

PRESS RELEASE

Nueva Pescanova Group launches Our Code of Conduct and Ethics

Vigo, 20 December 2016.- The Board of Directors of the Nueva Pescanova Group has today approved the Code of Ethics and Conduct and Good Business Practices of the company at its meeting held at the headquarters of Chapela, Pontevedra. A binding text for the more than 12,000 employees of the Group, present in 27 countries in four continents, which includes the highest standards of professional conduct and corporate governance.

Our Code of Ethics depicts the public and formal commitment of the Nueva Pescanova Group to the business ethics, institutional integrity and transparency principles in all its spheres of action, establishing a set of conduct rules aimed at guaranteeing the honest and responsible behavior of all the professionals of the Group in the execution of their tasks.

The main aspects established in this Code include the commitment to protect human and labor rights and the rejection to any form of discrimination on the grounds of gender, religion, race, sexual orientation or any other personal condition, as well as the equality of opportunities.

Transparency in financial and accounting disclosures is a basic principle which will govern at all times and everywhere the performance of the Group's professionals, guaranteeing their reliability and rigor and strict compliance with the accounting, trade and tax regulations applicable to each individual case. In addition, the Nueva Pescanova Group undertakes to keep collaborating in the development of the communities with which we interact when carrying out our work, through a sound Corporate Social Responsibility strategy. Thus, we defend the continuity of our business activity within a framework of respect for the environment and the sustainability of marine resources, observing the highest standards on environmental regulations, as well as the principles set forth by the Food and Agriculture Organization of the United Nations (FAO) in its Code for Responsible Fisheries.

For the Nueva Pescanova Group's Chief Executive Officer, Ignacio Gonzalez, "A Code that is an enterprising and avant-garde text that helps our company to meet the expectations generated in this new stage of the Group, even exceeding the standards of good corporate governance that guide and inspire these types of internal rules in other leading companies".

Compliance Unit

The Nueva Pescanova Group's Board of Directors also resolved the setting of a Compliance Unit, which will be headed by Juan Pablo Regojo Balboa. This unit will be chaired by the Chairman of the Corporate Responsibility and Governance Committee of the Board, the



Director of the Legal and Compliance Department will act as secretary, the rest of the members being the Chairman of the Audit, Control, and Finance Commission and the Chief Audit Officer.

The Board also approved the Regulations of the Compliance Unit that is a permanent internal collegiate body, responsible for enforcing the regulations of the Nueva Pescanova Group, this Unit has extensive powers, autonomy, and independence, and its operations and activities are directly supervised by the Governance and Corporate Responsibility Commission.

About the Nueva Pescanova Group

The Nueva Pescanova Group is a Galician multinational Company leader in the seafood sector; it is engaged in fishing, farming, processing and trade of seafood products. Founded in 1960, it employs more than 12,000 people and is present in 27 countries in 4 continents. Pescanova sells its products in more than 80 countries around the world.