



CODE OF CONDUCT

LERØY SEAFOOD GROUP ASA AND SUBSIDIARIES

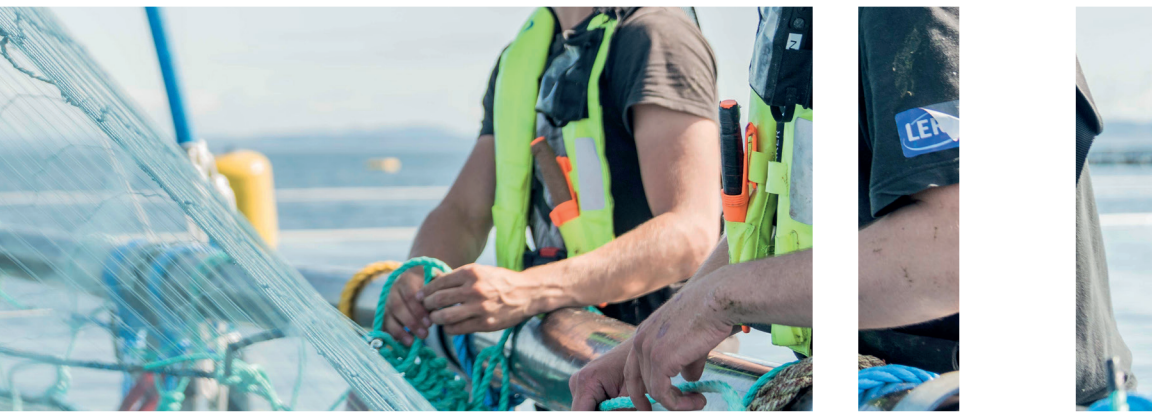


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PART 1: IN-HOUSE MATTERS

1. In general

The purpose of this document is to establish the common principles and Code of Conduct that apply to personal and commercial matters at production, administration and management level in Lerøy Seafood Group ASA and subsidiaries, referred to collectively hereinafter as LSG.

The guidelines apply to LSG, including all employees, board members, contract workers, consultants, representatives and any person performing work on behalf of LSG or representing LSG in any other way (hereinafter referred to as "LSG Personnel").

LSG respects and promotes the UN's fundamental human rights and the International Labor Organization's (ILO) core conventions. LSG strives to comply with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. LSG is a member of the United Nations Global Compact.

All managers are responsible for ensuring that LSG Personnel are familiar with relevant laws, regulations, guidelines and frameworks, including the guidelines for whistleblowing; see item 6 below.

LSG Personnel are responsible for reading and

familiarising themselves with LSG's Code of Conduct. This includes, as a minimum, developing a fundamental understanding of the requirements set out in the Code of Conduct and a good understanding of the parts of the Code of Conduct that are particularly relevant for the individual employee's position.

Moreover, the individual employee must address concerns and queries regarding the company's Code of Conduct or possible breaches of the Code. The individual employee must be familiar with the different channels via which he/she can address possible breaches.

Managers at all levels have a special responsibility to act as role models and ensure that LSG Personnel understand and comply with the Code of Conduct. Managers and LSG Personnel shall understand that business results are never more important than compliance with the company's Code of Conduct. The management must identify the possible risk of breaches of the company's Code of Conduct and take action to minimise such risk. In the event of a breach of the Code of Conduct, the individual manager must act quickly to resolve the detected breach and follow up on this with appropriate disciplinary responses and correct reporting.

LSG Personnel are obliged to keep up to date

with amendments to the Group's Code of Conduct. The most recent version is always available on the Group's website: www.leroyseafood.com and on the Group's Intranet pages.

As an employee of LSG, you must comply with prevailing laws and regulations, and carry out your duties in accordance with the requirements and standards which apply in LSG.

A breach of the regulations may result in consequences for the employee. Relevant sanctions may be verbal or written warnings and curtailment of current authorisations. Serious breaches of the regulations may result in dismissal with or without notice.

A breach of the internal guidelines may also result in criminal liability for both the company and the employee, including, for example, a breach of the regulations governing corruption or insider trading.

2. Personal relationships, legal competence etc.

2.1 Working environment

LSG Personnel shall help ensure a positive working environment based on respect and tolerance. LSG Personnel shall behave in a manner which displays social awareness and professionalism, and shall show respect for colleagues and other partners.

2.2 Conflicts of interest

LSG Personnel shall not attempt to obtain unjustified benefits for themselves or close associates, or that are in conflict with the interests of LSG when representing the company. LSG Personnel should avoid situations that could imply actual or potential conflicts of interest.

