
TRI MARINE®
TUNA DONE RIGHT SINCE 1972
Annual
Sustainability
Highlights

Con


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Introduction

Since our inception in 1972, Tri Marine has grown steadily to become one of the world's largest tuna supply companies, accounting for approximately 12% of the global tuna catch. Our 50-year success can be attributed to our commitment to the sustainability of marine resources, responsiveness to our suppliers and customers, and care for our employees.

As a leader in environmental and social responsibility, Tri Marine remains dedicated to improvements in Oceans, Circularity, Climate Change, Workplaces, and Society. Despite the challenges posed by the pandemic and rising inflation, we continued to advance sustainability efforts around the world.

This report showcases the progress we have made in these areas and outlines our vision for the future.

Together, we make a difference.

TRI MARINE®

TUNA DONE RIGHT SINCE 1972


Together,
we make a
difference.

Tri Marine At a Glance

5,119

EMPLOYEES

564K

MT OF TUNA TRADED

OFFICES

FLEETS

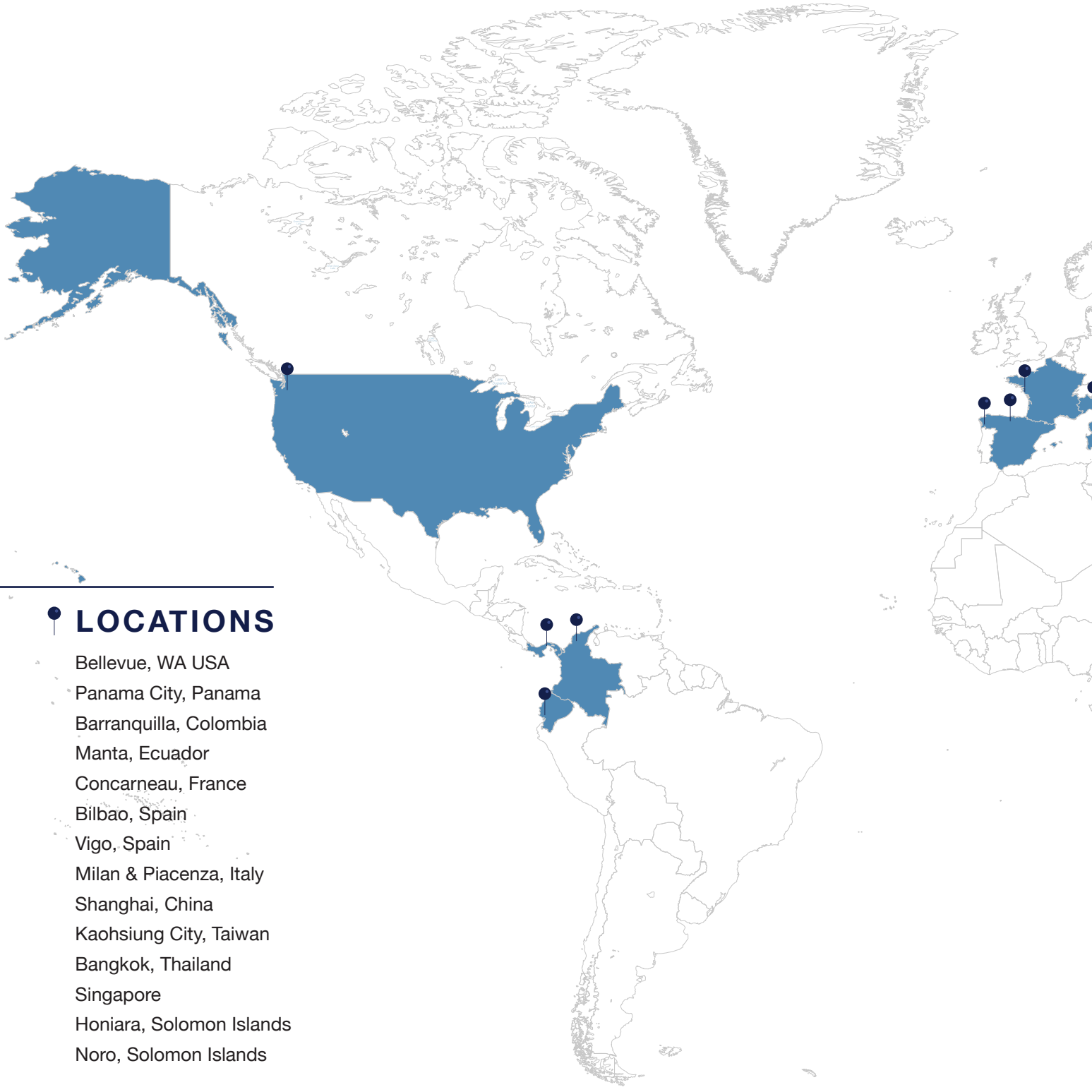
PLANTS

