

Introduction

Since its inception in 1972, Tri Marine has been a key player in promoting best practices in the tuna industry, supporting our mission to be 'The World's Best Tuna Supply Company.' That means having deep knowledge and experience, reliability of supply, best-in-class service, and responsible sourcing, even through difficult times. The Covid-19 pandemic has created immense challenges for us all, but Tri Marine has continued to grow and supply the world with nutritious tuna to eat, while implementing new measures to protect the well-being of its workforce. We also continue making progress on our commitment to environmental sustainability and social accountability, as illustrated in Tri Marine's 2020 Annual Sustainability Report. This summary version provides a few key highlights.

With the integration of Tri Marine and the Bolton Group, this year's report placed our corporate social responsibility (CSR) activities into the Group's three sustainability pillars of Sourcing, Production, and People. We provide key performance indicators for each, including our procurement from and participation in MSC certified fisheries, advancing key fisheries improvement projects (FIPs), supporting human rights protections, and our first carbon footprint analysis of our fleet and plants. Additionally, we incorporate the United Nations Sustainable Development Goals (SDGs) most relevant to our business, with the shared objective of making clear progress towards a better planet by 2030.



For the sustainable procurement and use of natural resources and raw materials



For the sustainability of our products and our plants



For the well-being of our people and support of the community



Conserve and sustainably use the oceans, sea and marine resources for sustainable development



Ensure sustainable consumption and production patterns



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Sourcing

Responsible sourcing of tuna and other natural resources is the first pillar of the Tri Marine Sustainability Policy, to which we hold ourselves and all of our suppliers accountable. In 2020, Tri Marine traded over 570,000 metric tons of tuna, including the catch of our fishing fleet in the Solomon Islands managed by National Fisheries Developments (NFD). This also includes the whole fish equivalent of the cooked loins and cans we traded or produced in our production facilities: SolTuna in the Solomon Islands, Seafman in Ecuador, and Gralco in Colombia. In total, our production and trade represents over 10% of the annual global total tuna catch of 5.3 million tons, giving us both the responsibility and influence to pursue best practices in sustainability. Our CSR initiatives are all aimed at conserving these vital and renewable marine resources and support SDG 14 to conserve and responsibly use the oceans, seas, and marine resources for sustainable development.

Our responsible sourcing also extends to our global supply chain workforce. All of our suppliers are expected to adhere to the Tri Marine Ethical Sourcing Policy to demonstrate their shared commitment to worker protections, which includes implementing the Seafood Task Force Code of Conduct and Vessel Auditable Standards. Tri Marine provides training and tools, as well as third-party oversight with a comprehensive auditing program. These efforts support SDG 8 to promote inclusive and sustainable economic growth, full and productive employment, and decent work for all.

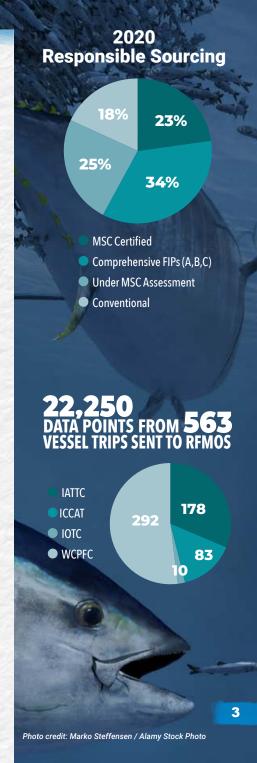
KEY SOURCING ACHIEVEMENTS

- 82% of our 2020 tuna supply came from vessels participating in either MSC certified, FIP, or under MSC assessment fisheries.
- Procurement from tuna fisheries that are MSC certified or in credible FIP was 324,133 metric tons, up from 263,437 metric tons in 2019, a 22% increase.
 - Of that, 131,624 metric tons were MSC certified in 2020, a 62% increase over 2019's total of 81,269 metric tons.
- As part of our work as founding member of the International Seafood Sustainability Foundation (ISSF), we expanded our voluntary Regional Fisheries Management Organizations (RFMO) reporting, providing 22,250 data points from 563 fishing trips.
- 400 biodegradable FADs were deployed with over 23 metric tons of natural material in our trials with the TUNACONS FIP.
- We updated the Tri Marine Ethical Sourcing Policy (ESP) and released a new Seafood Task Force Tuna Handbook for labor protections.
- Completed 17 vessel audits of 11 fleets against our ESP.
- Indonesia FIP continued to maintain its A rating from fisheryprogress.org for "advanced progress."











