

Royal Greenland Modern Slavery Statement 2016

This statement is published to fulfill the Modern Slavery Act enacted by the British Parliament on the 26th of March 2015. It states Royal Greenland's view on modern slavery and our group activities made in the year of 2016 to prevent modern slavery and human trafficking in our business and supply chain.

Our organization

Royal Greenland is a global Greenlandic government owned company headquartered in Nuuk, Greenland. We produce high quality seafood and own the entire supply chain from catch to retailer on several of our main products, but we also trade seafood from trusted suppliers around the globe e.g. Eastern Europe, Asia and South America.

Our view

Royal Greenland acknowledge the risk of modern slavery and human trafficking in businesses and supply chains around the globe and denounces from any such acts in both our own business as well as in our supply chain.

Our policies and procedures

Basic human rights as outlined by the United Nations and the International Labour Organization (ILO) as well as denouncing modern slavery is clearly outlined in the Royal Greenland Code of Conduct for employees and the same requirements are passed on to our suppliers and sub suppliers in the Supplier Code of Conduct.

Due diligence processes

In Royal Greenland we have established due diligence processes related to modern slavery and human trafficking by risk evaluating suppliers and their country of origin. Whenever trading within countries of risk, we demand that our suppliers not only sign the Supplier Code of Conduct outlining our stake on modern slavery and human trafficking, but also to self-asses their sustainability and human rights performance.

Progress in 2016

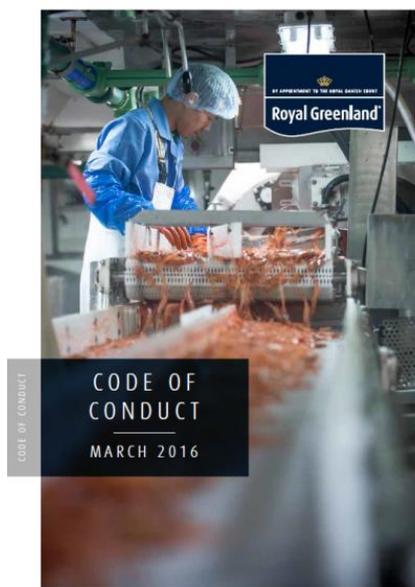
- Updated the Royal Greenland Code of Conduct stating specifically that we are against not only forced labour but also modern slavery.
- Implemented a grievance procedure on the Group level particular related to human rights breaches in our own business.
- Updated our supplier self-assessment with extra questions designed to reveal circumstances related to modern slavery and human trafficking.
- Published the Royal Greenland Modern Slavery Statement.

Approved by the board

This statement was approved by the Board of the Royal Greenland Group.

(Signature)

CEO, Mikael Thinghuus, Royal Greenland A/S



LOW RISK

Signing of Code of Conduct for suppliers.

MEDIUM RISK

Signing of Code of Conduct for suppliers.
Self-evaluation in questionnaire.

HIGH RISK

Signing of Code of Conduct for suppliers.
Self-evaluation in questionnaire.
Random audits.