

**Jealsa Foods** is a company committed to the conservation and sustainable use of aquatic resources, which is why we have established mandatory requirements for all suppliers that supply raw material to our company.

In addition to the requirements established by European and international legislation on hygiene and food safety, as well as existing regulations aimed at combating illegal, unreported, and unregulated fishing, our suppliers must abide by:

- **Compliance with all applicable national and local laws and regulations:**
  - compliance with the requirements regarding the use of land and water.
  - compliance with tax laws.
  - compliance with labor regulations.
  - compliance with environmental regulations
  
- **Conserve natural habitat, local biodiversity, and ecosystem functioning.**
  - **Interactions with Wildlife:** every farm must have responsible management measures with the Environment to minimize interactions with the ecosystems in which it operates.
  - **Environmental Certifications and Licenses:** priority will be given to purchasing products that have any of the sustainability certifications endorsed by GSSI (Global Sustainable Seafood Initiative)
  
- **Protect the health and genetic integrity of wild populations.**
  - **Counting and treatment of sea lice:** set the maximum load of sea lice and carry out frequent tests for the detection of sea lice. The results must be available for review.
  - **Fish escape:** all farms must work to minimize fish escapes and train their workers to minimize escapes. Farms must report all escapes. The total number of escaped fish per production cycle must be less than 300 fish.
  
- **Use resources efficiently and responsibly with the environment.**
  - **Product traceability:** the supplier must provide Jealsa with traceability information on the product sold: scientific name and details of the producing farm.
  - **Traceability of feed raw materials:** priority will be given to the use of fishmeal and fish oils from MSC or Marin Trust certified fisheries. In the case of feed whose component is Soy, it must be from sustainable origin (free of deforestation) and be NON-GMO. Feed

manufacturers must have a responsible sourcing policy regarding ingredients of marine origin.

- **Manage diseases and parasites in an environmentally responsible way.**
  - Existence of a fish health management plan: identification and monitoring of fish health, parasites, and environmental conditions.
  - Existence of a designated veterinarian who must visit the farm at least four times a year and a fish health officer who must visit the farm at least once a month.
  - Fish mortality: the maximum percentage of mortality allowed related to a viral disease during the production cycle must be  $\leq 10\%$ . The maximum unexplained mortality rate from each of the two previous production cycles for farms with mortality rate  $>6\%$  must be  $\leq 40\%$  of total deaths.
  - Use of antibiotics: priority should be given to reducing the use of antibiotics, and if used, they must be prescribed by a veterinarian.
  
- **Develop and manage farms in a socially responsible manner.**

Should be considered:

  - Freedom of association and collective bargaining.
  - Prohibition of child labor.
  - Prohibition of forced labor.
  - Prohibition of any type of harassment, abuse, or discrimination.
  - Health and safety coverage.
  - Negotiation of salaries, benefits, and contracts.
  - Control of working hours.
  - Existence of grievance channels.