

CORPORATE SOCIAL RESPONSIBILITY STATEMENT 2020

Established in 2010, Associated Seafoods brought together two of Scotland's specialist seafood companies – Lossie Seafoods, a smoked fish specialist and Moray Seafoods, a leading business in shellfish production. We are now one of Scotland's leading seafood processors with a focus on Scottish Smoked Salmon and Scottish Nephrops Scampi Cores.

As a responsible business with a proud heritage, we believe that trust, transparency and integrity are essential elements of a good business philosophy. In this Corporate Social Responsibility statement, we consider the social and environmental impacts our operations have on all of the stakeholders that we interact with, from upstream suppliers to downstream customers and ultimately, the consumers of our products.

Sustainability

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. Our Responsible Seafood Sourcing Policy requires that all of the seafood materials we buy are responsibly sourced at all times. Each source is risk assessed in terms of sustainability and must originate from either an independently certified sustainable source or one that is participating in a credible improvement plan to achieve certification.

We believe that sustainability is also 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 of our business decisions, from the sourcing of goods and services to our manufacturing and distribution operations. In order 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. The two principle SDGs which guide our business agenda on sustainability are:

- SDG 14: Life Below Water
- SDG 8: Decent Work and Economic Growth



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).

We are a supplier member of the Supplier Ethical Data Exchange (SEDEX) to ensure continuous improvement within the supply chain as well as a partner of Stronger 2gether which aims to tackle hidden labour exploitation.



Our full Ethical Standards Policy is available on our website at:

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

Modern Slavery

At Associated Seafoods we have a zero tolerance approach to modern slavery and we are committed to acting ethically with integrity and transparency in all business dealings and relationships, including implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within ASL as well as in any of our supply chains.

Our full Modern Slavery Policy is available on our website at:

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At-Sea Supply Chain

Associated Seafoods recognises the challenges in assuring decent working conditions for crew onboard fishing vessels whilst they are operating at sea. For this reason, we have been supportive of the development and roll-out of a third party standard for the fishing industry. The Responsible Fishing Vessel Standard (RFVS) is a voluntary vessel based programme, certifying 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. We have been supporters of the RFVS for several years and we are working to ensure that all UK vessels that supply us are either certified to the RFVS, or are actively in the process of becoming so. The revised standard is set to be rolled out globally from the middle of 2020 and we will seek to encourage our international suppliers to do the same when the scheme becomes available to them.



More recently in 2020, we have become engaged as supporters of the Seafood Ethics Action Alliance (SEA Alliance), a new pre-competitive engagement group that 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.

Aquaculture

As a leading producer of smoked salmon, 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 salmon farms may have on the environment in which they operate. All of our farmed salmon comes from farms around the pristine Scottish coastline that are certified to a standard that has been

benchmarked by the Global Seafood Sustainability Index (GSSI). At this time, 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 well as producing the finest Scottish Smoked Salmon, we have a fantastic source of Wild Alaskan Salmon that is harvested in the waters around a small island community in Kodiak, Alaska. Our source of Wild Alaskan Salmon has been certified as sustainable by the Marine Stewardship Council (MSC).



Our supply of Nephrops is wild caught in Scottish waters and landed in Scotland by Scottish fishing vessels. We are currently part of an ongoing Project UK Fisheries Improvement Programme (FIP), and are working alongside our fishermen, customers and suppliers, to secure MSC certification for Scottish Nephrops in the North Sea and West Coast fisheries.



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.

We never purchase species that are classified as 'endangered' or 'critically endangered' on the IUCN Red list or CITES Appendices.

We do 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.

Sustainable Seafood Coalition

The Sustainable Seafood Coalition (SSC) is a collaborative partnership of businesses that work 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.



To help drive the sustainable seafood movement, in 2020 ASL became a member of the SSC. This helps us to establish consistency on sourcing and labelling across the supply chain, and improve policy alignment with our customers and suppliers. Our Responsible Sourcing Policy is built upon the SSC codes to ensure responsible procurement at all times.

ASL in the Community

We recognise that our business is at the heart of our local community and hence, we are aware of the importance of encouraging and informing the next generation about the benefits and opportunities of working in the seafood industry. We work closely with local primary and secondary schools to teach and inspire young people about the career opportunities available in the seafood sector. 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.



We have a determination to give young people the maximum opportunity to fill new positions and build themselves worthwhile careers in a local business that cares for its people and the local community.