question
- You shall always consult your manager or other appropriate OMSAS management if in doubt about the origin and destination of money and property

Fair competition

OMSAS does not tolerate violation of antitrust and competition laws and regulations. We are committed to protect fair and open competition.

As an OMSAS Employee:

- You shall meet competition in a professional and transparent manner
- You shall not take part in or support illegal cooperation on pricing, illegal market sharing or any other activity that constitute breach of applicable competition laws
- You shall seek advice from appropriate OMSAS management in all matters involving risk of antitrust exposure for OMSAS, yourself, or any of your reports

Safeguarding of property and assets

OMSAS's property and assets must be safeguarded in an appropriate manner. Our assets are only to be used for legitimate business purposes and only by authorized employees or their designees. This applies to tangible assets, such as equipment, machinery and other infrastructure and intangible assets such as our knowledge, concepts, ideas, structures, working methods and confidential information. OMSAS's intellectual property shall be protected and managed in the interest of the company. You shall also respect the intellectual property rights of others and seek to avoid infringement of such rights

Information produced and stored on OMSAS's IT systems is regarded as the property of the company. Private use is only permitted to a limited extent, and information that may be considered illegal or inappropriate must under no circumstances be processed or downloaded.

As an OMSAS Employee:

- You have a responsibility to protect OMSAS's assets from theft and loss
- You must immediately report any theft, waste or misuse of company assets to your superior or to appropriate OMSAS management
- You shall maintain electronic files and archives in an orderly manner
- Your use of IT systems, and internet services in particular, must be governed by the needs of the business and not by personal interests
- Unless otherwise stated by law or orders from public authorities, you shall not make business secrets or other important information available to unauthorized persons before obtaining an authorization from your superior

Conflict of interest

Conflict of interest is when you have a personal or outside interest that conflicts with the best interest of OMSAS. A personal interest could be a financial interest in another company or in a transaction, a personal relationship, including but not limited to immediate family, or any interest or relationship that could improperly affect our judgment and decision-making.

Relationships between employees shall be brought to the attention of an immediate superior if one party has a supervisory function for the other, or if other circumstances entail that the relationship could affect their work. This also applies if an OMSAS employee enters into relationships with people employed at our suppliers or customers or other 3rd party.

As an OMSAS Employee:

- You shall not take actions or have personal interests that make it difficult to perform your work objectively
- You shall strive to avoid conflicts of interest
- You must not become involved in relationships that could give rise to a conflict with OMSAS's interest, both in fact and appearance
- You must ensure that all transactions with related parties adhere to the relevant principles for such transactions
- You shall, in the event that a conflict of interest arises, assess the issue at hand and notify your manager
- You must seek pre-approval from your manager for all directorships or assignments held or carried out in other companies
- You must not let your engagement in duties and assignments outside OMSAS negatively impact your working relationship with OMSAS, and you must ensure that such activities are not in conflict with OMSAS's business interests
- You shall notify your superior about relationships you enter with other OMSAS employees, or employees engaged with 3rd party if there is a possibility that the relationship might affect you or the other party in work decisions

Sensitive information and confidentiality

Information provided about OMSAS's business operations shall be communicated precisely and correctly, inside and outside the Group. We are committed to protect sensitive or confidential information. We will not misuse information belonging to ourselves or to our partners.

In recent years, the use of social media has become part of our daily life. Posting or commenting on online content can easily affect the image and reputation of our company, employees, or business partners.

Protecting OMSAS's image and reputation requires employees to use social media appropriately, both professionally and privately. This requirement applies to all digital media that can be used interactively, such as social networking sites (e.g. Facebook®, LinkedIn®, Twitter®, Rénrén, Weibo, WeChat and other), blogs, and photo/ video sharing sites (e.g. YouTube®, Flickr®.....)

As an OMSAS Employee:

- You have a duty of confidentiality, both by law and by way of written agreement
- You are responsible for keeping confidential all matters that could provide third parties unauthorized access to confidential information
- You shall always carefully consider how, where and with whom OMSAS-related matters are discussed
- You shall act responsibly when disclosing information, statements or opinions on social media. Do not comment or discuss content about activities of OMSAS, suppliers or competitors, posted by third parties or the general public.