Production

We own and operate fishing vessels and processing facilities in the Solomon Islands, Ecuador, and Colombia. Our objective with more sustainable production is to better understand and address our impacts through improved quantification and setting goals to reduce emissions, consumption of non-essential materials, energy and water use, and waste. Our production metrics also include quality-control mechanisms such as safety checks, incident logs, and related certifications. Through this work, we are committed to ensuring more sustainable consumption and production patterns consistent with SDG 12.

Total Tons of CO₂ Equivalent (tCO₂eq)

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Legal Entity/Production Site	2020
Tri Marine - Ecuador	6,702
Tri Marine - Colombia	5,473
Tri Marine - Solomon Islands	12,677
Tri Marine - Fleet	22,070
TOTAL	46,922



Water

	Consumption	Recycled/Reused
2019	857,693 cubic meters	177,977 cubic meters
2020	802,008 cubic meters	205,657 cubic meters



Waste

	Generation	Recycled/Reused	
2019	1,775 tons	39%	
2020	1,642 tons	34%	



Plastic Packaging

Consumption		From Recycled Material	
2019	1,053 tons	152 tons	
2020	883 tons	171 tons	

KEY SOURCING ACHIEVEMENTS

- Completed first carbon footprint analysis.
 - Our operations generated an estimated 46,922 tons of CO₂ equivalent, averaging just over a half ton (.51) of CO₂ emissions per single ton of finished product (canned tuna), a low figure compared to other sources of food production.
- Goal set for a 25% reduction in GHG emissions per metric ton of tuna produced by our processing facilities by 2030 from 2020 levels.
- Benchmark analysis completed of the water and packaging materials we consume and the waste we generate.
- Decreased consumption of water by 6.5%, waste by 7.5%, and plastic packaging by 16%.
- Increased use of recycled water by 15.5% and materials by 12.5%. 34% of our waste was recycled and reused.
- Goal set to convert 50% of our plastic packaging to recycled or bio-based sources by 2025.









People

People are the third pillar of our sustainability efforts, and the foundation or our entire business. We're fully committed to ensuring worker safety and empowerment including promoting a zero-injury culture on fishing vessels and in our processing plants, and supporting equal opportunities regardless of gender and position. Worker engagement through outreach and training is a priority area for developing and retaining talent. We are also dedicated to enhancing community engagement and well-being in the areas we operate, with programs that support education as well as improved personal and environmental health. As with our human rights work, these efforts are consistent with SDG 8.

People Statistics

Item	2019	2020
Total Number of Employees	5,098	5,413
Total Number of Men	2,260	2,438
Total Number of Women	2,838	2,975
% Women	55.7%	55%
Turnover of Employees	919	1,378
% Turnover of Employees	18%	25.5%
Total Hours Worked	9,416,023	9,881,764
Injuries	80	165*
High-Consequence Injuries	2	1
High-Consequence Injuries/mil hours worked	.43	.21
Injury Rate/mil hours worked	8.5	17.10
Training Hours	47,276	43,048

^{*}Includes injuries from temporary workers not included in employee numbers. Gralco data included for 2020 but not 2019.

KEY SOURCING ACHIEVEMENTS

- Increased employment to 5,413 people across three processing plants, eight trading offices, and a fishing fleet in the Solomon Islands.
- Our employees worked a total of 9,881,764 hours, over 1.1 million eight-hour shifts, helping drive production up by 9.3%.
- 55% of our global workforce was female, and the number of women in executive roles increased to 19%.
- Reduced the number of high-consequence injuries by 50%.
- Our injury rate per million hours worked was 16.7, with a high-consequence injury rate of just .21.
- Completed training sessions with 24 fleets and 67 vessels and conducted 17 audits against the Seafood Task Force standards to promote labor protections.















While we are proud of our accomplishments, we still recognize there is much more to do. In 2021, we aim to continue increasing the proportion of our sourcing from MSC-certified fisheries and those in MSC full assessment or FIPs. We will also take a more proactive approach to FAD management and RFMO engagement. Additionally, we plan to expand our human rights work in collaboration with Bolton and its partnership with Oxfam. Finally, we are committed to continue assessing our carbon footprint with a Scope 3 analysis, going beyond our own facilities to also analyze the impacts of our supply chain.

In closing, Tri Marine wants to say thank you to our team, suppliers, and customers. We take a collaborative approach to sustainability, seeking and applying innovative ways to be a better business partner and corporate citizen. We look forward to our collective next steps on this journey. Together, we can make a difference.

View Tri Marine's full 2020 Annual Sustainability Report.