



Sustainability, ESG report 2022





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Sustainability highlights 2022

In 2022, Hofseth BioCare took many important steps in terms of our sustainability work. This includes the appointment of our first Head of Sustainability and updating our sustainability reporting in accordance with the 2021 GRI Standards framework.

Other sustainability highlights from 2022 includes:

- › 100% of employees having completed training in ethics and anti-corruption.
- › 100% of employees having signed our Code of Conduct and anti-corruption policy.
- › Starting a collaboration with Verdee AS to further systemise and strengthening the quality of our climate-related disclosures.
- › Gathering more emission data, now tracking Scope 3 emissions from our packaging, raw materials, waste and employee's business travel.
- › Establishing an HSE non-conformance system and systematically follow-up incidents and near-miss incidents from HSE groups at Berkåk and Midsund.
- › Increasing the focus on employee well-being and the social working environment, obtaining a high score in our annual working environment surveys.

CEO letter

2022 has been a turbulent year with rising inflation and energy prices, and the outbreak of the war in Ukraine. But the challenging macroeconomic environment has not slowed down our progress and ambitions regarding our sustainability goals – quite the contrary. If there's one thing that 2022 taught us, it's that environmental, social and governance issues should remain a top priority for all companies worldwide.

Sustainability is embedded in our overall strategy, and increasing our efforts in this area is important to both Hofseth BioCare and our stakeholders. Hofseth BioCare is devoted to enhancing human nutrition and wellbeing in the most natural, sustainable way, meeting demand for maximum nutritional performance, with minimal environmental impact. For us, sustainability and efficient use of marine resources are at the heart of everything we do.

For Hofseth BioCare, 2022 has been a year filled with accomplishments and accolades, from securing new FDA-approved health claims and NDI acknowledgement for our entire human product portfolio to making significant advances with our scientific research and receiving prestigious awards for our efforts. Hofseth BioCare was crowned as the winner of the Ingredient and Raw Materials category at the Ringier Technology Innovation Awards in China and named Best Sustainable Company and Most Innovative Human Medical Nutrition Ingredient Producer of 2022 in recognition of 15 years of pioneering research, product development, and zero-waste business model. Although this is something that we are very proud of, continuing to improve is of vital importance if we are to remain profitable also in the future.

Our relatively small company is making relatively big waves in terms of local contribution to Norway's West Coast, where local employment is one of our biggest and proudest achievements. Our employees remain our most important assets, and ensuring a good working environment where everyone

can thrive and succeed is highly important to us. We have continued to work systematically to secure a good working environment and improve employee well-being in 2022, and once again we obtained a high score in our annual employee survey, reduced employee sick leave, while the turnover rate remains low.

In 2022 we have further professionalised our work on sustainability by hiring our very first Head of Sustainability. We have also taken further steps to systemise and strengthening the quality of our sustainability reporting, which we are now publishing for the fourth year in a row. The most important improvement points of our reporting in 2022 includes updating our report to match the 2021 GRI Standards and strengthening our climate accounting by gathering more emission data. We have also improved our reporting relating to equality, diversity, non-discrimination, and human rights – in line with expectations from stakeholders.

Every year we are working systematically to meet our own sustainability goals, towards selected UN Sustainable Development Goals and the Paris Agreement reduction targets. Our goals for 2023 can be found at the end of this report. I'm proud to present our 2022 sustainability report and hope it will make for interesting reading.

Jon Olav Ødegård,
CEO of Hofseth BioCare

About

This report

This is our fourth sustainability report and covers sustainability topics that are of importance to Hofseth BioCare and the company's stakeholders. The topics included in Hofseth BioCare's 2022 sustainability report describes our general risk management and strategy process, and the measures Hofseth BioCare is taking to reduce risks associated with material issues and how these are integrated into operational management and corporate governance.

The report is prepared together with the company's financial report and applies to the reporting period 1 January to 31 December 2022. The sustainability report is a statement for the parent company and the subsidiaries HBC Berkåk AS, Hofseth BioCare Rørvik AS and HBC Therapeutics AS (the Group).

Hofseth BioCare prepares sustainability reports on an annual basis and the last report was published 25 March 2022. No restatements of information have been made from previous reporting periods. There have been no significant changes to the sectors in which Hofseth BioCare is active, the company's value chain or other business relationships in 2022.

The report is prepared in accordance with the 2021 GRI Standards and the Euronext guidelines for sustainability reporting. The claims and data in this report have not been audited by a third party.

For information about this report and its contents, please contact our Head of Sustainability, Tollak Kaldheim Krogsæter: tmk@hofsethbiocare.no

Hofseth BioCare

Hofseth BioCare is a Norwegian biomarine company with roots back to year 2000. The company produces high value health nutritional products for people and pets by deriving bio-active marine ingredients from additive-, antibiotic- and GMO-free Norwegian salmon off-cuts. Our technology is based upon a new method for fully controlled residual raw material refinement up to high-end products.

After 12 years of R&D, testing and documentation, Hofseth BioCare's proprietary enzymatic hydrolysis process converts residual raw material to sustainable value-added products. Through innovative production technology and logistics, we preserve the quality of protein, calcium and oil extracted from fish. Raw materials that previously could only be used for animal feed can now be made suitable for human consumption and pharmaceuticals, and we are thus contributing to efficient use of marine resources. Our products are mainly served to global markets in health, supplement, food, pet food and feed.

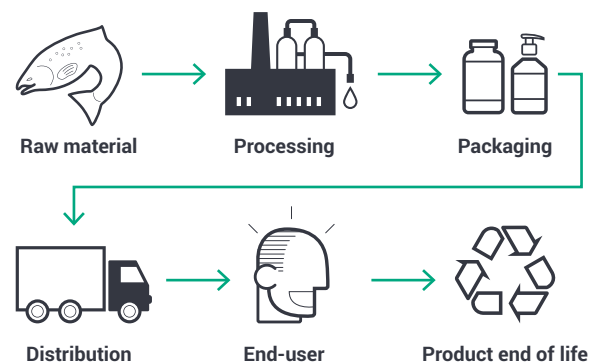


Figure 1: Hofseth BioCare's supply chain

REVENUE 2022

MNOK 120.5

EMPLOYEES 2022

TOTAL 63

Locations and employees

Hofseth BioCare is headquartered in Ålesund, Norway. In Norway, the company is also present at Berkåk (factory), Midsund (factory) and Oslo. Hofseth BioCare has sales offices in the UK, US and Switzerland. At the end of 2022, Hofseth BioCare had 63 employees distributed across multiple locations.

