

Introduction

Eyvi is committed to transparency in our operations and prioritizes the well-being of our workforce not only to contribute to a more equitable society but also to foster long-term success and stakeholder trust.

This report is Eyvi's due diligence assessment of its supply chain and other business relationships. It serves as a constructive tool for Eyvi and its stakeholders to engage in dialogue, identify areas for improvement and inspire further progress. This report was designed in line with the Transparency Act reporting requirements.

The report also highlights Eyvi's plans to continue work to assess, prevent and reduce the risk of modern slavery and human trafficking in the conduct of its own business and in its supply chain, during the period 1 January to 31 December 2023.

Who is Eyvi?

Eyvi is an international supplier of RAS turnkey facilities. We design, deliver and maintain custom-made turnkey facilities, with fish performance of the highest level. Eyvi AS was founded and registered in Norway, and is subject to Norwegian law, including the Transparency Act.

As a turnkey supplier and a close partner to most of our customers we are in a unique position to influence decision making. This gives us the opportunity and responsibility to have a constructive impact to safeguard fundamental human rights and ensure decent working conditions. This applies to our own operations, as well as to our business partners and suppliers.

Eyvi's head office is located in Tønsberg. Eyvi also has a location in Kristiansand and several employees that work at our project sites or from home. Eyvi has a flat organizational structure that promotes collaboration, autonomy, and open communication. We also believe that this structure promotes transparency and trust.

Eyvi was only founded in 2019, however our team carries many decades of aquaculture industry experience, driven by innovation, quality, and sustainability. The team has been involved in the design and delivery of many RAS projects in the last 13 years, including the world's largest RAS facility. Over the years, we have grown rapidly, increasing our responsibility to improve fish welfare and minimizing the impact of our projects on natural resources.

As an international supplier of RAS turnkey facilities. Eyvi acts as a business partner and is able to assist our customers throughout our product lifecycle. This means that we design, build, supply equipment, service and provide operational support.

Business areas:

Eyvi is active in four primary business areas:

Hatchery: Specialized facilities where fish eggs are incubated and hatched under controlled conditions, ensuring optimal survival and growth of young fish.

Grow out: Rearing juvenile fish to marketable size in land-based facilities providing proper nutrition, monitoring, and disease prevention for healthy growth. Land-based facilities provide a controlled environment with many benefits in terms of quality, safety and sustainability over traditional open-water facilities.

Brood stock: Selectively bred adult fish kept for breeding purposes, maintaining optimal conditions for reproduction and genetic diversity to produce high-quality offspring.

Service and maintenance: Service and maintenance encompasses a range of activities crucial for ensuring the efficient operation of the fish farm such as monitoring quality parameters and upkeep of essential equipment.

Eyvi Values

Eyvi's core values are to be visionary, passionate, responsible, open and friendly. Our employees are driven by passion as we continuously push limits with a clear vision of how to shape a more sustainable future. Eyvi's employees stay open-minded and embrace the unexpected. Eyvi seeks to provide a friendly and inclusive culture that promotes shared thoughts and ideas. Trust and transparency are the foundation of all our business relations.

At Eyvi, we take responsibility for having a positive impact on the people and local communities where we operate. At the same time, we take responsibility for ensuring that the human rights of the people who work throughout our value chain and interact with our products are safeguarded. We acknowledge that this requires guidelines and internal systems which help ensure this ambition is achieved.

Our guidelines

Eyvi must be a company with responsible and ethically aware employees. The guidelines outlined in our code of conduct approved by the board of directors apply to all employees, consultants and hired labor who carry out assignments for Eyvi.

More about our guidelines related to our commitment to ethical business conduct can be found in our Code of Conduct.

This same responsibility stretches to our business partners, subcontractors and suppliers, of whom we expect the same sound business practices. Our supplier code of conduct describes the principles and standards Eyvi's suppliers and sub-contractors must uphold. As a supplier you must comply with all the applicable national and international laws and regulations and the principles set out in our supplier code of conduct.

Eyvi's supplier code of conduct is based upon the 10 principles of the UN Global Compact, the Universal Declaration of Human Rights, the ILO Conventions on Labour Rights, as well as other ILO Conventions such as nr. 94, the International Covenant on Economic, Social and Cultural Rights (ICESCR), the International Covenant on Civil and Political Rights (ICCPR) and the OECD Anti-Bribery Convention.

