

## DECLARATION OF FOOD SAFETY AND QUALITY POLICY

### Our Mission, Vision, and Values

Tri Marine International (TMI), part of the Food & Tri Marine newly integrated Business Unit of Bolton, is committed to becoming the *Best Tuna Supply Company* in the world. To achieve such a challenging task, its management will focus on internal and external opportunities and challenges, recognizing that the process will take several years.

We define “*Best*” as:

1. Supply tuna that is traceable, and biologically and environmentally *Sustainable*
2. Offer only tuna whose capture and processing *Respects the Work Forces* involved as an integral and critical part of the tuna supply chain
3. Provide our suppliers with the best options for their products, and our customers with the products that best meet their requirements: maximum *Customer Service*
4. Maintain *Standards of Excellence* in Quality Assurance and Documentation throughout our supply chains, including promoting the food safety and quality culture throughout the organization
5. Ensure a truly *Global Reach* for our business
6. Build on our *Financial Strength* to enable the provision of optimum terms for our counterparties
7. Develop our *Organisation and Staff*, with the objective of continually improving our knowledge of the tuna world, and our awareness of the world in which we live, in order that our team will be the most knowledgeable, capable, and efficient in the tuna industry
8. Bringing *Business Growth* through expansion of our geographic and counterparty bases and product range, and the better integration of current activities and products

A strategic plan to implement these objectives is coordinated throughout the Tri Marine Group, which is committed to meeting international standards of quality, food safety, authenticity, and legality. For this purpose, a certified Quality Management System for Tuna Trading and Technical Services is implemented globally in accordance with the

ISO 9001:2015 and with BRCGS for Agents and Brokers standards.

## **Quality Policies**

### *Sustainability and Traceability:*

Tri Marine's Sustainability Policy outlines our commitment to complete traceability and sustainability of our tuna supply. We believe that the Marine Stewardship Council (MSC) seafood sustainability standards and certification are currently best-in-class, with Fisheries Improvement Projects (FIPs) as the pathway towards certification, and work toward establishing FIPs and achieving MSC certification in the fisheries we participate in and source from. We also continue to play an active role as a founding member of the International Seafood Sustainability Foundation (ISSF), and fully comply with all its Conservation Management Measures (CMMs). The reliability of fishing data is guaranteed by the ISO 22005 certification of our tuna supply chain traceability system, whose scope covers all sources and product forms: round tuna, quarters, loins, and shelf stable products.

### *Respect for Labour:*

Tri Marine's Ethical Sourcing Policy emphasises respect for the people employed in our various supply chains, starting with our own employees, but also extending to those of our suppliers. We acknowledge that fishing and seafood processing pose unique risks to workers and are committed to human rights protections to mitigating those risks. That includes leadership within the Seafood Task Force and the application of its Code of Conduct. We also believe that the Fair Trade certification is a valuable standard for social accountability in the tuna industry.

### *Customer Service:*

Enhance our sales efforts by improving communications with existing customers and responding better to customer feedback.

*Standards of Excellence:*

Our Quality Assurance and Control, and our entire system of documentation must meet all the requirements of our counterparties and relevant regulatory authorities. We are committed to keeping abreast of new and changing requirements and implementing them as they become effective. We are also committed to the ISO and BRCGS processes for our offices, and to the BRCGS and International Featured Standard (IFS) for our factories, which we believe are valuable certifications, measuring the integrity and strength of our processes. We support the continuous training and upgrading of our workforce, as an important element of achieving the high standards we seek.

*Global Reach:*

We have offices around the world and trading relationships with many countries, but we have a weak or zero presence in some. Extending our reach into all such countries is a key objective.

*Financial Strength:*

We have a solid financial foundation and access to significant credit lines. Good financial husbandry is an important internal function, enabling us to minimise finance costs, reduce risk, strengthen our financial position, and leverage that strength in the service of our business.

*Organisation & Staff:*

All our staff are important to us, and each contributes to our progress and success. The development of an effective HR team is a key element in ensuring that our workforce is suitably skilled, well cared for, and properly motivated. Training should be continuous and available to all staff, and those staff should be able to progress their careers within TMI. Organizationally we need to enhance our global presence, with clear functional reporting and communication lines across the TMI group.

*Business Growth:*

- Develop integrated supply chain business: from round fish to finished goods, via our own plants, and pursuant to our customers' requirements.
- Upgrade our plants to increase efficiency, volumes and offer a wider range of products
- Widen our customer base, particularly in Africa and Asia, and follow our clients' geographical expansion.
- Grow our supplier base, particularly in the Indian and Atlantic Oceans
- Improve the profitable growth of our in-house fishing fleets, whilst minimizing the environmental impact of our activity.

The responsibility to maintain this Policy is company-wide under the guidance, and with the support and commitment of the senior management, who will foster the personal dedication of all employees toward the quality management system and the food safety culture as an important element of their skills.

It is the Company's policy to seek to operate these standards continuously and to fully implement the ISO 9001:2015, ISO 22005:2007 and BRCGS Agents and Brokers through registration and annual review.

July 1<sup>st</sup>, 2024

**Tri Marine Group**



Luca Alemanno  
Chief Executive Officer