LSG Personnel shall not become involved in LSG or LSG-related transactions, procurements, contract awards or other issues in which they or a close associate have an economic interest. A close associate may be your partner, a relative or another person with whom you have close relations. The same limitation applies in the event of other circumstances that may undermine the trust in your ability to act in the best interests of LSG.

If you become aware of a potential conflict of interest, you shall report this to your immediate superior as soon as possible.

2.3 Avoid mixing roles as a result of involvement in other enterprises

Full-time employees of the LSG Group shall not have any other main occupation and are not permitted to have any other type of private business enterprise or hold any board positions or other offices of a certain scope or significance without the specific and written consent of their employer. All employees shall notify their immediate superior in writing of any paid employment outside of the Group.

The employer is entitled to oppose such employment if it is thought that such employment may have a negative impact on the employee's work for the Group or may impair confidence in the Group.

2.4 Political activities and debates

LSG does not support individual political parties or individual politicians. LSG has the right to take part in public debate, when in the interests of the Group.

LSG Personnel have the right to take part in democratic political activities, but this must take place without reference to or connection with the employees' relationship to LSG.

LSG Personnel representing LSG in debates or similar must discuss this in advance with the CEO or other corporate management group representative.

2.5 Prohibition on prostitution and purchase of sexual services

LSG stands against all forms of prostitution and purchase of sexual services. LSG Personnel at work or travelling for work or other assignments on the company's account shall refrain from prostitution, purchasing or accepting sexual services. This also applies to leisure time when on such occupational travel or assignments.

2.6 Travel and expenses

LSG Personnel shall display moderation when incurring costs for LSG, and shall not incur unnecessary costs for the company when travelling, entertaining customers etc.

Transactions entered into on behalf of LSG shall be documented in line with good business practice and prevailing regulations. Employees must be

able to explain and document any payments, and these must be signed by a superior.

For more information, please refer to the company's travel policy.

2.7 Use of social media

It is not permitted to publish text, close-up images or video from operational working situations on social media without clearing this in advance with your immediate superior. Published and approved posts from Lerøy and others may be freely shared.

The term "social media" is defined as websites and apps developed to create and share content, and to take part in social networks such as Facebook, Twitter, Instagram, Snapchat and YouTube.

It is not permitted to publish photos or videos of persons without gaining their consent in advance.

During working hours and when on occupational travel, employees shall not post any work-related status via social media. The term "work-related status" is used to imply e.g., stating your location, who you are visiting or where and with whom you are dining.

LSG Personnel are obliged to show due care when posting on social media as a representative of the LSG Group. This includes showing due regard for the company's values and the employee's duty of loyalty to their employer.

Please also refer to the Group's procedure for use of social media.

2.8 Use of intoxicants

LSG is a sober workplace. We do not accept any persons being under the influence of narcotics or alcohol when working for LSG.

3. Duty of confidentiality, information processing and IT systems

3.1 Duty of confidentiality

LSG Personnel have a duty of confidentiality regarding information of a sensitive, private or confidential nature which relates to LSG's business. This also applies after termination of employment.

3.2 Information processing

As an issuer of shares and other financial instruments that are traded on regulated markets, LSG is obliged to comply with prevailing Stock Exchange regulations and the Securities Trading Act. No individual shall use, or help others use, information regarding LSG or other companies which is of a sensitive, private or confidential nature, to subscribe to or trade securities, whether on a private basis or on behalf of LSG. LSG Personnel shall read all guidelines and instructions provided by LSG and relating to shares, financial instruments or handling insider information, and shall comply with any related recommendations and instructions.

LSG Personnel shall protect sensitive and confidential information and shall store documents and data securely, in accordance with prevailing data protection and privacy legislation, and the company's instructions and guidelines.

3.3 IT systems

Use of the company's IT systems shall be based on work-related requirements. Use for private purposes shall be restricted to a minimum, and must not have any negative impact on costs, information security or productivity. Information contained in the company's IT systems belongs to LSG. All access to information in the company's systems shall comply with the prevailing data protection legislation and internal requirements.

Cyber-attacks and other malicious activities represent a threat to the company's operations. Use of the company's IT systems and equipment may be monitored in order to maintain control of such threats. LSG Personnel must be constantly on alert to detect possible malicious activities, such as phishing, and any incidents must be reported immediately. It is prohibited to use the company's systems to carry out illegal or unethical activities, including downloading or forwarding offensive material. We expect LSG Personnel to respect copyrights for software and to comply with prevailing licence terms.