Hofseth BioCare is a member of Norwegian Seafood Association (Sjømatbedriftene), which is a national and politically independent employer and industry organisation that represents all stages of the seafood industry - from production to sale. The association's purpose is to develop the seafood industry in an environmentally, socially and economically sustainable way.



Hofseth BioCare's approach to sustainability

This page contains a short summary of our corporate governance approach. For more information, please refer to the full corporate governance statement in the 2022 annual report.

Management Approach

Hofseth BioCare reports in accordance with the recommendation issued by the Norwegian Code of Practice for Corporate Governance (NUES). Compliance is based on a "comply or explain" principle.

Hofseth BioCare has established its own Code of Conduct which includes the company's guidelines for responsible business conduct (ethical guidelines). The Code also applies to all contractors, sub-contractors, suppliers, and sub-suppliers. It applies to all Hofseth BioCare companies and locations. The Code of Conduct is publicly available through our [website](#).¹⁾

Annual General Meeting (AGM)

The Annual General Meeting (AGM) is Hofseth BioCare's supreme governing body and where shareholders can influence how sustainability is practiced.

The Board of Directors

The Group Board of Directors (the Board) bears the ultimate responsibility for Hofseth BioCare's sustainability approach and the sustainability report is discussed and approved by the Board.

Corporate Executive Management

Corporate Executive Management bears the responsibility for the Group's strategy, development, and day to day work. This means Corporate Executive Management is responsible for compliance with legislation, regulations, and our Human Resource's Handbook, as well as for the implementation of appro-

priate and effective initiatives to ensure that we reach our goals.

The sites

Each business area is responsible for follow up and compliance with policy, strategy, targets, and governance documents related to sustainability. The day-to-day work with corporate social and environmental responsibility is usually handled by the sites with the support from the Head of Sustainability, and members of the Corporate Executive Management team.

Composition and role of the highest governance body

The Board of Hofseth BioCare includes six members, of which three (50%) are female. All members are elected on a two-year tenure. Board members are nominated and selected with regards to the company's needs for expertise, capacity, and balanced decision-making.

The Board has the overall responsibility for developing Hofseth BioCare's strategy and monitors the implementation, including the management of the organisation's impacts on the economy, environment, and people. The Board are also responsible for the reported information about Hofseth BioCare's material topics. Information about the company's financial and operational performance are regularly reported to the Board.

The Board's role in developing, approving, and updating strategies and policies related to sustainability, and the processes to identify and manage the company's impacts on the economy, environment, and people are further described in the Board's governance policy manual and the corporate governance statement of the annual report. The Code of Conduct also encompasses the company's corporate and ethical values and corporate social responsibility.

¹⁾ <https://hofsethbiocare.com/investors/corporate-governance/code-of-conduct>

The Board are discussing sustainability matters in at least one Board meeting per year and conducts an annual self evaluation of its work, form of work and competence. This includes the evaluation of the performance of the Board in overseeing the management of Hofseth BioCare's impact on the economy, environment, and people, as this is integrated in the company strategy. Discussions and identifying improvement points are important measures to improve the Board's collective knowledge, skills, and experience on sustainable development.

Conflict of interests and remuneration policies

To prevent and mitigate conflicts of interest, a majority of the Board members are independent of Hofseth BioCare's management and its main business connections. The Board, including the chair, does not include executive personnel, and at least two members are independent of the company's main shareholders. This is in accordance with the recommendation issued by NUES. Information regarding conflict of interests is also reported every quarter.

Board members receive a fixed salary per meeting, which shall reflect the Board's responsibility, expertise, time commitment and the complexity of the company's activities. The remuneration paid to the members of the Board are decided by the Annual General Meeting (AGM). Executive personnel have fixed salaries, based on guidelines prepared by the Board and communicated to the general meeting. The CEO also receives an annual bonus based on the company's objectives and performance regarding the management of Hofseth BioCare's impacts on the economy, environment, and people. Hofseth BioCare's remuneration policies are further described in the corporate governance statement of the annual report.

Hofseth BioCare's stakeholders

The prioritisation of Hofseth BioCare's stakeholders as well as the stakeholder dialogue was undertaken by an interdisciplinary working group consisting of Hofseth BioCare's employees representing Finance, Operations and Quality Management.

Owners

Hofseth BioCare's investors and owners are primary stakeholders and directly affects the company's priorities and strategic direction.

Employees

Hofseth BioCare's employees are directly affected by the company's internal policies and activities.

Suppliers

Hofseth BioCare's suppliers are economically affected by the company and their responsibility is indirectly affected by Hofseth BioCare's focus on responsible practices and the expectations placed on them by the company.

Customers

Hofseth BioCare's customers directly affect the company economically, and customer expectations is part of driving Hofseth BioCare's sustainability priorities.

Civil society

Civil society including governments and regulatory authorities affect Hofseth BioCare and the company's operating conditions directly and indirectly. Local communities are indirectly socially, environmentally, and economically affected by Hofseth BioCare's activities, in terms of job creation, contribution to local value creation and environmental impacts.



Figure 2: Hofseth BioCare's stakeholder groups

Table 1: Stakeholder groups and arena for dialogue

Stakeholder group	Expected of Hofseth BioCare	Arena for dialogue
Owners	<ul style="list-style-type: none"> • High rating • Good external perception • See process and progress 	<ul style="list-style-type: none"> • Sustainability reports • Sustainability ratings • Meetings (board membership) • E-mail correspondence
Employees	<ul style="list-style-type: none"> • Following Norwegian laws in terms of worker's rights, human rights and anti-corruption 	<ul style="list-style-type: none"> • Townhall meetings • Courses/training • Written documentation (newsletters, boards, posters etc.)
Suppliers	<ul style="list-style-type: none"> • Following Norwegian laws in terms of worker's rights, human rights and anti-corruption 	<ul style="list-style-type: none"> • Web page • E-mail correspondence • Meetings
Customers	<ul style="list-style-type: none"> • High quality products • Low waste / responsible operations • Not overpopulate the area • Following Norwegian laws in terms of worker's rights, human rights and anti-corruption • Local employment • Certificates 	<ul style="list-style-type: none"> • Web page • Meetings • Written documentation (brochures, dossiers etc.) • Newsletter • Certificates • Sustainability report
Civil society	<ul style="list-style-type: none"> • Production and operations in line with regulations • Following appropriate laws 	<ul style="list-style-type: none"> • Written documentation • Meetings (inspections/observation) • Web page

Stakeholder dialogue

For Hofseth BioCare to be in ongoing conversation with its most relevant stakeholders strengthens the company's relationship with the society in which it operates. The stakeholder dialogue also benefits the company by allowing Hofseth BioCare to detect, investigate and manage potential risks arising in its immediate surroundings.

