



Tri Marine Sustainability Policy

PURPOSE

Sustainability for Tri Marine starts with the resources upon which our business, and the lives of millions, depend. The United Nations Food and Agriculture Organization estimates ten percent of the world's population depends on fisheries for their livelihoods and 4.3 billion people rely on fish for 15 percent of their animal protein intake. Tuna fisheries, with nearly five million metric tons harvested around the world each year, represent a significant component of these figures and are a major contributor to global food security. Tri Marine takes its shared responsibility for the stewardship of global tuna resources seriously. As a tuna supply company with fishing and processing operations, Tri Marine believes sustainability means more than just protecting fisheries resources. True sustainability encompasses communities, fishing heritage and a commitment to feed a growing population one of the healthiest forms of protein. Tri Marine emphasizes collaboration with a range of best actors in the private, public, and non-profit sectors to tackle the environmental and social challenges of the tuna industry. Accordingly, the sustainability policy is composed of several multi-stakeholder initiatives.

POLICY

This policy establishes and maintains standards for environmental sustainability, protecting human rights and promoting social responsibility. The policy is consistent with International Seafood Sustainability Foundation (ISSF) Conservation Measures, the Tri Marine Human Rights Policy the Code of Conduct for Tuna Suppliers – Vessels and applies to both Tri Marine companies and all Tri Marine suppliers. The intention is to provide Tri Marine, its business affiliates, and customers with a high level of confidence that ecosystem impacts are minimized, and strong labor standards are applied in the capture, trade, production, or distribution of its tuna products.

Laws, Regulations, and Traceability

Tri Marine commits to compliance with all applicable laws and regulations and engagement with government agencies to promote effective fisheries management and equal enforcement. It demands its suppliers do the same. Engagement includes direct participation in Regional Fisheries Management Organization (RFMO) processes and working with national governments to conserve natural resources and protect workers' rights.

Tri Marine staff and associates are active members of the Solomon Islands, American Samoa, United States and China delegations to the Western and Central Pacific Fisheries Commission (WCPFC), as well as the United States, Ecuador, Panama and Colombia delegations to the Inter-American Tropical Tuna Commission (IATTC). We closely monitor the activities of the Indian Ocean Tuna Commission (IOTC) and the International Convention for the Conservation

of Atlantic Tunas (ICCAT). Tri Marine's RFMO engagement with the WCPFC and IATTC, and monitoring of activities of ICCAT and IOTC, includes collaboration with NGOs e.g. ISSF, World Wildlife Fund (WWF), Global Ghost Gear Initiative (GGGI), International Pole and Line Foundation, (IPNLF) and The Nature Conservancy (TNC). Importantly, Tri Marine has worked with ISSF, TNC, and other institutions such as the Secretariat of the Pacific Community (SPC) on voluntary research projects to improve our tuna resource management. This includes an emphasis on bycatch mitigation and electronic monitoring (EM).

The group rigorously collects and reviews traceability documentation from fishing vessel to final sale and uses third party review (see ISSF and MSC below), limiting the risk of illegal, unregulated, and unreported (IUU) seafood entering Tri Marine's supply chains. Traceability starts with long-term relationships with established fishers and includes detailed sourcing data for each shipment of tuna including vessel name, IMO number, license information, fishing area, tonnages by species, trip dates, ports of call and more.

Supporting the International Seafood Sustainability Foundation (ISSF)

Good science and management require a multi-stakeholder approach including industry, government, academic institutions, and NGOs. In 2009, Tri Marine with other industry leaders founded the multi-stakeholder International Seafood Sustainability Foundation (ISSF). ISSF's mission is to undertake and facilitate science-based initiatives for the long-term conservation and sustainable use of global tuna stocks, reducing bycatch and promoting tuna ecosystem health.

Over the last ten years, ISSF has become the foremost organization addressing tuna sustainability and is a pillar of Tri Marine's collaborative environmental efforts. As an ISSF member company, Tri Marine voluntarily adheres to all of the organization's adopted conservation measures: 1) RFMO Support 2) Traceability & Data 3) Bycatch Mitigation and Best Practices 4) Monitoring, Control and Surveillance 5) Protecting against IUU Fishing 6) Controlling Capacity 7) Utilizing the Proactive Vessel Register Vessels 8) Miscellaneous 9) Social and Labor Standards.