We also make reference to the Group's instructions regarding insider information, data, privacy protection and IT security.

4. Anti-corruption

LSG has zero tolerance for any type of corruption,

including bribes and facilitation payments, and complies with prevailing national and international anti-corruption legislation. LSG will take active measures to prevent corruption arising in connection with LSG's business. We aim to carry out our business activities in an open and transparent manner, promote transparency in our industry and support efforts to fight corruption.

LSG Personnel must never take part in, approve or tolerate corruption, and must never offer any party anything of value to achieve an improper advantage in connection with LSG's business activities.

An evaluation shall always be carried out of partners in Norway and abroad with which LSG signs agreements.

LSG Personnel shall not directly or via an intermediary offer, make, invite or accept payments which are inconsistent with Norwegian legislation or other prevailing regulations.

The Norwegian regulations to combat corruption were intensified in 2003. It is a criminal offence to give or receive an improper advantage, cf. section 387-389, of the Norwegian Penal Code, appendix 2.

If in doubt whether something is unacceptable, consult with a superior.

4.1 Gifts, payments or offers of entertainment

Gifts, payments and offers of entertainment which may affect the integrity of the recipient shall as a main rule not be accepted or offered. If a relationship with a certain customer is such that gifts are expected, the maximum permitted amount per recipient is EUR 40 per year.

Gifts, payments and offers of entertainment which are accepted shall be reported to the employee's immediate superior.

Employees do not have the right to give or accept any form of personal fees, commission, discount or other monetary benefits.

Employees do not have the right to give or accept any form of gift or payment in connection with negotiations, or as appreciation for a certain contract or behaviour on the part of the counterpart, which may be intended to influence the recipient of the gift during the process.

This does not include customary gifts in connection with for example anniversaries or other special occasions.

Lunch, dinner and other refreshments are acceptable to the extent that they are directly linked to normal business and do not involve an inappropriate sum of money or scope. This item must be assessed in relation to cultural behaviour. The main principle is that employees shall not give/receive anything that affects the recipient's/employee's integrity.

It is not permitted to cover costs for business associates, or receive cover from business associates for travel and accommodation costs for LSG Personnel or companions. An exception is made for normal costs incurred locally in connection with work-related visits, ferry crossings, bus transport, car hire etc. Special cases require agreement and approval by a manager prior to the visit/activity.

4.2 Use of intermediaries

Particular caution shall be exercised in relation to payments made via intermediaries (agents, brokers or others). Such agreements shall be documented and reported to a manager, specifying what the payment involves and to whom it is made.

4.3 Bribes/Facilitation payments

Bribes/facilitation payments can be defined as minor, unofficial payments to ensure or speed up performance of a routine or necessary action to which one is legally entitled. Examples are payments to speed up the process of obtaining a visa or completing safety and security checks at an airport.

Such payments may be a punishable offence pursuant to Norwegian legislation and international conventions to which Norway is party. LSG does not permit the use of bribes/facilitation payments.

LSG Personnel cannot receive or accept any payment or other value or benefit from any third party in relation to performance of their respective duties for LSG.

If you observe a facilitation payment or an attempt at a facilitation payment, you shall notify your immediate superior without delay.

4.4 Test on ethics

Enclosed is a test on ethics with questions which could help individual employees make correct decisions. Appendix 1

5. Export, import and trade control

LSG is obliged to comply with prevailing legislation governing export, import and trade control in all countries where the Group has operations. This includes laws and regulations relating to economic sanctions and export control. For cross-border business, LSG Personnel must be aware of and comply with these laws and regulations.

LSG Personnel who are key contact persons with customers and suppliers shall complete training in regulations relating to sanctions and anti-money laundering.

6. Whistleblowing of censurable conditions

Employees are encouraged to report censurable conditions, as this can help rectify such situations.

LSG has established a digital channel for whistleblowing: a secure electronic system which allows persons to remain anonymous.

If you prefer to report such matters verbally, you should as a main rule contact your immediate superior. If you feel this is difficult, you can contact your immediate superior's manager, local HR Department or the local employee representative/safety representative.

Any such reports will be processed by an independent third party in the first instance. Further follow-up is coordinated by LSG's whistleblowing committee.

All parties involved in a whistleblowing case shall be protected. Employees who whistleblow shall be protected against retaliation.

See the Group's poster on whistleblowing.

7. Personal liability

LSG Personnel must ensure that they are aware of and perform their duties in accordance with the requirements specified in this document and with prevailing laws and regulations.

