BAKKAFROST

ESTABLISHED 1968

Glyvrar, 16-01-2026
Skjal: 24-3090

QUALITY & FOOD SAFETY POLICY

We take great pride in producing the finest Atlantic Salmon for our customers. We focus on farming high-quality and healthy salmon rich in flavour, supple in texture, and vibrant in colour. Our salmon is nutrient dense and an excellent source of high-quality protein, vitamins and minerals. We go above and beyond to supply our customers with fresh and nutritious salmon products.

At Bakkafrost, our commitment is to deliver competitive and healthy nutritious products and services while upholding the highest standards of performance and reliability. By achieving this goal, we consistently meet the mutually agreed needs and expectations of our customers, drive business success, and ensure that our products are safe for consumption, adhering to statutory and regulatory requirements.

We recognize that a successful food safety culture hinges on safe working practices and procedures. Therefore, we have introduced a comprehensive Hazard Analysis Critical Control Points (HACCP) system. This system, developed through thorough hazard analysis of all food-related operations, ensures that all instructions and control mechanisms are designed to mitigate any risks to food safety.
We have implemented a robust food safety quality management system that encompasses policies and procedures meeting legal standards, as well as the requirements outlined in the highest food safety standards such as the BRC Global Standard for Food Safety, IFS and industry best practices. This system reflects our competence to both customers and independent authorities.

Our commitment extends to senior management, who play a pivotal role in ensuring food safety and quality. They are directly responsible for adequate organization and support, maintaining equipment and facilities, providing training and education to all employees, conducting performance reviews and audits, and driving continuous improvement. Detailed organizational arrangements and food safety responsibilities are documented in our food safety and quality manual.

Every staff member at Bakkafrost is individually accountable for the quality of their work. This collective responsibility fosters a culture of continual improvement, creating a positive working environment for all.

We prioritize food safety and quality. To achieve this, we ensure that all employees receive essential food safety training, equipping them to perform their tasks with utmost care and hygiene. Our collective responsibility is to safeguard the food we handle, minimizing any risks.

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Scope of the Policy
Bakkafrost are committed to operating to the highest Quality and Food Safety standards, our strategic priority is to meet and where possible exceed these standards to ensure industry-leading food safety.

Our entire value chain is covered by third party certification, ensuring the highest International food safety standards. These are reviewed at regular intervals to ensure best practice.
Quality assurance and control is integral to all stages of production with a focus on continuous improvement throughout our value chain.

We will provide the human and financial resources required to produce safe, authentic, legal products to the specified quality and in compliance with the requirements of our standards.

The implementation of the Quality and Food Safety Policy is fundamental for the strength and success of our business and our Quality Management System.

Governance of the Policy
The CEO is responsible for the Quality and Food Safety Policy throughout the company.
The Quality and Food Safety responsibility is with the line-management in each department.
The management and control of the policy is delegated to the department for Quality, Environment, Safety and Health (QESH).

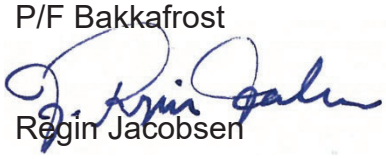
Commitment
We will provide our customers with safe, authentic products to our specified quality and complying with relevant legislation

To deliver on this commitment, we will:

- Maintain consistently high product quality within tolerances specified within the Company or by Customer specification.
- Ensure healthy and nutritious products with high levels of the healthy fatty acid omega 3
- Continually improve our processes and procedures. We will ensure efficiency and quality at all levels and stages of the business.
- All products will be produced in a safe and hygienic manner by staff who are fully aware of their responsibilities and who are appropriately trained.
- All processing facilities will hold certifications recognised by GFSI (Global Food Safety Initiative).
- We have in place a food safety culture plan and regularly measure the effectiveness of this plan.
- Formal risk assessment, food defence principles and HACCP principles are employed to ensure that product safety is controlled and maintained. All reasonable precautions will be taken to ensure that due diligence is exercised and that all products comply with local applicable legislation and relevant legislation applicable to the destination country. Samples are routinely sent for third party certified laboratories for safety testing.

- We will endeavour to operate in accordance with customer Codes of Conduct with regards to Global Sourcing and Ethical Trading.
- We will be mindful at all times of our impact on the environment and where possible initiate and maintain such practices and procedures as necessary to minimise or avoid that impact.
- Ensure continued adherence at our marine and freshwater sites of standards to maintain fish welfare and environmental control, wherever our fish are grown or processed.
- Ensure our fish and feed comply with the legislation and limits set by the Food Safety Authorities both in the markets in which we operate in and our producing countries.
- Ensure full traceability of the product at all stages of production from egg to customer ensuring authenticity of our product and preventing food fraud.
- Have in place an effective and tested incident procedure and business continuity plan. We regularly test our traceability programs and are able to track and trace products if an adverse incident occurs.

P/F Bakkafrost



Regin Jacobsen

CEO