

As a responsible business with a proud heritage, we believe that trust, transparency, and integrity are essential elements of a good business philosophy. Our Corporate Social Responsibility statement considers the social and environmental impacts our operations have on all of the stakeholders with whom we interact.

Business Values

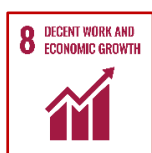
At ASL, we have 5 values at the heart of our enterprise: Integrity, Compliance, Food Values, Respect and Customers and Consumers. These values form an integral part of our day-to-day business.

<https://www.associatedseafoods.com/our-ethos>

Sustainability

Sustainability is important for a wider range of issues beyond that of sourcing seafood and we seek to ensure that sustainability is a central consideration in all our business decisions, from the sourcing of goods and services to our manufacturing and distribution operations. To guide and align our thinking about sustainability, we recognise the role of the Sustainable Development Goals (SDGs) of the United Nations. Established in 2015, the UN SDGs provide a global agenda to produce a more sustainable future for all. The 17 goals embrace all three pillars of sustainability: economic, social, and environmental. We are working to ensure our business aligns with these goals to help achieve the SDGs by 2030 and recognise that our business currently has the greatest influence on:

<https://sdgs.un.org/goals>



Responsible Sourcing

Sustainable Seafood Coalition

The Sustainable Seafood Coalition (SSC) is a collaborative partnership of businesses working together to address key issues in seafood sustainability. By becoming a member, businesses agree to implement their two Voluntary Codes of Conduct on Responsible Sourcing and Environmental Claims.



ASL has been an SSC member since 2020 which helps us to establish consistency on sourcing and labelling across the seafood industry and improve policy alignment with our customers and suppliers. Our Responsible Sourcing Policy is built upon the SSC codes and outlines the requirement for all seafood sources to be risk assessed in terms of sustainability to ensure responsible procurement at all times.

We are passionate about working towards sustainability. As a finite resource, it is critically important that our wild captured seafood comes from sustainable sources, as this not only ensures a healthy marine environment, but also that our business has longevity.

Aquaculture

Our product range includes a variety of farmed fish and so we are aware of the important role of Good Aquaculture Practice in the fish farming sector, both as a means of producing healthy and nutritious food, and also in managing and mitigating the impacts that farms may have on the environment in which they operate. All of our farmed fish comes from farms that are certified to a standard that has been benchmarked

by the Global Seafood Sustainability Index (GSSI). Currently, this includes the Aquaculture Stewardship Council (ASC), the Global Aquaculture Alliance (GAA), Best Aquaculture Practices or Global G.A.P. certification standards.



Wild Caught Seafood

As part of our commitment to responsible sourcing, our wild caught seafood is sourced from fisheries that are certified to a third party sustainability certification, such as the Marine Stewardship Council (MSC), or are part of a credible Fishery Improvement Project (FIP) to drive improvements within the fishery.



We are members of the steering group for the ongoing Project UK Fishery Improvement Project for *Nephrops* and are working alongside a range of interested stakeholders such as retailers, NGO's, processors, fishing organisations and scientists to guide the fishery towards a level consistent with MSC certification.

We do not condone Illegal, Unregulated and Unreported (IUU) fishing and will never knowingly deal with suppliers that are involved in any sort of IUU activity or fishing. Our supply vessels are regularly checked against global IUU vessel blacklists.

We never purchase species that are classified as 'endangered' or 'critically endangered' on the IUCN Red list or CITES Appendices and we will not trade with any business that is directly involved in the targeted capture and/or commercial slaughter of non-seafood species such as marine mammals, sea turtles or are involved in the practice of shark finning.

Environmental

Going Green

The food manufacturing industry is responsible for one third of the world's greenhouse gas emissions. This year we are working with RSK and have started to measure our carbon footprint for the first time. We are currently still in assessment but will use the results to inform and develop a carbon management plan to reduce our emissions and mitigate our contribution towards the climate crisis. While still conducting the assessment we have already made some notable progress:

- Installation of a Combined Heat and Power (CHP) Plant in the summer of 2020 – an efficient source of power that allows us to capture wasted energy to heat water in the factory and to heat roof spaces and workshops. We have another CHP installed at our new manufacturing site.
- Replacement of all lighting on site with LED bulbs which are 80% more efficient than conventional styles of lighting as only 5% of the energy they use is wasted as heat (compared to 95%)
- We are continuing to phase out all our petrol and diesel company cars by changing them to either fully electric or hybrid models.
- Installation of numerous electric charging points for company vehicles at our manufacturing sites.
- No food is wasted – any by-products created from production are used to make fish meal and fish oils.