7.1 Protection of personal data

The data protection legislation provides protection for personal integrity and personal data of individuals. LSG is obliged to protect the personal data of LSG Personnel. LSG will only process personal data for purposes that are legitimately required for its own operations and in line with the prevailing data protection legislation and LSG's internal requirements and guidelines. LSG expects individual employees to be familiar with and comply with the requirements that apply to processing of personal data when working for LSG.

7.2 Processing information, and confidentiality

Information in the company's systems is of decisive importance for the company's business-related integrity. The Group will protect all information that belongs to LSG or that is provided to LSG by our partners by ensuring sufficient confidentiality, availability and integrity. It is important to share information across the organisation in order to ensure efficient operations. However, all transfer of and access to information shall comply with the external and internal requirements related to information exchange. LSG expects LSG Personnel to be familiar with and comply with external and internal requirements on securing information in the company's systems, and not to make use of information to which LSG Personnel have access at work for his/her own gain or the gain of others. All employees have a duty of loyalty to the company. This also applies after employment has been terminated.

8. Enquiries from the press and other parties

Enquiries from financial analysts, investors and the media shall be directed to the CEO or CFO of LSG.



PART 2:

MATTERS RELATING TO THE COMPANY, SUPPLIERS AND SUBCONTRACTORS

1. In general

1.1 Introduction

Lerøy Seafood Group ASA, hereinafter referred to as LSG, is aware of its corporate social responsibility. Our aim is to combine healthy business management with a clear responsibility for society and the environment.

Our goal is to contribute towards influencing the work on human rights, labour rights and environmental protection, both within our own Group and in relation to our business associates.

1.2 Business associates

LSG Personnel working with business associates such as suppliers, subcontractors, consultants, advisers, agents or other business partners must inform these of the company's Code of Conduct and ensure that they agree to comply with all relevant parts of the Code of Conduct. In the event of nonconformances, action must be taken to ensure that such parties comply with the Code of Conduct. If it becomes evident that such parties are unable to comply with LSG's Code of Conduct, all cooperation with them shall be terminated.

LSG expects all business associates to comply with prevailing legislation, to respect internationally recognised human rights and to follow LSG's own regulations and Code of Conduct, quality systems and routines. Should these differ from one another, the main rule is that the most stringent requirements apply.

More detailed guidelines for LSG Personnel relating to management of business associates are set out in relevant guidelines, such as purchasing procedures.

1.3 Regulations for business practice

LSG's business information shall be communicated accurately and in detail, both internally and externally. All accounting information and information subject to a reporting obligation must be correct and reproduced in accordance with laws and regulations, including relevant standards.

In relation to prevailing laws regarding securities and standards for stock exchange listing, LSG is obliged to ensure complete, clear, accurate and understandable information in its interim financial reports and other documents.

2. Health, safety and the environment

Health and safety are of utmost importance at LSG. No matter the reason, no compromises shall be made at the cost of safety.

Principles and guidelines for safety management are available at all production departments and shall be followed by LSG Personnel and by service providers working on behalf of the company or in the company's premises.

Necessary measures shall be implemented to prevent and minimise accidents and damage to health as a result of, or related to, conditions at the workplace.

LSG is governed by laws and regulations established to protect the environment. This includes laws and regulations on air and water quality, orders limiting emissions of environmental toxins to the environment and establishing standards for the treatment, storage and disposal of toxic and hazardous waste. LSG takes its environmental responsibility seriously, and takes all necessary action to limit the impact of its operations on the environment.

LSG Personnel shall complete regular and documented training in health and safety. Health and safety training shall be repeated for new recruits.

Suppliers and subcontractors carrying out work in LSG's premises shall have completed the necessary safety training before they can perform the contracted work.

3. Human rights and decent working conditions

3.1 Introduction

LSG respects internationally recognised human rights and decent working conditions in both our own operations and in our value chain. LSG aims to comply with prevailing laws and regulations, including internationally recognised conventions on the protection of human rights and decent working conditions.

LSG aims to make a positive contribution to the efforts to promote respect for human rights, particularly in relation to prevention of child labour and protection of employee rights, both within

LSG and throughout the value chain, including the supplier chain and business partners.

In addition to compliance with the above-mentioned principles, LSG focuses particularly on the following topics relating to human rights and decent working conditions:

a. Regular employment

Obligations in relation to the employees, in line with international conventions and/or national legislation and regulations regarding regular employment shall not be evaded by using short-term engagements (such as using contract workers, casual workers and day workers), subcontractors or other employment relationships.