Protection of Personal Data

OMSAS' processing of personal data shall be subject to the care and awareness which is required according to law and regulations and with special consideration for information that might be sensitive, regardless whether the data refer to customers, employees or others. Processing of personal data shall be limited to what is deemed necessary for efficient customer care, relevant commercial activities and proper administration of human resources. At OMSAS we manage sensitive data for our customers and their customers. We have therefore established strict guidelines, procedures and solutions to protect these from unauthorized access and theft.

As an OMSAS Employee:

- You shall only collect, process and store personal data for legitimate purposes
- You shall ensure that the processing of all personal data is in line with applicable data protection laws and regulations

Alcohol or drug abuse

Influence of alcoholic substances, drugs or substances causing similar effects are not compatible with performing activities at OMSAS and will result in disciplinary action, up to and including discharge.

OMSAS will endeavour to make reasonable accommodations to assist individuals recovering from substance and alcohol dependencies.

As an OMSAS Employee:

- You must refrain from performing your work activities whilst under the influence of alcohol or drugs or other substances causing similar effects.

4. Promoting Transparency

Accurate information and financial reporting

OMSAS will communicate relevant business information in full and on a timely basis to its employees and external stakeholders. All accounting and financial information, as well as other disclosure information, must be accurately registered and presented in accordance with laws,

regulations and relevant accounting standards.

Political contributions and activities

OMSAS maintains a neutral position on party politics and does not support, financially or otherwise, any political party or their candidates. OMSAS may participate in public debates if this is deemed to be in the company's interest.

Relations to business partners

OMSAS cannot achieve its business goals without its partners. We endeavour to deal honestly, ethically, impartially and fairly with our stakeholders. We encourage all our business partners to adhere to principles that are consistent with these Conduct Principles.

Sponsorships

OMSAS may utilize sponsorships to promote the company and its business. All sponsorships shall be structured as 'win - win situations' whereby both parties achieve some gain. Charitable donations to organizations do not carry the same requirements for mutual benefits. All sponsorships shall reflect OMSAS's values, quality and profile. No religious or political groups or organizations may be sponsored.

5. Decent Work

Freedom of association and the right to collective bargaining

OMSAS respects, supports and acknowledges the fundamental principles of human and labour rights as defined in the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

OMSAS acknowledges employees' right to form and join trade unions. We have a long tradition of including and involving employees and their unions. We believe this improves the grounds for decision-making when we make decisions which have consequences for many different parties.

Compensation and Benefits

OMSAS will ensure proper compensation for their employees for all the work done, by providing in a timely manner all the wages and benefits that are in compliance with the local and national laws of the jurisdiction in which they are located. OMSAS will pay at least the minimum total compensation required by local law including any premiums for overtime work or work done during holidays, as well as any other allowances or benefits, including any mandatory social insurance, required by local law.

Hours of Work

Hours worked each day, and days worked each week, shall not exceed the limitations of the country's law. Overtime must be exceptional and on a voluntary basis and workers must be allowed at least 24 consecutive hours rest after every 6 days working period, except as required to meet urgent business needs.

OMSAS shall not require their workers to work more than 60 hours per week including overtime, and no more than 14 hours a day including overtime or the local legal requirement, whichever is less.

Diversity

OMSAS is a workplace where diversity is valued, and where all employees have the opportunity to develop their individual skills and talents. OMSAS prohibits discrimination against any employee on the basis of age, gender, sexual orientation, disability, race, nationality, political opinions, religion or ethnic background, or any other basis prohibited by law. OMSAS does not tolerate harassment or degrading treatments in any form by or towards employees.

Forced labour

Any employment relationship with OMSAS shall be freely chosen and free from threats. OMSAS oppose the use of forced or compulsory labour, including but not limited to exchange of labour for payment of debt. Any employee shall be free to leave his/her employment after giving reasonable notice. No one shall be required to deposit money, lodge identity papers or similar in order to get or keep their employment with OMSAS.

Child labour

Child labour means any work by child or young person unless it is considered acceptable under the ILO Minimum Age Convention 1973 (C138). "Child" means anyone under 15 years of age, unless national or local law stipulates a higher minimum working age or higher age for completing mandatory schooling, in which case the higher age shall apply. Everyone has a responsibility to secure that persons under the age of 18 do not perform any hazardous work, including but not limited to exposure to physical, psychological or sexual abuse.

Whistleblower Channel

OMSAS urges employees to bring forward any kind of incidents or information that is deemed illegal, unethical or not correct, including suspicion of corruption, bribe, other business crime, harassment of any kind, security breaches or unacceptable behaviour.