At-Sea Innovation

We continue our collaboration with Marks & Spencer and Young's Seafood on a bycatch reduction project in the Mixed Demersal Fishery in the North Sea. The trial began in April 2021 on board our supply vessel, *The Virtuous*, assessing the impact of Safety Net Technologies 'Pisces' on unwanted bycatch in the fishing nets.

Pisces is a configurable set of LED lights that has the ability to create an increasingly selective fishing gear by either guiding unwanted fish towards escape routes or deterring them from ever entering the net.

There have been several trials conducted, enabling vital data collection which is being monitored and analysed by crew or scientists to inform technology development. Progress and development in camera technology has further enhanced the information being fed back to the fishermen, with the aim of real time data capture to advise on best fishing practices, in turn leading to a better targeted catch, saving also on energy and effort costs.

More information on the project is available at:

<https://sntech.co.uk/case-studies/bycatch-reduction-in-scottish-nephrops-fip>

<https://sntech.co.uk/blog/asl-ms-youngs-and-sntech-partner-up-to-support-british-fishermen-to-push-the-ne-scottish-mixed-demersal-fishery-towards-bycatch-reduction-and-msc-certification/>

Modern Slavery and Ethical Trade

At-Sea Supply Chain

We recognise the challenges in ensuring decent working conditions for crew on board fishing vessels whilst they are operating at sea., and we continue to engage with industry stakeholders on applicable Best Practice and Industry Standards.

We also recognise the importance of high standards of crew welfare and responsible catching practices aboard fishing vessels. The strong focus on crew welfare on vessels is underpinned by the Work in Fishing Convention ILO 188.

https://www.associatedseafoods.com/download_file/232/378

We have been engaged supporters of the Seafood Ethics Action Alliance (SEA Alliance) since 2020. This pre-competitive engagement group addresses key ethical issues within seafood supply chains. The SEA Alliance works collaboratively to develop guidance on the practical implementation of such supply chain tools as the PAS 1550 Code of Practice, BRC IUU Advisory Note (2015) as well as ILO C188.

Modern Slavery

At ASL, we are committed to eradicating modern slavery and have employed a zero-tolerance approach to it across our operations and those of our supply chains, in all business dealings and relationship.

<https://www.associatedseafoods.com/modernslavery>

Ethical Trade

We recognise the responsibility that we have to operate ethically. Promoting decent working conditions in our factories and supply chains is an important part of our commitment to acting in a socially responsible manner. Our Ethical Standards Policy is in place for our direct work force, and ethical working conditions in our upstream supply chains are based on the Ethical Trading Initiative (ETI) base code and the Conventions of the International Labour Organisation (ILO). All our staff are trained on the ETI base code at induction.

Our Supplier membership of the Supplier Ethical Data Exchange (SEDEX) allows our customers to have full visibility of our supply chain to ensure continuous improvement and we are a partner of Stronger 2gether which aims to tackle hidden labour exploitation.

In 2021 we joined the Food Network for Ethical Trade (FNET) and will use their tools and expertise to inform our due diligence approach towards managing ethical trade and human rights within global supply chains.

Our full Modern Slavery and Ethical Standards policies are available on our website at:

<https://www.associatedseafoods.com/ethical-standards>



ASL in the Community

Our business is at the heart of our local community and so we are aware of the importance of encouraging and informing the next generation about the benefits and opportunities of working in the seafood industry of today. We work closely with local primary and secondary schools to teach and inspire young people about the career opportunities available in the seafood sector and we often run recipe competitions in schools where the students use our salmon as the main ingredient.

We have close links to the Moray Chamber of Commerce and Moray Council, as well as working with national initiatives such as Developing the Young Workforce and the Career Ready Programme. Several of our staff members have taken part as a mentor within the Career Ready Programme and we have hosted several mentees in summer internship positions. In 2021 we even had our first Alumni mentee become a first-time mentor.

During the past year we have supported our local communities in different ways:

- We supported our local food banks by donating some of our delicious salmon.