All employees are entitled to an employment contract in a language they understand. The apprenticeship programme shall be clearly defined in terms of duration and content.

b. Child and youth labour

Children under the age of 18 shall not perform work that represents a health or safety hazard, including night shifts.

As a main rule, children under the age of 15 shall not be employed. When permitted by national laws or regulations, and in special circumstances, an exemption may be made to the guidelines in appendix 3.

Apprentices carry out the work tasks and follow the working hours specified for the company at any given time.

c. Salary

Salaries paid to employees shall as a minimum comply with national minimum wage provisions or the industry standard, and shall always be sufficient to cover basic needs.

Salary and payment of salary shall be agreed upon in writing before employment starts. This agreement shall be in a format which the employee can understand. Disciplinary deductions from salary are not permitted.

d. Working hours

Working hours shall comply with national legislation and shall be in accordance with prevailing international conventions.

e. Trade unions and collective bargaining

Without exception, employees shall be entitled to join or establish trade unions according to their free will and to bargain collectively. The employer shall not discriminate against trade union representatives or prevent them from performing their duties for the trade union. Should this entitlement be limited by law, the employer shall facilitate, and not at any time prevent, parallel mechanisms for free and independent organisation and bargaining.

f. Forced labour

All forms of forced labour, slave labour or involuntary labour are strictly prohibited.

Employees shall not be obliged to submit a monetary deposit or identity papers to the employer and shall be free to terminate their employment with a reasonable period of notice.

g. Discrimination and harassment

All forms of discrimination or harassment at work based on ethnicity, religion, age, language, disability, gender, marital status, sexual orientation, trade union membership or political beliefs are strictly prohibited.

Measures shall be established to safeguard against sexual harassment, threatening, insulting or exploitative behaviour and to prevent discrimination or dismissal on unfair grounds.

h. Physical mistreatment

Physical mistreatment or punishment, or threats of physical mistreatment, are strictly forbidden. The same applies to sexual or other abuse and different types of humiliation.

4. Impact on local communities and social involvement

LSG shall make a positive contribution towards sustaining a good environment for the local

communities where the Group has operations. The local environment and production locations shall be protected against damage from pollution.

LSG aims to have an open and inclusive approach when getting involved in local communities associated with our operations and our value chain.

5. Use of resources

All forms of environmental crime or unscrupulous exploitation of natural resources in the local environment are strictly forbidden.

LSG shall neither directly nor indirectly contribute to the destruction of the source of income for marginalised communities, for example by seizing large plots of land or other natural resources on which these communities rely.

Chemicals and other hazardous substances shall be properly handled. The production and exploitation of raw materials for production shall not involve destruction of natural resources.

6. National and international environmental legislation and regulations

Production shall not conflict with national or international legislation and regulations related to the environment. Relevant permits shall be procured where necessary.

Environmental aspects shall be taken into account throughout the production and distribution chain, from production of raw materials to sales, and shall not be delimited to in-house activities. Local, regional and global environmental aspects shall be taken into account.

For the production of animal products, animal ethics considerations shall be safeguarded throughout the value chain.

7. Fair competition

LSG shall compete in a fair and ethically correct manner within the frameworks of prevailing competition legislation for the markets in which the Group operates. We will not take part in or tolerate other parties taking part in restrictive trade practices, such as illegal price or tender fixing, market sharing or misuse of market power.

8. External whistleblowing

LSC promotes transparency and has therefore introduced a whistleblowing system allowing third parties to report concerns, openly or anonymously. It is also possible to give feedback directly to the company. Feedback is registered and processed via the company's system for incident reports. The external whistleblowing channel is available on the Group's website: www.leroyseafood.com

9. Ethical concerns

In certain situations, political or cultural circumstances may make it difficult to comply with a number of the requirements in this standard. In these cases, LSC is open to discussions regarding alternative approaches and solutions.

Managers must check that activities carried out within their areas of responsibility are performed in accordance with the requirements specified in this document.

Approved by the Group management of Lerøy Seafood Group ASA and the Group's Board of Directors.
Bergen, 22 April 2022.