To ensure a strategic approach to sustainability reporting and to adhere to the intent of the GRI Standards Management Approach, Hofseth BioCare has undertaken systematic stakeholder dialogue in January and February 2020 where key stakeholders were invited to give their opinion on how they perceive Hofseth BioCare and relevant sustainability topics. This was done through semi structured interviews with owners, employees, suppliers, customers, and civil society. The findings from the stakeholder dialogue were gathered and

structured for discussion with Hofseth BioCare's Management Group and used as a basis for the materiality assessment.

The company keeps an ongoing dialogue with key stakeholder groups and will consider new stakeholder interviews in 2023.

Materiality assessment

The main goal of the materiality assessment is to establish key reporting topics for Hofseth BioCare, reflecting the risks and opportunities associated with Hofseth BioCare's business activities. Hofseth BioCare has assessed both how the key reporting topics is likely to impact the company's activities (inward impact), and how Hofseth BioCare directly or indirectly impacts the same topic (outward impact). This is a so-called double materiality approach.





The materiality assessment was conducted in February 2020, based on stakeholder dialogue and information gathering. In 2021 the materiality assessment was updated with a higher priority for energy use and climate emissions and adding packaging materials to key environmental topics for the company.

In 2022, the company has reviewed GRI's new sector specific standard for the agriculture, aquaculture, and fisheries industry (GRI 13) and found this not applicable to Hofseth BioCare, due to the nature of our business. Hofseth BioCare does not share the key characteristics and impacts related to employment practices, use of natural resources, biodiversity, animal welfare and food production which forms the basis of the sector specific standard. Neither is the company's main business crop production, animal production, fishing, or aquaculture (breeding, raising, and harvesting fish).

In 2022, the company has also included more information regarding human rights as a result of the new Transparency Act in Norway. The company is also reporting more information

regarding equality and diversity, as a result of the Norwegian Activity Duty for Employers.

Based on stakeholder input and priorities and an assessment of the company's business impact, the following topics have been defined as material to Hofseth BioCare:

- › **Responsible business operations**, including local value creation, high quality products, business ethics and corruption prevention.
- › **Environmental and climate impact**, including a water use and waste, energy use and GHG emissions.
- › **Working environment**, including worker's rights, diversity and inclusion, health and safety.

Some of the material topics were re-named in 2022, but no significant changes have been made.

Importance to stakeholders

Major				Health, safety and environment • Quality • Product • Production process Value creation for owners
Significant		Fish welfare in aquaculture • Antibiotics and GMO • Feed • Lice	Transportation	Anti-corruption Job-creation Midsund Waste and pollution prevention energy use
Moderate		Human rights	Diversity and non-discrimination	Worker's rights
			Job-creation Berkåk	Contribution to local value creation
Low				Emissions to air and water
	Low	Moderate	Significant	Major Hofseth Biocare business impact

Figure 3: Materiality matrix

Reporting on material topics

In the next chapter, each of the suggested overarching sustainability topics and their relevance to Hofseth BioCare are developed in detail. This includes an explanation of why the topic is considered material to the company, the direct and indirect impact on the company and its stakeholders, as well as the significance of its impact on the company and on the assessment and decisions of stakeholders. The following chapters also describes the measures Hofseth BioCare is taking to remediate the identified negative impacts we cause or contribute to through our activities or as a result of our business relationships.



Responsible business operations

Hofseth BioCare's business model mainly has a positive impact on the economy, environment, and people. The use of high-quality raw material, upcycled through a technologically advanced process, creating safe and high-quality end-products for human and animal consumption is core to the company's value creation. By processing and producing in rural areas of Norway, the company achieves both the goal of preserving the freshness and quality of its raw material while also positively impacting the economy by contributing to job creation and value creation in central and local communities. Hofseth BioCare's high quality products and processes are also having an indirect positive impact, through the company's contribution to value creation for owners and society.

Potential negative impacts are mainly related to the risk of corruption, bribery or unethical business practices. As the company mainly operates in Norway where business is conducted with a high level of transparency, potential negative impacts on the economy, environment, and people are mainly related to business relations with other companies in its supply chain.

Hofseth BioCare's policy commitments for responsible business conduct applies to the company's activities and includes amongst other things applying the precautionary principle and conducting due diligence. Hofseth BioCare shall always comply with applicable laws and regulations, and act in a socially responsible manner.

The commitment also make it clear that we shall both respects the protection of internationally proclaimed human rights and the UN Declaration of Human Rights and acknowledge our responsibility to comply with the requirements thereby imposed on our operations. The company shall take the necessary steps to ensure we are not complicit in human rights abuses in our business activities or as part of our supply chain. In June Hofseth BioCare will release a separate report regarding transparency and human rights where we will elaborate more on the most important risks and results within this area.

The company's policy commitments (the Code of Conduct) are approved at the most senior level and communicated to both

workers and business partners. All employees, at all levels, have a responsibility to familiarise themselves and act according to the company's policy commitments. The policy commitments are also important when making and reviewing strategies, operational policies, and operational procedures. The policy commitments are also available at the company's website.

Hofseth BioCare is committed to provide for or cooperate in the remediation of negative impacts that the company identifies it has caused or contributed to. We take a proactive approach to identify and address grievances, for example through systematic stakeholder dialogue. Hofseth BioCare has also established a grievance mechanism (samfunn@hofsethbiocare.no), where stakeholders can communicate their concerns. The company has not received any formal complaints in the reporting period.

Local value creation

Hofseth BioCare's goal is to positively impact the area in which we operate. The company strive to employ local labour, contribute to local value creation, and maintain an open and honest dialogue with stakeholders. Our contribution to local job creation in the community which we operate is important to us. In 2022, eight of the company's employees were located at our factory in Berkåk, 39 employees were located at the Midsund factory, 15 worked at the headquarter in Ålesund, and one person worked in Oslo.

Equally important for the company's economic contribution is to buy goods and services locally to contribute to local value creation and pay taxes to local authorities. Hofseth BioCare regularly sponsors and donate gifts to local and voluntary organisations, including local sports clubs and charitable organisation such as Hofseth Runners. In 2022, such gifts and donations amounted to NOK 467,203.

