



FRØY

## Fish Welfare and Biosecurity Policy

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## Fish Welfare and Biosecurity Policy

**Approved by:** Chief Executive Officer**Executive party:** Head of Fish Welfare

### POLICY

The welfare of fish is of the utmost importance at Frøy. Although we are not a farming company, Frøy treat, transport, and provide safe enclosures for our customers' fish.

Fish welfare is by the World Organization for Animal Health (WOAH) defined as: "... the physical and mental state of an animal in relation to the conditions in which it lives and dies. An animal experiences good welfare if the animal is healthy, comfortable, well nourished, safe, is not suffering from unpleasant states such as pain, fear and distress, and is able to express behaviors that are important for its physical and mental state."

[\[1\]](#)

Therefore, we operate with strict routines through our aquaculture manual to ensure fish welfare and biosecurity in all operations. Our manual outlines the roles and responsibilities of the employees on board and those on land. Frøy's procedures closely follow the laws and regulations surrounding fish welfare and biosecurity set by the Norwegian government and international standards.

Frøy acknowledge that our activities can potentially impact biodiversity. To address these concerns, we have implemented procedures and risk analyses to prevent incidents that may lead to the escape of fish. We have internal training programs on escape prevention, which all our employees involved in operations at sea are required to pass.

We have our own expert team on fish welfare and biology in our internal Fish Welfare Department, who challenge and move us towards becoming the very best in the treatment and transport of fish for our customers. There is still great need for laboratory animal enterprises that have expertise in use of equipment for non-drug delousing and for handling of live fish in the Norwegian aquaculture industry. Frøy was approved in august 2020 by the Norwegian Food Safety Authority to conduct field trials. Through our research on animal welfare, we continuously seek new methods for transport and treatment of fish which can increase their welfare in our care.

#### KPI/Targets :

Frøy aims for zero escapes of fish in our care.

Frøy aims for zero events where contagious diseases are spread between farms due to our activities.

Frøy aims for a zero % mortality of fish in our care.

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[\[1\] Terrestrial Code Online Access - WOAH - World Organisation for Animal Health](#)