Should you wish to report an incident anonymously, you may report it to OMSAS' Compliance Officer or use the "Whistleblower" channel (Law / Audit firm*). The aim is for employees not to have to fear the consequences if they report something they see or hear. Failure to do so is itself a breach of this Code. OMSAS does not allow reprisals of any kind against those who, in good faith, report an infringement or suspicion of an infringement of the rules or guidelines. Any questions regarding how the Code should be interpreted or applied may be directed to OMSAS' Compliance Officer.

Occupational Health, Safety and Employee Security

OMSAS shall be a pioneer in the field of health, safety and employee security to promote good health and safe working environment in compliance with internationally recognized standards. We shall do our utmost to control hazards and take necessary precautions to prevent accidents and occupational diseases.

As an OMSAS employee:

- You shall not under any circumstances cause or contribute to the violation of human and labour rights and these Principles
- You shall respect the personal dignity, privacy and rights of all people you interact with during the course of work and those affected by OMSAS's business
- You should immediately notify your manager or other appropriate OMSAS management and your employee representative in writing if you become aware of any situation in breach of the standards set above

6. Sustainability

Sustainable development meets the needs of the present without compromising the ability of future generations to meet their own needs.

OMSAS is committed to a good balance between financial results, value creation and our social responsibility. The value created will benefit owners, stakeholders and society-at-large. Business opportunities aimed at promoting a sustainable future shall be a part of OMSAS' strategic assessments, and we will leverage our competence and expertise towards contributing to developing a sustainable future.

We have analysed our own operations and the value chain we are a part of to find out how we, as a small player on the global scene, should use our resources and effort to contribute to make a difference. We have chosen to work with six of the United Nations Sustainable Development Goals specifically:

Goal 8: Decent Work and Economic Growth

"Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs that stimulate the economy while not harming the environment. Job opportunities and decent working conditions are also required for the whole working age population".



Goal 8 meaning to OMSAS

To OMSAS this goal means to ensure that all employees, in our own operations throughout the world and those involved in our value chain - engaged by our suppliers, distributors and other 3rd party - are given the standards described in chapter 5 Decent Work above.

OMSAS work to:

- Continue to work systematically with HSE in all locations and units
- In selecting suppliers, some of our assessment criteria shall be the suppliers' work with human rights, workers' rights and anti-corruption.

Goal 10: Reduced Inequalities

“To reduce inequality, policies should be universal in principle, paying attention to the needs of disadvantaged and marginalized populations. There needs to be an increase in duty-free treatment and continuation of favouring exports from developing countries”.



Goal 10 meaning to OMSAS

To OMSAS this goal means to contribute to economic growth in developing countries. We can contribute in two ways: buy more goods and services from companies in developing countries and increase our own operations in developing countries.

Today, OMSAS' operation is global. Our main production is situated in China, and we also have important operations in the Dominican Republic. Our products are sold to i.e. entrepreneurial businesses in Africa focusing on creating local tourist industries.

We are proud to say that our business through our operations all over the world contributes to reduce inequalities between developed and developing countries.

OMSAS's strategy is global and both our operations and purchases will continue and increase from developing countries.

OMSAS work to:

- Increase our own operations – and continue to grow operations in developing countries
- Continue to prioritise suppliers who produce deliveries in developing countries
- Pursue sales to local entrepreneurial businesses

Goal 12: Responsible Production and Consumption

“Since sustainable consumption and production aims at “doing more and better with less,” net welfare gains from economic activities can increase by reducing resource use, degradation and pollution along the whole life cycle, while increasing quality of life.



There also needs to be significant focus on operating on supply chain, involving everyone from producer to final consumer. This includes educating consumers on sustainable consumption and lifestyles, providing them with adequate information through standards and labels and engaging in sustainable public procurement, among others”.

Goal 12 meaning to OMSAS

To OMSAS this goal means to improve our own operations on matters of circular use and to work with the parties in our value chain; our suppliers on the one side, and distributors, retailers and end-customers on the other to raise the issue of sustainability.

Our operation in China is ISO 14001 certified to systematically improve our environmental management.

Working with the major retailers like Wal-Mart and Decathlon inspires us to improve to be more sustainable.