High quality products

Hofseth BioCare relies on access to high quality raw material and refines these raw materials through a safe, secure, and quality assured process, creating a healthy, predictable, and

effective product providing the desired effects for distributors and end-users.

The company's key objective is to provide high value-added bio marine ingredients for human and animal applications. Through innovative production technology and logistics, we preserve the quality of protein, calcium and oil extracted from fish, and this technology is proprietary to our company. Hofseth BioCare's products have no additives and are not subject to any destructive processing techniques. We use a gentle, low temperature, production process which preserves all the best qualities of fresh Norwegian Atlantic salmon.

The company's plants and products are certified for production of food and feed and approved by Norwegian authorities. Our low oxidation salmon oil has a natural red colour and has shown excellent results when compared to generic fish oil. Our research shows close to 20 indications of nutrition and health benefits from our products, which means that there is tremendous potential to contribute to people's health and wellbeing.

In 2020, Hofseth BioCare initiated clinical trials to assess whether fat-soluble components in our salmon oil can help save lives among Covid-19 patients with breathing difficulties. We also received approval from Health Canada for Qualified Health Claims for our Salmon Protein Hydrolysate, which means that we now have support in saying that the bioactive peptides in our products have positive effects on anaemia and iron deficiency.

Business ethics and corruption prevention

How Hofseth BioCare achieves its results is important. In all our actions, we focus on activities that reflect an ethical and honest behaviour, and we have a zero tolerance for any form of corruption.

Our ethical guidelines are set out in the Human Resources Handbook, as well as the company's Code of Conduct. The former was updated in October 2022, while the latter was reviewed in 2020. All employees are required to familiarise themselves with these documents' contents and guidelines. All employees are responsible for understanding and identifying possible conflicts of interest and have been informed about their responsibility in such cases. Employees are to resolve and report cases by themselves and when unsure, consult our legal experts. In terms of gift giving or receiving, employees can find information on how to act if offered gifts by customers or our collaborative partners in the Human Resources Handbook to which all employees have been onboarded.

In 2022, 100% of our employees had received information

about anti-corruption and had signed our Code of Conduct and anti-corruption policy. Both the Board and the Management Group have undergone anti-corruption training, new employees undergo anti-corruption training upon hiring, and all employees complete such training annually. In 2022, 100% of employees had completed training in ethics and anti-corruption.

Our ethical guidelines are also mentioned in our contracts with customers, distributors, partners and owners, who are expected to operate within a risk-based governance and compliance framework at all times, as well as complying with regulations, codes, governmental orders or other requirements or rules of law. All new business partners are required to sign contracts where our anti-corruption policies are stated.

In order to minimise risks, there are thresholds for approvals and roles in the company's internal systems, and risk assessments are typically conducted when entering into business arrangements in a new country with a heightened risk of corruption. In 2021, we started business in the US and Switzerland, both of which are countries with a medium to low corruption risk score in the Corruption Perception Index by Transparency International. However, most of Hofseth BioCare's operations takes place in Norway, where risk of corruption is perceived to be low.

All conditions, which give rise to ethical issues or matters that could involve a breach of law and which may cause legal liability, loss of value or reputation for Hofseth BioCare should be reported to the relevant leader, or through the external and anonymous whistleblowing channel (Varslinghbc@adviso.no) which was established in 2020. Examples of concerns that should be reported include allegations such as:

- › Violations of Hofseth BioCare's Human Resources Handbook, Code of Conduct or anti-corruption policy
- › Violation of corruption laws
- › Conflicts of interest
- › Health and safety breaches

Critical concerns are communicated to the Board. No critical concerns were reported in 2022 and there were no significant instances of non-compliance with laws and regulations in 2022. There were no identified incidents of corruption in 2022, nor were there any confirmed incidents in which employees were dismissed or disciplined for corruption. No contracts with business partners were terminated or not renewed due to violation related to corruption, and no public legal cases were brought against the organisation or its employees during the reporting period.

At the moment, Hofseth BioCare does not participate in any collaborative partnerships concerning business ethics and anti-corruption.

Environment and climate impact

Hofseth BioCare's products and business model have a positive impact on the environment by providing high value health nutritional products for people and pets, and by converting residual raw materials from Norwegian salmon to sustainable value-added products, contributing to efficient use of marine resources. However, as a manufacturing business, Hofseth BioCare may also have an actual or potential negative impact on energy use and resource consumption. The company is committed to minimise the negative impact on climate and the environment stemming from business operations.

The company has not yet established an environmental policy specifically, but our policy commitment regarding this topic is outlined in the company code of conduct. Code of conduct is setting the principles and practice expected by Hofseth BioCare from all our employees, but also from all our suppliers.

Water use and waste

Hofseth BioCare has a positive impact on the environment by using products that otherwise would be considered waste. By using off-cuts from aquaculture, waste is minimised, and the company contributes to upcycling and efficient use of resources. In 2022 the company disposed of 459 tonnes of waste.

In 2021 the company started assessing potential substitutions for plastic packaging material and testing the use of cardboard packaging to see if this can replace plastic in the future. So far, the tests have been very successful. Many of our customers have switched from traditional plastic IBCs to so-called SpaceKraft cardboard IBCs and we expect to have replaced all of them during 2023.

The use of process water leads to wastewater emissions which needs to be accounted for and kept within the limits approved by the county governor. The company is continuously tracking its water use, and water consumption is reported to stakeholders in our annual sustainability reports.

Energy use and GHG emissions

In 2022, a digital dashboard was introduced to monitor the energy use and emissions from the company, to make sure potential for improvements are identified and implemented in the day-to-day management for each site. The dashboard is part of our overall sustainability management system, and with a better understanding and overview of our own emissions, it is easier to identify measures and actions to lower the company's GHG emissions further.

In 2022, Hofseth BioCare started cooperating with the company Verdee AS to further systemise and strengthening the quality of our climate-related disclosures. We are now gathering more emission data, tracking Scope 3 emissions from our packaging, upstream and downstream transportation, raw materials, waste as well as all employee's business travel.

As an energy intensive business, the company generates direct and indirect emissions from energy use in operations, direct emissions from the installation of boilers onsite as well and indirect emissions from purchased electricity. Hofseth BioCare also generates indirect environmental and climate impacts through its supply chain and business activities, the main sources assumed to be purchased goods and services, transportation, and employee business travel. The company saw a large reduction in employee business travel in 2020 and 2021 as a result of the Covid-19 pandemic, which in turn lowered the company's indirect emissions.