Achieving Sustainability Certification

Tri Marine encourages the use of environmentally sound and sustainable methods in the catch, processing, transportation and storage of fish and fish products by developing, utilizing, and sharing appropriate policies, technologies, and practices. This includes the application of leading third-party sustainability standards and certifications, namely those of the Marine Stewardship Council (MSC). To date, Tri Marine holds the following:

- ▶ MSC certification of free school, purse seine caught skipjack and yellowfin by US flagged vessels in the Western and Central Pacific Ocean (WCPO).

- ▶ MSC certification for pole and line and purse seine caught skipjack and yellowfin in the Solomon Islands.
- ▶ MSC certification for longline caught albacore and yellowfin in the Solomon Islands.
- ▶ MSC certified longline caught albacore in the Atlantic

Tri Marine engages in MSC full assessments of additional flag states for its WCPO certification, of its supply of longline caught albacore from the Atlantic Ocean and commits to increasing the volume of its MSC certified supply over time. In 2022, 45% of Tri Marine's total tuna supply came from MSC certified fisheries.

Supporting Fisheries Improvement Projects (FIPs)

For fisheries not yet able to achieve MSC or Fair-Trade certification, Tri Marine supports comprehensive fisheries improvement projects (FIPs) designed to bring fisheries up to a level consistent with internationally recognized sustainability standards. For a FIP to be considered robust, its activities must be comprehensive and credible; it should address the full range of environmental challenges necessary to achieve a high level of sustainability. The process must include multi-stakeholder engagement, an MSC pre-assessment, a publicly available workplan designed to remedy deficiencies identified in the pre-assessment, a budget, designated staff, and public reporting on progress. Guidelines and publicly available information on FIPs can be found at www.fisheryprogress.org. Tri Marine leads or directly engages in FIPs in Indonesia, the Eastern Pacific Ocean, the Atlantic Ocean and sources tuna globally from suppliers actively engaged in FIPs.

Ethical Sourcing and Human Rights Policy

Tri Marine has its own Human Rights policy and Code of Conduct for tuna suppliers and is a leading member of the Seafood Task Force (STF). An industry-led organization of 35 commercial members including tuna majors Tri Marine, FCF, Thai Union and Star-Kist, as well as the world's largest retailers such as Walmart and Costco. The STF works towards continuous improvement across people, product, process, and policy through supply chain oversight.

The Code of Conduct for Tuna Suppliers sets clear guidelines for all actors in the seafood supply chain, all the way from fishing vessels to the retailer. This, combined with the Human Rights policy, provide worker protections related to:

- 1) Child Labor
- 2) Forced Labor
- 3) Employment Contracts
- 4) Freedom of Movement and Personal Freedom
- 5) Retention of Personal Documents
- 6) Recruitment Fees
- 7) Humane Treatment
- 8) Workplace Equality
- 9) Freedom of Association
- 10) Grievance Procedures
- 11) Wages and Benefits
- 12) Working Hours
- 13) Worker Awareness and Training
- 14) Private Employment Agencies and Recruiters
- 15) Health and Safety

Protecting Communities

Tri Marine commits to ensure the benefits of fisheries are captured not just by distant markets, but also by those closest to the resources. Tri Marine invests in fishing and processing bases that provide important socioeconomic benefits to coastal communities. The largest number of Tri Marine staff are employees of its fishing and processing operations in the Solomon Islands, Ecuador, and Colombia. Tri Marine takes an active role to ensure the health and wellness of its workers and the communities in which they work with a broad range of programs in Noro and Manta.

It is our policy to:

- Develop local talent through job training rather than import labor from outside the region.
- Promote greater gender equality and support through training and positions in non-traditional roles.
- Actively support community social programs teaching skills such as personal finance and accounting and programs working to reduce domestic violence.
- Ensure sound management systems are in place to monitor, respond to, and reduce incidents and accidents.
- Source local produce and protein when possible, for the over 2000 meals prepared daily in our canteens.
- Implement infrastructure, such as reverse osmosis water filtration systems, within plants to reduce environmental impacts to local communities.
- Provide contributions to community organizations including medical clinics and hospitals, school infrastructure and subsidized school fees for staff, improving recreational facilities and programs, and supporting community events.

Looking to the future, Tri Marine will continue with the collaborative environmental and social programs it has initiated and currently participates in with community stakeholders.

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