YEARS IN BUSINESS

GLOBAL TUNA CATCH

ANNUAL REVENUE

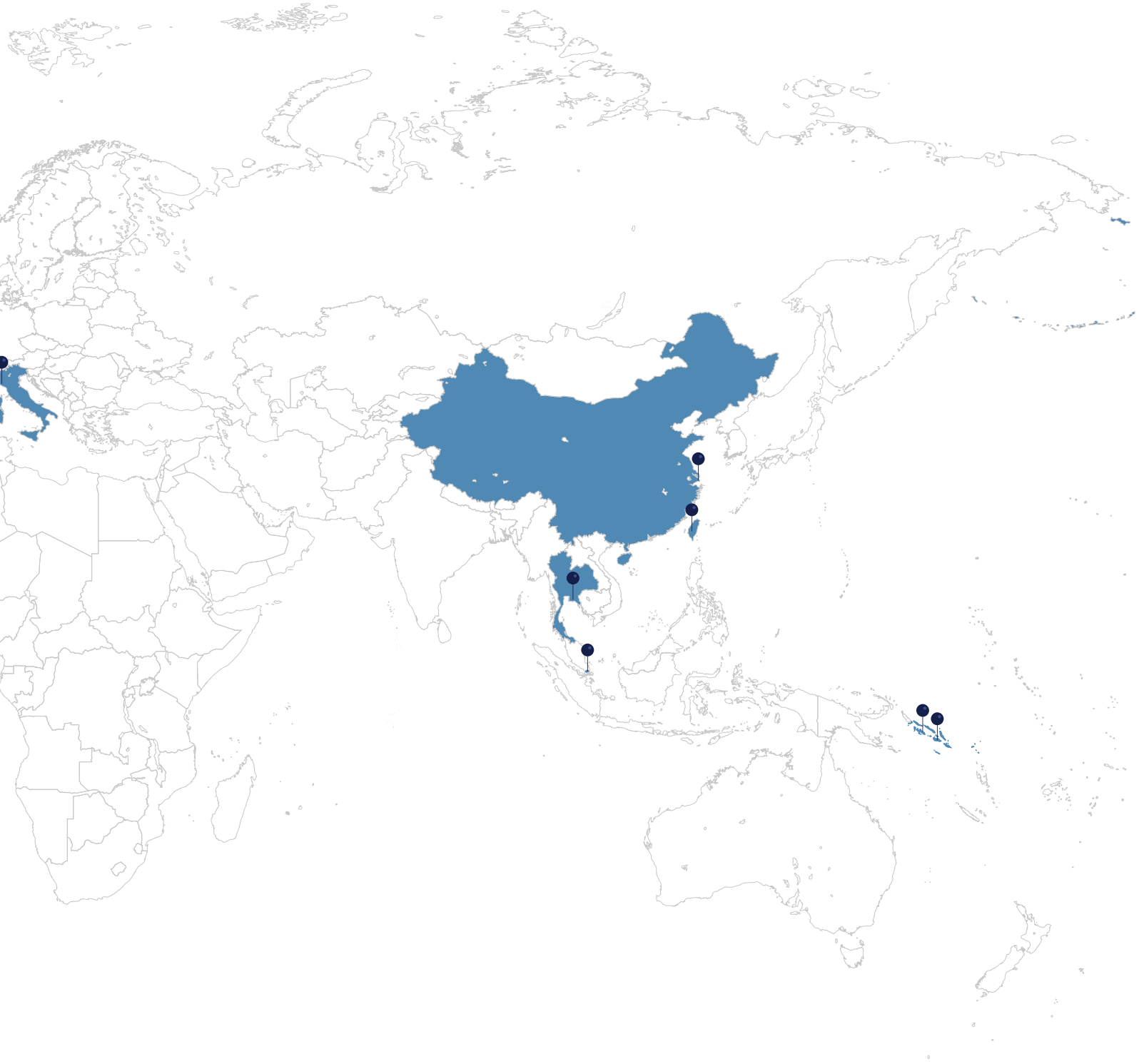
A Global Pre



LOCATIONS

Bellevue, WA USA
Panama City, Panama
Barranquilla, Colombia
Manta, Ecuador
Concarneau, France
Bilbao, Spain
Vigo, Spain
Milan & Piacenza, Italy
Shanghai, China
Kaohsiung City, Taiwan
Bangkok, Thailand
Singapore
Honiara, Solomon Islands
Noro, Solomon Islands

sence



Our Plants

SOLTUNA

The SolTuna cannery is the biggest private employer in the Solomon Islands and our largest processing plant. It is also the proud home of the iconic Solomon Blue brand.

- **Over 2,000 employees**
- **Canned tuna and pre-cooked frozen loins**

SEAFMAN

This historic cannery is located in Manta, Ecuador, the most important tuna hub in the Eastern Pacific. Over the years, the facility has continually evolved, with a growing emphasis on low-impact production methods.

- **Over 1,400 employees**
- **Canned tuna and pre-cooked frozen loins**

GRALCO

Located alongside the Magdalena River in the important Caribbean port city of Barranquilla, Colombia, Gralco is the producer of Alamar, one of the most consumed tuna brands in the country.