Hofseth BioCare's direct emissions to air is through steam generation, which was previously a cause of concern due to smell pollution. Today, Midsund uses a seawater scrubber and an acid scrubber, while Berkåk uses an acid scrubber to ensure minimal negative impact on local communities, but air emissions still need to be accounted for and reported to the Environmental authorities. The company has not received any complaints concerning smell pollution after scrubbers were installed.

Direct emissions from onsite combustion, mainly of diesel in the Midsund factory, is the company's main source of GHG emissions. Due to insufficient power supply from the

electricity grid to the island of Midsund, a diesel generated steam boiler is used for power supply today. The company has made LPG available at the Midsund factory, but the diesel burner has yet to be switched to an LPG and salmon oil burner, and when this is done, the diesel tank will be removed. Indirect emissions from purchased electricity is the second largest source of GHG emissions.

Hofseth BioCare is taking steps to avoid unnecessary GHG emissions by using process heating inside factories and focusing on heat and energy recovery. To improve energy efficiency, the company has installed an economiser in the Midsund factory. The economiser uses excess heat recovered from flue gases to supply the factory's hydronic heating system with energy. In addition to the economiser, heat recovery systems were installed on both the spray dryer line and the ventilation system. According to an energy consumption calculation conducted by Itek AS, the power saved due to these measures is estimated to be 1.5 million kWh per year.

The biogenic footprint of salmon feed is impacted by land use change (LUC) related to the agri-feed ingredients used. A Sintef report on greenhouse gas emissions from Norwegian salmon products shows that the LUC for this feed is 0.6 kg CO₂e per kg, with an economic feed conversion ratio of 1.3. This implies that the LUC CO₂e emissions for each kilogram of salmon is 0.78. Hofseth BioCare used 13,446 tonnes of salmon raw material, resulting in 10,488 tons of CO₂e emissions related to LUC and allocated by mass. Using an economic approach, the biogenic footprint represents 3.22% of the total emissions from the round fish (44,493 tons), which amounts to 1,116.9 tons of CO₂e related to LUC. Of this total, 1,101 tons fall within Scope 3 for product production, and 15.9 tons fall within Scope 1 for biofuel.

Table 2: Environmental impacts

	Midsund			Berkåk		
	2020	2021	2022	2020	2021	2022
Energy use (MWh)	5,008	5,478	6,639	4,202	3,589	2,925
Diesel (t)	499	545	747	0	0	0
Fish oil used as fuel (t)	108	51	41	0	0	0
Water use (m ³)	92,589	60,407	71,718	5,791	3,836	2,363
Emissions to water (m ³)	51,831	60,338	36,967	0	0	0
Waste (t)	403.9	668.8	446.7	23.7	10.4	12.16
Natural gas (l)	-	-	51 000	0	0	0

Hofseth BioCare's CO₂ emissions have been calculated in accordance with the «Greenhouse Gas Protocol» published by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI). The consolidation approach is based on operational control, meaning that emissions are accounted for by dividing the raw material footprint by different operations, products, and value. The data on greenhouse gas emissions includes the following sources of CO₂ emissions:

- › Scope 1 emissions from fuel combustion onsite and onsite generation of electricity, heat, cooling or steam: All emission factors for Scope 1 emissions are from DEFRA 2018, and the base year is 2020.
- › Scope 2 indirect emissions from electricity purchased: CO₂ emission factors used for electricity are location based and calculated using IEA emission factors, and the base year is 2020.
- › Scope 3 Starting in 2022 (base year), Hofseth BioCare have included Scope 3 emissions in our climate accounting. The primary contributor to our Scope 3 emissions is the use of salmon offcuts in our production process.

Hofseth BioCare's long term goal is to become climate neutral, and the company will continue to work systematically to reduce energy consumption and GHG emissions, focusing especially on energy consumption, effective communication, and transportation reduction measures. In 2021 and 2022, the company purchased guarantees of origin for electricity use at both factories, securing 100% renewable energy. This was not done in 2022.



Table 3: Scope 1 and 2 emissions per location in CO₂-equivalents

	Scope 1			Scope 2		
	2020	2021	2022	2020	2021	2022
Midsund	1,619	1,810	2,104	37.9	0	33
Berkåk	0.0	0.0	0,0	52.5	0	14,61
Group total	1,619	1,810	2,104	90.4	0	47,61

Table 4: Scope 3 emissions in CO₂-equivalents

	2022
Air travel	34
Packaging	109,3
Upstream transportation	175
Downstream transportation	494
Fish raw material (economic allocation)	5725
Total Scope 3	6538



Working environment

Employees are a key stakeholder group that is directly affected by and have a high impact on Hofseth BioCare's operations and business success. The company has direct impact on and is also directly impacted by the access to competent labor. The ability to attract and retain skilled workers as well as maintaining a safe and healthy working environment are key interests of both the company and its stakeholders.

A poor working environment which doesn't secure worker's right can have actual negative impacts on workers, causing stress and sick absence, higher turnover, and lower productivity. This in turn might potentially affect operations negatively. As a company having established good company values, securing a satisfactory physical workplace and a good dialogue with employee representatives and unions, as well as promoting diversity and inclusion, Hofseth BioCare directly impacts the working environment and worker's right in a positive way.

Hofseth BioCare aims to have an inclusive and safe working environment. Hofseth BioCare operates in accordance with the Norwegian Working Environment Act. All employees are committed to a set of values and are expected to act in line with these values. Our policies and commitments regarding worker's rights and occupational health and safety are described in more detail below.

Worker's rights

Hofseth BioCare's company structure can be described as 'egalitarian' and employees are encouraged to actively contribute with their opinions on how the working environment can be improved. The company conducts talks with all employees annually on their wellbeing and other work-related questions. In 2022 the company has increased the focus on employee well-being and the social working environment, which are now part of the regular meetings.

In 2022, the company conducted an anonymous survey on the working environment at the Berkåk facility, at the Midsund facility and for the administrative workers, with the assistance from Falck (previously AktiMed Norge AS) and Medi3 respectively. The results were summarised in a report to the Management Group in May and September 2022. In the survey, employees were asked about topics such as workload, social support, responsibility, management, and communication. All respondents expressed a high degree of satisfaction on each of these topics, albeit with some room for improvement regarding workload.

