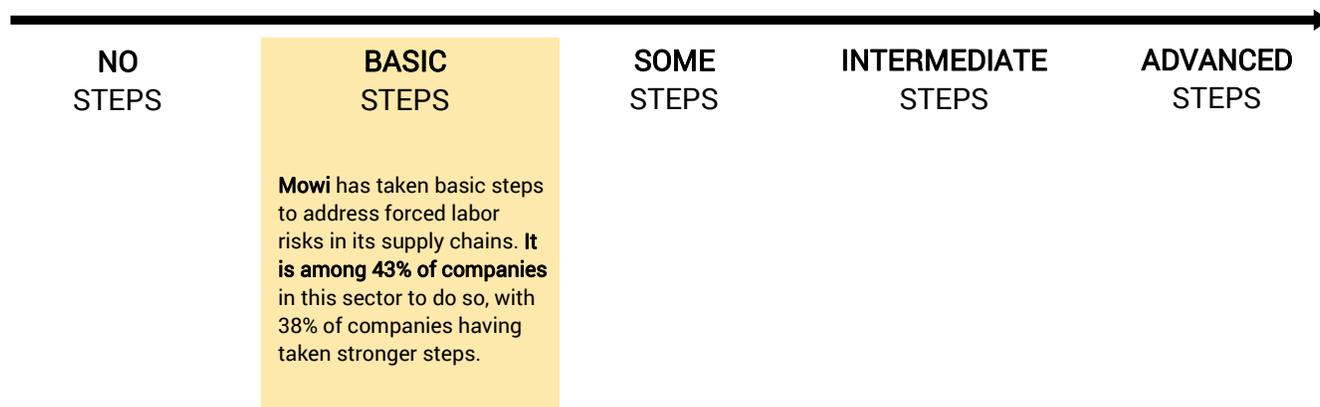


## Mowi ASA

<b>TICKER</b> OSL:MOWI	<b>MARKET CAPITALIZATION</b> US\$12 billion	<b>HEADQUARTERS</b> Norway
<b>DISCLOSURES</b> <u>UK Modern Slavery Act</u> : Yes (Disclosure of Subsidiary) <u>California Transparency in Supply Chains Act</u> : Not applicable		<b>TARGETS</b> None

Mowi ASA (Mowi), formerly known as Marine Harvest, is one of the world’s largest seafood companies.<sup>1</sup> It has taken basic steps to address forced labor risks in its supply chains, disclosing less information than the global sector average. Other Europe-based companies sourcing fish, such as Nestlé or Tesco, disclose taking stronger steps.

### STEPS TAKEN TO ADDRESS FORCED LABOR RISKS IN SUPPLY CHAINS



### SUPPLY CHAIN TRANSPARENCY

Supplier List	🚩 No
Information on Supply Chain Workers	🚩 No

### HIGH-RISK COMMODITIES

🚩 Fish<sup>2</sup>

SUBSET OF INDICATORS

	<input type="radio"/> NOT MET <input type="radio"/> PARTIALLY MET <input checked="" type="radio"/> MET	Policy / Process	Outcomes
Supplier Code of Conduct and Integration into Supplier Contracts	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Management and Accountability	<input type="radio"/>	<input type="radio"/>	Not Applicable
Internal Management	<input type="radio"/>	<input type="radio"/>	Not Applicable
Board Oversight	<input type="radio"/>	<input type="radio"/>	Not Applicable
Stakeholder Engagement	<input type="radio"/>	<input type="radio"/>	Not Applicable
Local Stakeholders	<input type="radio"/>	<input type="radio"/>	Not Applicable
Peers	<input type="radio"/>	<input type="radio"/>	Not Applicable
Risk Assessment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Purchasing Practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment Fees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Freedom of Association	<input type="radio"/>	<input type="radio"/>	Not Applicable
Working with Unions	<input type="radio"/>	<input type="radio"/>	Not Applicable
Examples of Improvements	<input type="radio"/>	<input type="radio"/>	Not Applicable
Grievance Mechanism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Remedy Programs / Response to Allegations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Mowi publishes a supplier code of conduct (which it notes is also an integral part of its supplier contracts) that prohibits forced labor. The company also discloses that procurement staff at each of its business units are responsible for monitoring supplier compliance with its code.

Additional steps the company could take include

- ensuring board oversight of its supply chain labor policies and practices;
- assessing forced labor risks in its supply chains (beyond audits) and disclosing risks identified; and
- ensuring that a mechanism to report grievances regarding labor conditions is available to workers in its supply chains.

**COMPANY ENGAGED WITH KNOWTHECHAIN**

Informal (i.e., engaged outside the formal three-month engagement period).

<sup>1</sup> BizVibe (17 March 2020), "[Global Fishing Industry Factsheet 2020: Top 10 Largest Fishing Companies in the World.](#)"

<sup>2</sup> The US Department of Labor lists these commodities as commodities that may be produced using forced labor. US Department of Labor (20 September 2018), "[List of Goods Produced by Child Labor or Forced Labor.](#)"