



## **Grupo Jadran Code of Ethics**

In establishing our Code of Ethics, we articulate the fundamental principles and values that guide our organization's conduct and decision-making. This document serves as a cornerstone, outlining the ethical framework that shapes our interactions within the company and with external stakeholders.

### **Sustainability**

- A. We commit to sustainable fishing practices, adhering to regulations and guidelines to ensure the preservation of marine ecosystems and species.
- B. Comply with all relevant laws, regulations, and industry standards. Maintain transparency in our business practices, ensuring accountability and trust.
- C. Actively participate in conservation efforts, supporting initiatives that contribute to the long-term health and vitality of marine environments.
- D. Regularly assess and improve our practices, embracing innovation and technology to minimize our environmental footprint and enhance the overall sustainability of our fishing operations.

### **Company principles**

- A. Treat all crew members, customers, and stakeholders with respect and dignity, fostering a positive work environment.
- B. Prioritize safety in all fishing operations, providing adequate training, equipment, and protocols to safeguard the well-being of our fish harvesters and crews.
- C. Standards of professional behavior expected from employees.