We have developed two guidelines to support sustainability development, respectively

- The Supplier Guidelines specifying the expectations OMSAS has to suppliers on issues like worker's right, CO₂ emissions, chemicals, recycling and more

- The Sales Guidelines supports and directs our salesforce to challenge and educate end-customers and distributors on sustainability matters, including biodegradable packaging, substitutes to lead and more.

We use our homepages and social media to inspire and educate consumers on healthy and sustainable consumption.

OMSAS work to:

- Research & Development focusing on plastics or metal reuse
- ISO 14001 certifications
- Inspire and educate end-customers and distributors on sustainability matters
- Train and inspire sales representatives in sustainability matters

Goal 13: Climate Action

“Climate change is now affecting every country on every continent. Affordable, scalable solutions are now available to enable countries to leapfrog to cleaner, more resilient economies. To strengthen the global response to the threat of climate change, countries adopted the [Paris Agreement](#) at the [COP21 in Paris](#), which went into force in November of 2016. In the agreement, all countries agreed to work to limit global temperature rise to well below 2 degrees centigrade”.



Goal 13 meaning to OMSAS

To OMSAS this goal means working to reduce CO₂ emissions from our own operations, from our suppliers’ operations and from the Goods Flow in our value chain.

OMSAS work to:

- Reduce emissions in our own operations through better production planning and invest in environmentally friendly machines and equipment
- Work with our suppliers to reduce CO₂ emission from their production of goods delivered to us and from transportation to our production sites
- Maximise the number of products transported with streamlined packaging and optimised product placement inside containers
- Significantly reduce the use of air transport for our products
- Develop a climate account by using the GHG protocol’s scope 1 (from own operations) and 2 (incl. climate footprint from energy applied)

Goal 14: Life below Water

“Careful management of this essential global resource is a key feature of a sustainable future. However, at the current time, there is a continuous deterioration of coastal waters owing to pollution and ocean acidification is having an adversarial effect on the functioning of ecosystems and biodiversity. This is also negatively impacting small scale fisheries. Marine protected areas need to be effectively managed and well-resourced and regulations need to be put in place to reduce overfishing, marine pollution and ocean acidification”.



Goal 14 meaning to OMSAS

To OMSAS this goal means to work with our own production, with our suppliers and with our customers to reduce the emissions caused by our business, in particular from plastics, lead and harmful chemicals.

OMSAS work to:

- Find ways to reduce contents in our own operations that pollute the ocean, including substitutes for lead and phasing out harmful chemicals
- Take the lead in the fishing-hook industry to substitute lead
- Increase the use of biodegradable and recycled packaging materials, in co-operation with our suppliers
- Replace plastic packaging with an environmentally friendly alternative (design + function)
- Optimize to ensure long lasting and high quality of our products and work to develop biodegradable products
- Challenge and educate our customers to influence their demands towards more sustainable products and packaging

Goal 17: Partnerships for the Goals

“A successful sustainable development agenda requires partnerships between governments, the private sector and civil society. These inclusive partnerships built upon principles and values, a shared vision, and shared goals that place people and the planet at the centre, are needed at the global, regional, national and local level”.



Goal 17 meaning to OMSAS

To OMSAS the Sustainability Goal no. 17 means to work with governments, Academic institutions and non-governmental organizations to reduce climate footprints.

In our Chinese operation we work close with local government on sustainability matters like ...

In the US we work with Captains for Clean Water to advocate for the elimination of harmful, large-scale discharges to the Everglades and Florida Bay.

OMSAS work to:

- Establish co-operation with NGO's and academic institutions to learn more about technologies enabling sustainable solutions
- Support and collaborate with Environment NGO's

7. Where to seek guidance and report breaches

OMSAS considers it important that employees provide feedback on matters perceived as positive as well as on matters perceived as negative, to protect the company, our colleagues, our stakeholders and the environment.

If you are aware or have suspicions concerning unprofessional conduct or breaches of these Conduct Principles, this must be reported immediately. Not to report is considered a breach of the Conduct Principles. You can report the concern to your manager, your manager's manager, an employee representative or to appropriate OMSAS management.

OMSAS has an established whistleblowing procedure. If you prefer not to notify any of those identified above, you may report your concern to the whistleblowing channel. You may remain anonymous if so desired.

There will be no retaliations against you, nor any impact on your professional career, for reporting violations in good faith.

Violation of the Conduct Principles will not be tolerated and may lead to internal disciplinary action, dismissal or criminal prosecution.