For questions regarding the working environment employees are encouraged to contact the relevant leader. The company does not have a Work Environment Committee (AMU) as of today, but the HSE Group and the Chief Quality Officer handles most of the questions that the AMU would be responsible for. Employees at Berkåk do not have union membership today, but the employees at Midsund (about 60% of total employees) are members of Industri Energi, which is the Norwegian trade union for those who work in the industry and energy sectors, and thus covered by collective bargaining agreements. Wages for employees who are not covered by collective bargaining agreements are based on individual negotiations and are set based on market conditions. Other terms and conditions are largely communicated through the Human Resources Handbook and standardised employment agreements.

The average salary for all employees (excluding the CEO) was NOK 630,000 in 2022, up from NOK 593,000 in 2021 (6% increase). The median salary for all employees (excluding the CEO) was NOK 575,000 in the reporting period, up from NOK 509,000 in 2021 (13% increase). More information about remuneration for the CEO can be found in the separate remuneration report on Hofseth BioCare's website.



Diversity and inclusion (equality statement)

The work with diversity, gender equality and non-discrimination is part of Hofseth BioCare's work on sustainability. The work to promote equality and prevent discrimination is defined as strategically important to us and has always been an integral part of how we work. Our CFO has the overall responsibility for this area and works closely with union representatives and managers with risk assessments and improvement measures.

Hofseth BioCare is continuously work with these topics and the way of working with this is based on the mandatory four step model where we start with investigating whether there is a risk of discrimination or other obstacles to equality. Secondly we analyze the causes of identified risks and thereafter implement suitable measures. When all of this is done we evaluate the results of the first three steps.

Hofseth BioCare aims to have an inclusive and open working environment that encourages employees to share their opinions and ideas, and treats everyone with respect. Making sure that men and women are given equal employment opportunities is important to the company, both in terms of job descriptions, promotions, and earnings. The company works actively, purposefully, and systematically to practice gender equality

and avoid discrimination in all aspects of its HR and recruitment policy, such as earnings, working conditions, promotion, career opportunities, and work-life balance.

We focus on diversity, equality and non-discrimination both in recruitment processes and in talent development programs. We carry out regular safety rounds and AMU meetings to ensure that we pick up any issues related to both the physical and psychosocial working environment, and we conduct regular employee surveys and development talks, to map any misconduct. To ensure a culture that promotes equality and prevents discrimination, we need a good working environment, which is why this is singled out as one of our material topics.

For employees in production, there has been a challenge to recruit and retain female employees. We are continuously working to improve our numbers and going forward, we will research initiatives that works to improve the overall gender balance in our industry.

Permanent employees, full-time and part-time workers

The below tables show key numbers relating to employees for our significant locations of operations (Norway). All numbers are from year-end (31 December 2022) and reported in headcount.

Table 5: Employees

	Total	Permanent	Temporary	Non-guaranteed hours	Full-time	Voluntary part-time	Involuntary part-time	Parental leave*	New hires	Turnover**
Women	14 (22%)	11 (19%)	1 (33%)	2 (100%)	10 (18%)	3 (50%)	1 (100%)	0	6 (38%)	30%
Men	49 (78%)	47 (81%)	2 (66%)	0	46 (82%)	3 (50%)	0	11.5 weeks	10 (62%)	8.20%
Total	63	58	3	2	56	6	1	11.5 weeks	16	12.60%

* average number of weeks per employee

** There have been no significant fluctuations in the number of employees during the reporting period or between reporting periods.

Permanent employees = employees employed on a regular, continuous basis with an employment agreement that has no end date.

Temporary employees = employees with a contract for a limited period that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed.

Non-guaranteed hours employees = employee who is not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may need to make themselves available for work as required.

Full-time employees = employees whose working 37.5 hours per week.

Voluntary part-time employees = are defined as employees whose working hours per week, month, or year are less than the number of working hours for full-time employees (37.5 hours per week).

Involuntary part-time employees = employee who want and are available for full-time work but have had to settle for a part-time schedule.

At the end of 2022, Hofseth BioCare's workforce consisted of 13 (21%) women and 49 (79%) men. 47 (81%) of permanent employees are men, and 10 (17%) are women. The reason why there are more male permanent employees are due to difficulties of attracting female workers, for example relating to production. We are continuously striving to employ more female

in permanent positions.

The company has a limited number of part-time employees, and most of these are so-called voluntary part-time workers. The gender balance among part-time workers is approximately 50/50. Employees can themselves apply for reduced work,

at their own discretion. Our 2022 assessment shows that none of those with voluntary part-time work have a desire for a higher employment rate. The company also have few temporary employees, and the gender balance is also 50/50 among these. Temporary workers in Hofseth BioCare are typically hired for R&D projects.

As of 31 December 2022, Hofseth BioCare had 7 workers who were not employees (headcount) that are located at the company's sales offices in the US, UK and Switzerland. The 7 are hired consultants and the work they perform for Hofseth BioCare mainly relates to R&D, sales, marketing and investor relations. There have been no significant fluctuations in the number of workers who are not employees during the reporting period or between reporting periods.

Job functions and remuneration

As a Norwegian Public Limited Company, Hofseth BioCare is required to have at least 40% female participation in the Board of Directors. At the end of 2022, 3 (50%) Board members were men, and 3 (50%) were women. Hofseth BioCare's Executive Management Team comprised of 4 (80%) men and 1 (20%) woman at the end of 2022. We have an ambition to improve these numbers further in 2023.

Hofseth BioCare is offering equal pay for equal work. We are reporting both salaries, overtime pay, and bonuses. This reporting includes all employees, part-time employees are calculated into FTE. The different job levels are based on employee functions and responsibilities, for instance, we are separating between employees who have/does not have leadership roles.

Table 6: Status on equal pay (all employees)¹

Job function / level	Gender balance		Wage differences			
	Women	Men	Total cash benefits	Base salary	Bonus	Overtime
C-level	1 (33%)	2 (66%)	77%	80%	0%	–
Managers, specialists and other administration	7 (32%)	15 (68%)	89%	89%	111%	21%
Shift leaders or similar	0 (0%)	3 (100%)	–	–	–	–
Operators	6 (17%)	29 (83%)	79%	91%	–	16%
Total	14 (22%)	49 (78%)	93%	100%	108%	13%

¹ Line either indicates that we have not managed to gather information about this for 2022, that overtime or bonus were not paid or that there were no females in the relevant category, and hence, no difference.

We have a strong focus on avoiding discrimination in the annual salary adjustments and we always carry out an additional review with a focus on gender. Bonus payment is rarely used, and based on extraordinary effort based on given criteria, where the number of hours worked is one of the criteria. We always make a gender-neutral assessment when bonuses are to be assessed. Bonuses are paid for C-level positions, which explains the wage differences between men and women at this level.

