

Animal Welfare Policy

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Version log

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VERSION	ACTION	DATE	CONTROL	PERSON RESPONSIBLE	ENTRY INTO FORCE	PERIOD OF VALIDITY
1.0	Approval	23/04/2023	Initial version (1.0)	Dept. Sustainability Antonio Alvarez	23/04/2023	23/04/2023 Until the next update

1. Introduction

This policy formalizes and sets out the position of Profand Fishing Holding S.L.U (hereinafter, “Profand Group”) on the defense of animal welfare defined by the World Organisation for Animal Health as “An animal is in a good state of welfare if it is healthy, comfortable, well nourished, safe, able to express innate behaviour, and if it is not suffering from unpleasant states such as pain, fear, and distress.”

1.1. Purpose of the policy

The purpose of this policy is to establish the principles and commitments of Profand Group in the field of animal welfare.

Through this Animal Welfare Policy, the Profand Group undertakes to ensure that our priority areas are the principles established in the [Aquatic Animal Health Code of the World Organisation for Animal Health](#), and recognizes the **Five Freedoms of Animal Welfare**:

1. Libre de temor y de angustia
2. Libre de molestias físicas y térmicas
3. Libre de dolor, de lesión y de enfermedad
4. Libre de manifestar un comportamiento natural

1.2. Scope of application

This Policy applies to all Profand Group employees, subsidiaries, business partners, and investee companies in which the Company owns, directly or indirectly, at least 50% of the share capital or voting rights. In addition, this policy also applies to temporary joint ventures and other equivalent associations when the company assumes responsibility for their management and supply chain.

The scope of the Animal Welfare Policy encompasses all the companies that make up or will make up Profand Fishing Holding S.L.U. and will be adopted for all actions related to the supply, purchase or farming of fishing resources, whether from its own fleet or from third parties and aquaculture.

This policy will be the minimum basis on which the companies belonging to the group may introduce, depending on regional needs and realities, greater requirements, demands,

conditions, commitments, or any other principle, as long as this is approved by management and does not violate national or international legislation.

1.3. Related regulations

This policy is linked to the following internal regulations, in which the principles set forth therein are examined in detail:

1. Human Rights Policy.
2. Sustainability Policy for Fishery Resources and Aquaculture
3. Community Investment Policy
4. Code of Ethics and Conduct
5. Supplier Code.
6. Regulations of the Audit and Control Committee.
7. Criminal Risks Assessment Program of Profand Fishing Holding S.L.U.

2. General Animal Welfare Principles of PROFAND FISHING HOLDING

PROFAND FISHING HOLDING's commitment to Sustainability involves the definition, development and implementation of an Animal Welfare Policy in order to:

- a) Protect the natural environment and biodiversity.
- b) Safeguard water resources and quality.
- c) Preserve the diversity of species and wild populations.
- d) Use and source animal feed responsibly.
- e) Ensure the good health and proper raising of animals.
- f) Ensure legal compliance.
- g) Actively contribute to the development, implementation, and adoption of the FAO Code of Conduct for Responsible Fisheries by those supplying our fishery and aquaculture resources.

- h) Achieve full customer satisfaction, both internally and externally.
- i) Form a network of suppliers of marine and aquaculture resources that meet the sustainability requirements, in line with the Group's values and guidelines.
- j) Establish sustainable, long-term and cooperative business relationships with our suppliers.
- k) Work to ensure complete traceability throughout the value chain for all of our products.
- l) Encourage, to the extent possible, the implementation of the best available techniques in fishing methods and gear for our suppliers of fishery and aquaculture resources.
- m) Imbue and spread the Group's values to our suppliers by supporting and facilitating the application of continuous improvement processes.

3. Factors that affect animal health and welfare

The factors that affect the health and welfare of animals reared at the different plants, as well as the guidelines applied, are set out below.

3.1. Staff training

Profand Fishing Holding has a team of fully qualified staff committed to the health and welfare of fish throughout its aquaculture facilities, in particular the position of the animal health manager.

3.2. Feeding

Staff ensure that the fish receive the necessary nutrients providing them with the appropriate diet according to their species and their growth phase. The use of feed with deforestation-free certification is encouraged.

3.3. Water quality

Water quality is guaranteed ensuring properties and volume that safeguard animal health and welfare adapting the parameters to the needs of the species and stage of the productive cycle.

3.4. Use of medications

The use of medications and the established regimen of treatments is administered based on the diagnosed pathology.

Medications are never used preventively or as growth promoters, while the use of antibiotics is limited exclusively to production periods in which fish do not yet have their immune system developed to obtain the protection offered by the vaccine.

Treatments are administered based on veterinary prescriptions and a record of their use kept, thus providing comprehensive traceability of all therapies administered.

3.5. Vaccination

Vaccines are used responsibly and always with a prescription and under the supervision of veterinary professionals. 100% of the fish are vaccinated helping to reduce health risks and ensure animal quality and welfare.

3.6. Animal handling

Fish are handled appropriately and safely, taking the necessary measures to avoid causing situations of stress and preventing the entry of pathogens. Sometimes it is necessary to use anesthetics under veterinary prescription and depending on the size of the fish, temperature and type of handling to be carried out.

3.7. Transport

The transport phase is managed by properly trained professionals, considering the characteristics of each fish. There are transport protocols in which the fasting and handling of individual fish are considered before and after to avoid causing them stress and generating disease outbreaks.

3.8. Biosecurity Plan

There is a Biosecurity Plan available that consists of a set of measures implemented to avoid or reduce the risk of entry of infectious and parasitic diseases, and their subsequent transmission on a farm.

Trained health staff are available. They are responsible for taking the necessary measures if they suspect mortality or persistent mortality and have the necessary experience for handling and slaughtering the fish.

4.Document management and control

4.1. Signatures, approvals and revisions

This policy was issued and approved by the Corporate Sustainability Director and the CEO of PROFAND FISHING HOLDING S.L.U. on April 24, 2023.

The policy will be reviewed and updated when appropriate, in order to adapt it to any changes that may arise in the business model or in the context in which the group operates, thus ensuring at all times its effective implementation.

4.2. Compliance monitoring and control plan

The Group will carry out regular monitoring processes using animal welfare indicators to proactively identify the risks and impacts in farmed fish, adopting the appropriate measures to prevent and mitigate any problem. Profand Group undertakes to assign specific resources to ensure the effective execution of the Animal Welfare Policy.

In PROFAND FISHING HOLDING, the Sustainability Department is responsible for Animal Welfare related matters.

4.3. Document repository and access control

The area responsible for storage and accessibility, the Sustainability Department, is responsible for ensuring the correct functioning of the filing, distribution and publication processes of this document. This protocol is located in the following repository:

P:\026 COMPLIANCE, RISKS AND INTERNAL AUDITING\INTERNAL AUDITING\2022\00.-Policies and procedures

Access to this protocol is limited to General Management, the Sustainability Department and Compliance, Risk and Internal Audit Department.

4.4. Dissemination of the document

The Animal Welfare Policy will be made available to all the Company's stakeholders, both internal and external, and will be duly communicated. In addition, the Profand Group can provide training and promote awareness activities for implementation throughout the organization and among its key stakeholders, including suppliers.



PROFAND FISHING HOLDING – Vigo. 2023

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