

# Climate and Environmental Policy

Climate change is an environmental threat and has significant global risks and consequences. Correspondingly, it is expected to have both short and long term impacts on our business operations, affecting our employees, supply chains, and the communities we serve worldwide.

Emissions from food production are a notable contributor to climate change, and food systems play a crucial role in both human health and environmental sustainability. As a responsible company, we are committed to reducing our emissions in accordance with current climate science. This commitment reflects our dedication to addressing climate change while promoting sustainable food systems.

This policy covers the whole Espersen Group and its activities within our own operations and in our supply chain.

### Our commitments

At Espersen we know our resource use and environmental impact has an effect on the climate. Our major emission sources within scope 1 and 2 primarily stem from electricity consumption, then heating and cooling energy, followed by fuel use, company cars and fugitive emissions from freezing agents. Climate impact from scope 3 primarily originates from fish raw material, other ingredients, packaging materials, and purchased services.

### Emissions

Espersen commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year. Espersen also commits to reduce scope 3 GHG emissions from purchased goods and services, fuel and energy related activities, upstream transportation and distribution, and waste generated in operations 52% per tonne of sold fish product within the same timeframe.

### Resource Use

#### Water

- Achieve a year-to-year reduction of absolute water consumption connected to a reduction in water intensity (per kg of product produced).

#### Waste

- Achieve a year-to-year reduction of landfill waste, aiming for no waste to landfill by 2030.
- By 2030, Espersen commits to halving food waste with a base year of 2021.

#### Energy

- Obtain 100% renewable electricity via renewable energy certificates, on-site production or green tariffs by 2025.
- Promote on-site renewable energy installations at our production plants, e.g., solar panels.

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## Implementation

### Emissions

Espersen’s high-level emissions reduction roadmap guides us in our efforts to achieve our emission targets. The following outlines the timelines and actions necessary to achieve our emissions reduction targets.

		2023-2025		2026-2030	
<b>Key priority areas</b>		Obtain 100% renewable electricity via renewable energy certificates, on-site production or green tariffs	Implement more energy efficiency measures on site	Improve supplier data and improve fishing practices for emissions reduction	Work with transport providers to shift to low-GHG freight solutions
		Expand collaborations to engage suppliers and other supply chain participants	Address company vehicle fleet electrification and efficiency (incl. leased vehicles)	Increase raw material utilization	Investigate increased use of plant-based ingredients

### Resource Use

The Mission Climate Friendly Initiative is a framework that engages every individual across our operations with Espersen’s sustainability goals. Site representatives from each environmental department participates in the initiative. Monthly reporting on environmental KPIs and progress against targets and environmental initiatives. Annual reporting of environmental data for our group carbon footprint.

## Responsibilities

### Site level

Depending on the structure of the site, either site Managing Director, EHS manager or designated responsible is in charge of ensuring continuous monitoring of the sites environmental risks and performance, managers must ensure if their direct reports are responsible of these requirements, they have appropriate competencies. In addition, must provide training, when necessary, to these employees so they can correctly carry out their responsibilities. Each sites environmental management scheme shall follow all relevant local, national and international regulations. Production facility must maintain regular environmental KPI reporting for the site and maintain appropriate internal reporting that is requested for relevant monthly and annual reporting for Espersen Group.

### Group level

Group sustainability is responsible for supporting all sites regarding environmental management in addition to continuously communicating with sites regarding any updates to group targets or management frameworks. Responsibility for group environmental annual reporting lies within the sustainability department, which includes resource use and emission metrics. In addition, written updates on the annual progress towards these targets and all relevant emission reduction projects and actions taken place in the reporting year.

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