You can find our Supplier code of conduct (SCOC) here: <https://eyvi.com/code-of-conduct/>

Due diligence of our supply chain

Business practices

Eyvi supports the UN's guiding principles on business and human rights and the OECD's due diligence guidelines for multinational enterprises. We recognize the need to have processes in place to identify, prevent, limit and account for how our activities may have consequences for basic human rights and decent working conditions. Eyvi acknowledges that this is an ongoing process, as risk can change over time because of operational changes and external influences.

Our delivered facilities need to adhere to the Norwegian act for Land based aquaculture farms for fish NS 9416. The act outlines requirements for risk analyses, design, execution, operation, user handbooks and product data sheets

At our sites, health and safety is a key priority. We have overall KPI's and targets for all our projects. We also work systematically to avoid accident-related risk using prevention measures such as regular safety rounds and Safe Job analyses (SFA). Additionally, we have a designated HSE responsible on site both for its own workforce and workers in the value chain.

Our business connections

In our projects, Eyvi is responsible for all purchasing of process related equipment and necessary consumables. The civil contractor is responsible for all the concrete work and equipment related to the building being carried out at site. Eyvi's main purchasing categories are piping and electrical equipment for which we use subcontractors. Other large purchasing categories are rotating equipment such as pumps and fans, various filters and steel components such as gratings, ladders and walkways.

Eyvi has one main transport partner for all our transport. In addition to our own transport, a significant share of transport is arranged by our suppliers.

Most of our suppliers have been supplying Eyvi since the company was founded and many of our senior employees have particularly good relationships with our suppliers. The majority of our subcontractors, suppliers and business partners are located in Norway, with a few in other parts of Europe, mainly Denmark. A small part of our suppliers are located in China.

Identified potential risks

Eyvi has clear procurement procedures in place, including a supplier evaluation process for the majority of our purchases. The evaluation makes sure we evaluate our suppliers on a set of criteria, such as quality, price, delivery time, service, and sustainability. In order to supply Eyvi, the supplier needs to sign Eyvi Supplier Code of Conduct or equivalent and undergo a financial risk assessment.

As promised in our previous report Eyvi has performed a deep dive into its suppliers, their supply chain and business partners, and carried out a risk assessment using a methodology that can be used and improved over the coming years. The risk assessment is based on the guidelines in the Transparency Act. All our suppliers were mapped and categorized as suppliers/business partners and classified based on their inherent risk. Based on the results of the risk assessment, we have prioritized our preventative measures, such as site visits and self-evaluation questionnaires. Early 2024 Eyvi had its first site/factory visit outside Norway, established an inspection team, and created a self-evaluation questionnaire.

Eyvi will keep improving its follow-up measures to stop, prevent or reduce the risk of violations of human rights and decent working conditions in our supply chain.

We assume that there may be a risk of violations of human rights and decent working conditions in our supply chain and will prioritize. We are well positioned to influence risks related to suppliers with whom we have direct contact. Employers and communities further down our supply chain will be more difficult to affect. Eyvi will implement suitable measures in line with our influence.

Identified actual adverse impacts

As of today, Eyvi's due diligence has not revealed any actual negative consequences either in its own operations or at our business partners. If and when Eyvi is made aware of any actual negative impacts, the company will take appropriate corrective measures, and subsequent preventive measures.

Complaint and whistleblowing channels/mechanisms

As Eyvi adheres to the Working Environment act, routines are in place to encourage employees to notify senior management, health and safety representative or HR of any objectionable conditions. These routines are described in the Personnel Handbook. This process allows for a confidential channel to report concerns, misconduct, or unethical behavior.

Responsibility in Eyvi moving forward

Our responsibility to the Transparency Act is a process of continuous improvement. Eyvi has outlined its future work to formalize preventive mechanisms and processes to identify and manage risks of violations of decent working conditions and basic human rights in our own business, the supply chain and at business partners.

In the autumn of 2024 and early 2025, Eyvi will perform more site visits/inspections at factories mostly situated outside of Norway. In addition, the self-evaluation questionnaire will be sent out to most of Eyvi suppliers that have their own production facilities. Eyvi will continue diving into its suppliers, their supply chain and business partners, and further develop risk assessment. To make sure that Eyvi can make use of new suppliers, an onboarding process will be created and taken into execution phase within 2024. Eyvi quality management department will also prepare Eyvi for a ISO 9001 certification.

Requests for information

Do you have any questions about Eyvi's work related to the Norwegian Transparency Act? Please reach out to us, using the following email address: apenhetsloven@eyvi.com