Appendix 1: Test on ethics

Appendix 2: Provisions of the Norwegian Penal Code

Appendix 3: Guidelines for child and youth labour in Lerøy Seafood Group

///Appendix 1

TEST ON ETHICS

Every day, decisions are made which may involve ethical dilemmas. The following questions could help employees make the right decisions:

1. **Is it legal?**
 - Am I breaking any laws or in breach of the company's guidelines?
2. **Is it right?**
 - Can I talk about it with a colleague?
 - Is it reasonable for all parties involved?
 - What are the potential consequences?
 - Is there a better alternative?
3. **Can it be justified?**
 - Is the company's reputation at risk if the matter becomes public?
 - How would I feel if the decision was made known via the media?
 - Do I feel good about and can I be proud of this?

///Appendix 2

PROVISIONS OF THE NORWEGIAN PENAL CODE

Section 387 *Corruption*

A penalty of a fine or imprisonment for a term not exceeding three years shall be applied to any person who

- a) for himself/herself or others demands, receives or accepts an offer of an improper advantage in connection with the conduct of a position, an office or performance of an assignment, or
- b) gives or offers any person an improper advantage in connection with the conduct of a position, an office or performance of an assignment.

"Position", "office" or "assignment" in the first paragraph also means a position, office or assignment abroad

Section 388 *Aggravated corruption*

Aggravated corruption is punishable by imprisonment for a term not exceeding 10 years. In determining whether the corruption is aggravated,

particular weight shall be given to whether the act

- a) was carried out by or toward a public official or any other person by violating the special trust attached to his position, office or assignment,
- b) whether it resulted or could have resulted in a considerable financial advantage,
- c) whether there was a risk of considerable harm of a financial or other nature, and
- d) whether false accounting information was recorded or false accounting documentation or false annual accounts were prepared.

Section 389 *Trading in influence*

A penalty of a fine or imprisonment for a term not exceeding three years shall be applied to any person who

- a) or him/herself or others demands, receives or accepts an offer of an improper advantage in return for influencing the conduct of another person's position, office or performance of an assignment, or
- b) gives or offers any person an improper advantage in return for influencing the conduct of another person's position, office or performance of an assignment.

"Position", "office" or "assignment" in the first paragraph also means a position, office or assignment abroad

///Appendix 3

GUIDELINES FOR CHILD AND YOUTH LABOUR IN LERØY SEAFOOD GROUP

Employees under the age of 18 shall not perform work that endangers their health, safety, school attendance or development, including night shifts.

As a main rule, children under the age of 15 shall not be employed. If permitted by local laws or regulations, persons aged 13 to 15 may be employed or work within the following limitations:

- (i) light work, if the child is 13 or older;
- (ii) work as a part of the child's school attendance or for practical career orientation approved by the school authorities, if the child is 14 or older.

Children under the age of 13 shall not be employed in any circumstances.

Working hours

Children aged between 13 and 15 may work:

- two hours per 24-hour period on school-days and 12 hours a week during school weeks
- seven hours per 24-hour period on days when there is no school, and 35 hours per week during weeks when there is no school
- eight hours per 24-hour period and 40 hours per week total working and school hours, where the work is part of a scheme involving alternating theoretical and practical education.

For youth aged between 15 and 18 years who are not of compulsory school age, working hours shall not exceed:

- eight hours per 24-hour period – 40 hours per week
- If children or youth are employed by several employers, the total working hours shall be taken into consideration. The employer is obliged to find out the number of hours worked by children and youth for any other employers.

Employees under the age of 18 must not be used for overtime work or assigned tasks involving control of technical equipment or responsibility for individual work areas.

Children aged 13 and 14 may be assigned:

- light tidying work
- other work that does not have a negative impact on the child's safety, health or development, and does not affect their school attendance

Children cannot be assigned work without the consent of the child's parents or other guardians. Guardians shall be informed of any risk involved in the work.

Children under the age of 15 shall not be assigned work between the hours of 20.00 and 06.00.

Youth aged between 15 and 18 may be assigned work involving:

- feeding and control of feed
- maintenance and inspection of the equipment at facilities
- daily tidying of the facility

Youth (persons aged 15-17) who are not of

compulsory school age shall have a work-free period of minimum eight hours including the time between 23.00 and 06.00. Work between 21.00 and 23.00 is defined as a night shift and is not permitted unless the nature of the work requires it or there is a special and time-limited requirement for night shifts.

Employers who employ children and youth shall keep a list of such employees containing the following information:

- name, address and personal identification number of the employee
- name and address of the employee's guardians
- nature of the work
- length of daily working hours and at what time of the day the work is carried out
- length of ordinary school hours
- when leisure time is taken during the summer holidays

If children under the age of 15 are employed, suppliers who do not report directly to LSG shall submit information on such working conditions monthly by email to the ESG lead at LSG.





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