There are few differences in employees' fixed salaries, overall, women's base salary is the same as for male employees (100%). In 2022, women's total benefits compared to men's were 93% for the total organisation. The main differences in are due to responsibilities, experience, and the required skill sets. Men also worked significant more overtime than women in 2022.

Non-discrimination

Hofseth BioCare opposes discrimination in any form, whether it is based on gender, political views, membership in workers'

organisations, sexual orientation, disability and/or age. The company follows the Equality and Anti-Discrimination Act, which protects against discrimination on the grounds of gender, ethnicity, religion or the like, and has established its own Human Rights Policy which is outlined in our Human Resources Handbook and Code of Conduct.

We do not report information regarding underrepresented social groups or disabilities, but we aim to have an open and inclusive working environment. The company continuously monitor risk and communicate with employees regarding this topic. And has not identified risks related to this topic in 2022.

Employees can report incidents of discrimination to their nearest leader, or through the company's external and anonymous whistleblowing system. No incidents of discrimination were reported or discovered in 2022.

Occupational health and safety

Health and safety in the working environment (HSE) are very important to Hofseth BioCare, and the company aims to provide a safe, healthy and satisfactory workplace for all workers. Our main goal is zero accidents, loss or damage to people, material, and the environment. Establishing good physical and psychological working conditions not only ensures a safe workplace, but also lower sickness absence, higher well-being, and better profitability.

Hofseth BioCare has implemented an occupational health and safety management system in line with the Norwegian Working Environment Act as well as regulations concerning systematic health, environmental and safety activities in enterprises (internal control regulations). Hofseth BioCare's occupational health and safety management system is reviewed annually and covers all of the company's workers, workplaces, and activities.

One of the main objectives of the Working Environment Act is to ensure that the employees themselves participate in and influence the design of their own working environment. At each of the company's factories, a HSE group has been established and both a safety delegate and a fire chief has been appointed. At Berkåk, the HSE Group is led by a Quality Controller. Additionally, the Berkåk HSE Group consist of the Chief Quality Officer, Plant Manager, the Production Manager, the Technical Manager, the safety delegate, and the fire chief. The HSE group at Midsund consists of Chief Quality Officer, Qual-

ity Controller, Plant Manager, Production Manager, Process Manager, Lab Manager, Technical Manager, safety delegate and Fire Chief. The CEO is also invited to the HSE group meetings, but not obliged to attend. The HSE groups are responsible for reviewing all new processes, and risk assessments are updated if necessary.

Hofseth BioCare conduct annual risk assessment in order to identify potential incidents that may occur at our premises. Several representatives of operators and technical staff participate in the risk assessments, which is reviewed by all employees and available to everyone. Risk assessments was given extra priority in 2020 and 2021 both as the company grew in terms of number of employees and due to the Covid pandemic.

To ensure a successful implementation of the occupational health and safety management system, the occupational health service provide training for safety delegates and management. New safety delegates are also going on a safety tour with the occupational health service. In this way, the safety delegates get practical training "on site" and thus get to know the site and what to pay particular attention to. The occupational health service also assists with noise and dust measurements and reports on both recommended and necessary measures. When Hofseth BioCare built its new factory in 2021, the occupational health service was actively involved.

The company established a new HSE non-conformance system in January 2022, in which workers are obliged to report work-related hazards, hazardous situations, and oth-



er non-conformities. Incidents and near-miss incidents are systematically followed-up. Information which is relevant to all employees are presented in town-hall meetings. All HSE non-conformance are handled by the management at the factory and reviewed by the HSE group. A separate procedure for reporting has been sent to all employees. Moreover, Hofseth BioCare's employees are also encouraged to communicating relevant information on occupational health and safety and suggest improvements. Both non-conformance reports and feedback, are important tools in which employees can contribute and influence the design of their own working environment.

Hofseth BioCare has also developed a quality system where internal control for HSE is integrated into a comprehensive system. Internal HSE control will be subject to revisions through the Norwegian Labour Inspection Authority, the county administrator and fire and rescue services. All HSE targets are set out in the HSE Policy that apply to our production locations. The HSE Policy is updated at least annually and shared with employees. The HSE activities are also mentioned in the company's Annual Calendar of activities and followed up at scheduled HSE meetings. The meetings also discuss feedback from internal audits, safety inspections and regulatory authorities, as well as changes in regulations, reports from the occupational health service and input from employees, etc.

Occupational health and safety training are also part of the company's town hall meetings. Topics include the HSE policy, risk assessments, safety instructions, handling of chemicals, fire safety, and emergency procedures. All em-

ployees at Midsund completed a full-day course in explosion protection in March 2022, our employees at Berkåk has completed this earlier.

In 2020, the production sites' HSE groups reviewed the HSE policy to make it more relevant and to introduce measurable KPIs. HSE KPIs has also been included in the digital dashboard as part of the company management system. An overall objective was to make the new and improved HSE Policy easier to understand for all employees as well as better highlight the company's progress in this area. The group has also reviewed the fire safety policies at Midsund.

Work at Berkåk and Midsund could involve health and safety risks to the employees, first and foremost in the manual processing and where chemical liquids and the like are used. There is also a long-term risk associated with the fulfilment of repetitive tasks. While the ambition of the company is to have zero incidents, loss or damage to people, material and/or the environment, it is of critical importance to have full overview of any adverse event at Hofseth BioCare's sites in order to be able to work on prevention and ensure a healthy and safe workplace. Injuries and work-related incidents are registered at site level. Employees also have access to health checks so that possible injuries are detected at the earliest possible time.

There was one work related incident reported at Midsund in 2022, which resulted in a Lost Time Injury. There were no recorded incidents or near miss incidents at Berkåk in 2022.

Table 7: Number of injuries divided by locations

Factory	2020		2021		2022	
	Berkåk	Midsund	Berkåk	Midsund	Berkåk	Midsund
Injury rate*	22,222	19,444	0	5,263	0	2,564
Work injuries (total number)	2	7	0	2	0	1
LTI (lost time injuries, number of injuries that have led to sick leave)	0	1	0	1	0	1
Deaths caused by work injuries	0	0	0	0	0	0
Absence due to illness	1.3%	11.3%	1.5%	17.7%	3.55%	6.56%

*Injury rate is calculated as the number of new cases of injury during the calendar year divided by the number of workers in the reference group during the year, multiplied by 100,000.

