

Company interview guidelines

1. Introduction of the interviewee (name, surname, position, brief description of responsibility in the company) and brief presentation of the company (when did it start operations, how many workers does it have, what is the origin of its capital).
2. In your opinion, what are the benefits of the salmon industry for this region and for the country?
3. Have you ever heard of the UN Guiding Principles on Business and Human Rights? If yes, do you know what the core content of each of the 3 pillars of these Principles is? If not, explain briefly: the first pillar refers to the State's obligation to protect human rights, the second pillar to the responsibility of business to respect human rights, and the third pillar refers to the access to remedy by individuals in case the State or business(es) have violated any of their rights.
4. Regarding the State's duty to protect human rights: Do you consider that the State fulfils this duty adequately? If not: What is missing?
5. Does the company have a policy that explicitly mentions human rights? Has the company ever participated in a certification process, such as ASC or BAP?
6. Does the company have information on family and personal aspects of its workers, such as whether they are heads of household, number and ages of children, presence of sick family members, etc., that would allow the company to make decisions on any measures aimed at the well-being of workers?
7. Various sources (articles, reports, interviews with workers) indicate that night shifts represent a particularly big problem, especially for women workers (childcare issues, transfers, wear and tear of working at night). Does the company have night shifts? Is there an awareness that night shifts are so problematic? Have there been internal discussions on how to deal with this problem?
8. Does the company have contracts for work and site work? If so, what percentage of workers are under this system?
9. Does the company have programmes or protocols aimed at safeguarding workers' safety and preventing accidents?
10. Does the company have protocols and special training for employees in the event of a serious accident or death of a worker to ensure the dignity of the worker and respect for the worker's family?
11. Why, in your opinion, are there repeated deaths among divers working in salmon farming companies?
12. Does the company work with subcontractors or service providers? If so, how does the company view the liability it may have for the actions or omissions of the subcontracting company (how

does the contracting company ensure that the subcontracting company meets the same standards that the contracting company has set for itself)?

13. In this company, what impacts have been identified in terms of affecting the environment? In what way does the company take care of the waste it produces?
14. Does the company have a community liaison officer? If so, what does this link with the community consist of? Is the content of the community liaison defined in a participatory manner/ together with the community, or is it defined in another way?
15. Does the company have clear mechanisms for receiving complaints or requests from its workers and the communities where it operates? What are these mechanisms like?
16. Do you have indigenous communities as neighbours of your operations? If yes, what are the company's considerations for engaging with them? What are the major demands or issues of concern of these communities towards the company?
17. What do you think of the ECMPOs and do you think they are a solution to address the customary rights of coastal indigenous communities?
18. Based on the experience of this company, what recommendations would you make to other companies in the industry in terms of respecting and protecting human rights?
19. And to the State, what would you recommend?
20. If you would like to address any other issue, please do so.