

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

Background: -

Associated Seafoods Limited (referred to as 'ASL') stands as the parent company for three prominent Scottish seafood businesses: Lossie Seafoods Limited, Moray Seafoods Limited, and Loch Fyne Oysters Limited, incorporating Hebridean Mussels, and the owner of SeaSalter (Walney) Limited.

ASL, a distinguished seafood business boasts a rich history and an unwavering commitment to its people, products, and planet, principles which are evident in its diverse product range and operational practices.

Purpose: -

At ASL, we are dedicated to conducting all our operations with a strong dedication to environmental sustainability, regulatory compliance, and continuous improvement. Our Corporate Social Responsibility (CSR) Statement reflects our pledge to promote responsible sourcing and operational practices, minimise our greenhouse gas footprint, and overall contribute positively to the seafood industry, whilst working collaboratively with our customers and suppliers to meet both shared and individual environmental objectives.

Foundation: -

Sustainability is of paramount importance 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 with 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:



[\(Click Here for More Information\)](#)

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 always ensure responsible procurement. ASL is an active member in both the Steering Group and the Codes Accountability Working Group.

We are passionate about 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 importance of Good Aquaculture Practice in the fish farming sector, both as a means of producing healthy and nutritious food, and in managing and mitigating the impact that farms may have on the environment in which they operate. All 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) or In-Transition to MSC (ITM) to drive improvements within the relevant fisheries.



We have been active members of the Steering Group of the Project UK Fishery Improvement Project (FIP) for Nephrops. 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.

The UK Nephrops Fishery is now in transition to the ITM program as the current FIP comes to an end in the Summer of 2024. ASL is an active Steering Group and Working Group members of the new ITM program.

The aim of the new ITM project is to: a) support UK Nephrops fisheries in working towards meeting the MSC Fisheries Standard, b) provide a suitable framework for a structured approach to fishery improvements over time, and c) enable seafood businesses to collaborate in a pre-competitive space and demonstrate a credible process of fishery development.

ASL are also active members of The North Atlantic Pelagic Advocacy (NAPA). There are 2 FIPs – North East Atlantic mackerel and Atlanto Scandian Herring FIP and also North East Atlantic blue whiting FIP. The main FIP we are engaged in is the Mackerel and Atlanto-Scandian Herring (ASH) FIP. The FIP has been active since April 2021 and continues to advocate for improvements in the management of these fisheries. NAPA is the unified voice of the marketplace for sustainable seafood. The ultimate goal of the FIP's is to advocate for Coastal States to come together and enact science based and robust fisheries management strategies.

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.

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 can 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. SN Tech continues to make improvement in camera technology that will benefit the fishery.

More information on the project is available at:

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

(Click Here for More Information)

Modern Slavery and Ethical Trade: -

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. We have established a Human Rights Due Diligence Committee with cross-functional backgrounds to encourage collaboration across the organisation to achieve our short-, medium-, and long-term business wide objectives. This committee consists of employees across the organisation, from Human Resources (HR), Corporate Social Responsibility (CSR), Technical, and Procurement.

We recognise our responsibility 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 Together 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>



SEAFOOD ETHICS
ACTION ALLIANCE



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 appropriate 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.

[\(Click Here for ASL Modern Slavery Statement\)](#)

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. ASL led a Change on the Water Fund application, and provided funding along with other industry stakeholders, to support the Scottish White Fish Producers Association (SWFPA) with their Crew Services App development. The App will help address welfare issues for both foreign and local crew. We continue to work with SWFPA on the industry accessibility of the App to ensure that vessels within ASL supply chain can also access key features and benefits of the App.

Environment: -

The food manufacturing industry is responsible for one-third of global greenhouse gas emissions; therefore, it is important that we do our part to minimise our contributions. To achieve this, we have engaged with a 'Net Zero' Consultant, Amber Energy Solutions, to help measure, track, and reduce our environmental impacts. Creating a plan to reduce the organisations emissions in-line with an ambitious and realistic Net Zero emissions target of 2040, 10 years before the UK government deadline.

In order to achieve its goals, ASL are working diligently to work through recommended initiatives and projects, establishing a Sustainability & Lean Manufacturing Group to lead projects and deliver tangible results.

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. Attracting and developing talent is a key component of our people strategy. To support this, we offer a variety of apprenticeship opportunities, including Modern and Graduate programs. We also provide mentoring to young people and work experience opportunities to individuals facing a range of barriers.

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.

In 2024 we had an opportunity to support The Apprentice for a Day project, an initiative delivered by Hoolet under the umbrella of Scotland Food & Drink Partnership's Skills Advisory Group in a hope that by highlighting the diversity of roles within food & drink, and the importance of apprenticeships in developing the workforce, we can attract people to the exciting and vibrant industry in which we work. We then supported Scotland Food & Drink Partnership project with a case study to further inform educators and young people about diverse range of jobs and careers available within the industry.

During the past year we have supported our local communities in different ways, including donating some of our delicious salmon to the local food banks; The business as well as our workforce have supported local charities by either fundraising or donating Our bake-sales fundraising events are now well established and popular across all sites and money raised support local causes identified by our Engagement Committees.