At Midsund, there was a concern that long shifts increased the likelihood of incidents on site as well as having a negative impact on the percentage of employees on sick leave. A risk assessment was carried out in 2019 and in 2020, the company reviewed its practices in this area, both as a precautionary measure and a measure to improve the general wellbeing of employees. The company reduced the length of the longest shifts from 1 January 2021 but will reintroduce the 12-hours

shifts from 1st of January 2023 at the request of the employees. In 2022, the absence due to illness was 3.55% at Berkåk. 6.56% at Midsund and 0.62% among our other employees.

A good working environment and the possibility to learn and develop are important factors to keep the absence due to illness at low levels. Equally important is it that employees feel appreciated and involved in the day-to-day work.

Goals and targets 2023

- › Update our materiality assessment
- › Conduct due diligence of suppliers
- › Strengthen our climate accounting
- › Conduct a climate risk analysis
- › Set carbon reduction goals





APPENDIX I:

GRI Content Index

Hofseth BioCare has reported in accordance with the GRI Standards for the reporting period 1 January to 31 December 2022.

GENERAL DISCLOSURES 2021			
Disclosure	Disclosure description	Reference	Omission
2-1	Organizational details	About this report + Corporate Governance (annual report) + Notes to the accounts (annual report) + Locations and employees	
2-2	Entities included in the organization's sustainability reporting	Notes to the accounts (annual report)	
2-3	Reporting period, frequency and contact point	About this report + Notes to the accounts (annual report) + Contents	
2-4	Restatements of information	About this report	
2-5	External assurance	About this report + Corporate governance (annual report) + Auditor's report (annual report)	
2. Activity and workers			
2-6	Activities, value chain and other business relationships	About Hofseth BioCare + Materiality assessment + The Board of Director's report 2022 (annual report)	
2-7	Employees	Diversity and inclusion (equality statement)	
2-8	Workers who are not employees	Diversity and inclusion (equality statement)	
3. Governance			
2-9	Governance structure and composition	Hofseth BioCare's approach to sustainability + Corporate Governance (annual report)	
2-10	Nomination and selection of the highest governance body	Hofseth BioCare's approach to sustainability + Corporate Governance (annual report)	
2-11	Chair of the highest governance body	Hofseth BioCare's approach to sustainability + Corporate Governance (annual report)	
2-12	Role of the highest governance body in overseeing the management of impacts	Hofseth BioCare's approach to sustainability + Corporate Governance (annual report)	
2-13	Delegation of responsibility for managing impacts	Hofseth BioCare's approach to sustainability + Corporate Governance (annual report)	
2-14	Role of the highest governance body in sustainability reporting	Hofseth BioCare's approach to sustainability + Corporate Governance (annual report)	
2-15	Conflict of interest	Hofseth BioCare's approach to sustainability + Corporate Governance (annual report)	
2-16	Communication of critical concerns	Business ethics and corruption prevention	
2-17	Collective knowledge of the highest governance body	Hofseth BioCare's approach to sustainability	
2-18	Evaluation of the performance of the highest governance body	Hofseth BioCare's approach to sustainability + Corporate Governance (annual report)	
2-19	Remuneration policies	Hofseth BioCare's approach to sustainability + Corporate Governance (annual report)	
2-20	Process to determine remuneration	Corporate Governance (annual report) + Remuneration report (website)	
2-21	Annual total compensation ratio	Diversity and inclusion (equality statement) + Remuneration report	

Disclosure	Disclosure description	Reference	Omission
4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy	CEO letter	
2-23	Policy commitments	Responsible business operations + Business ethics and corruption prevention + Hofseth BioCare's approach to sustainability + Worker's rights, diversity and inclusion (equality statement)	
2-24	Embedding policy commitments	Hofseth BioCare's approach to sustainability + Business ethics and corruption prevention	
2-25	Processes to remediate negative impacts		Information not available: The company has not managed to gather this information in 2022, but will improve processes and plans to obtain the information in 2023.
2-26	Mechanisms for seeking advice and raising concerns	Business ethics and corruption prevention	
2-27	Compliance with laws and regulations	Business ethics and corruption prevention	
2-28	Membership associations	About Hofseth BioCare	
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	Hofseth BioCare's stakeholders + stakeholder dialogue	
2-30	Collective bargaining agreements	Worker's rights, diversity and inclusion (equality statement)	
MATERIAL TOPCIS			
GRI 3: Material topics 2021			
3-1	Process to determine material topics	Stakeholder dialogue + materiality assessment	
3-2	List of material topics	Materiality assessment	
Environmental and climate impact			
3-3	Management of material topics	Environment and climate impact (Water use and waste + Energy use and GHG emissions) + Stakeholder dialogue	
GRI 305 Emissions 2016			
305-1	Direct (scope 1) GHG emissions	Energy use and GHG emissions + Table 2	
305-2	Energy indirect (scope 2) GHG emissions	Energy use and GHG emissions + Table 2	
305-3	Other indirect (scope 3) GHG emissions	Energy use and GHG emissions + Table 3	
Waste (own KPI)			
Own KPI	Waste generated	Table 2 Environmental impact	
Water (own KPI)			
Own KPI	Water use	Table 2 Environmental impact	
Working environment			
3-3	Management of material topics	Working environment (Worker's rights + Diversity and inclusion (equality statement) + occupational health and safety) + Stakeholder dialogue	



Disclosure	Disclosure description	Reference	Omission
GRI 401 Employment 2016			
401-1	New employee hires and employee turnover	Table 5	
GRI 405 Diversity and equal opportunity 2016			
405-2	Ratio of basic salary and remuneration of women to men	Table 6	
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	Diversity and inclusion (equality statement)	
GRI 403 Occupational health and safety 2018			
403-1	Occupational health and safety management system	Occupational health and safety	
403-2	Hazard identification, risk assessment, and incident investigation	Occupational health and safety	
403-3	Occupational health services	Occupational health and safety	
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety	
403-5	Worker training on occupational health and safety	Occupational health and safety	
403-6	Promotion of worker health	Occupational health and safety	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety	
Own KPI			
KPI	Absence due to illness	Table 7	
KPI	Injuries (total number and rate)	Table 7	
KPI	Lost-time injuries	Table 7	
Responsible business operations			
3-3	Management of material topics	Responsible business operations, Local value creation + high quality products + business ethics and corruption prevention + Stakeholder dialogue	
GRI 205: Anti-corruption 2016			
205-3	Confirmed incidents of corruption and actions taken	Business ethics and corruption prevention	



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