- **Over 800 employees**
- **Canned tuna and pre-cooked frozen loins**

Click here for a tour of our processing plant in Barranquilla, Colombia.

Our Fleets

NATIONAL FISHERIES DEVELOPMENTS (NFD)

- Noro, Solomon Islands
- Operates in the Main Group Archipelago (MGA) out of Noro, Solomon Islands
- 5 small purse seiners and 3 pole-and-line vessels
- 23,671 mt of tuna caught in 2022
- Certifications: MSC and Fair Trade
- 441 fishing crew and 37 office workers

Watch video of NFD's pole-and-line vessel, Soltai 105, on a tuna tagging trip.

ATUNERA DULARRA

- Operates in the Pacific Ocean out of Manta, Ecuador
- 4 large scale purse seiners
- 18,868 mt of tuna caught in 2022
- Part of the OPAGAC Fisheries Improvement Project (FIP)
- Certifications: MSC and APR
- 155 fishing crew and 50 office workers

VIA OCEAN

- Concarneau, France
- Operates in the Atlantic Ocean out of Abidjan, Côte d'Ivoire
- 3 large scale purse seiners
- 14,334 mt of tuna caught in 2022
- Part of the EASTI FIP
- 168 fishing crew and 10 office workers

Click here for a tour of Via Ocean's newest vessel, Via Alize.


Oceans

564k

metric tons of tuna traded

88%

of Tri Marine supply came from vessels participating in MSC certified fisheries, in comprehensive FIPs, or in MSC assessment fisheries

OVER

270k

metric tons of Tri Marine's supply was sourced from vessels who participated in MSC certified fisheries

100%

of Tri Marine supply in compliance with ISSF and RFMO regulations with one minor non-conformity

1,511

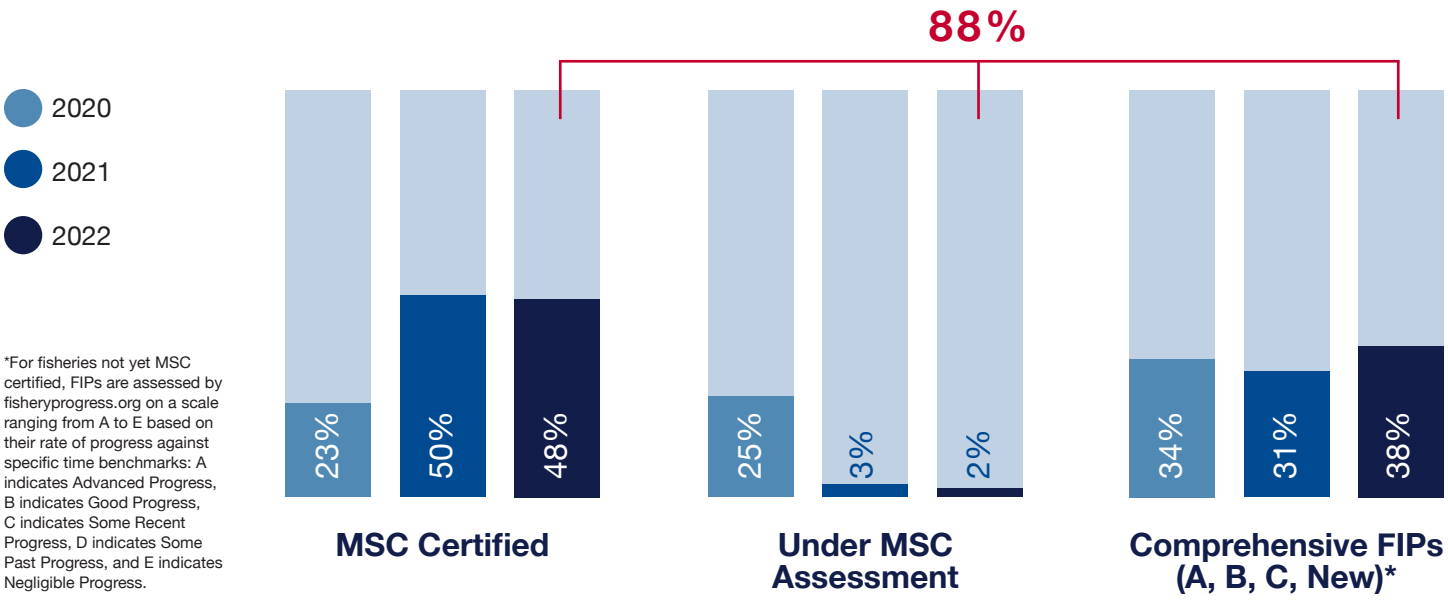
bioFADs jointly deployed

Responsible Fishing

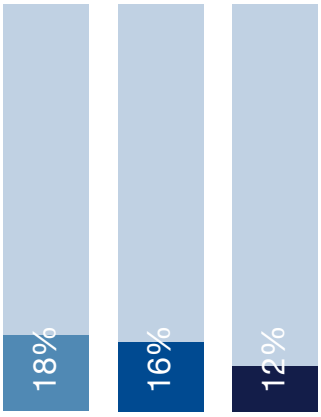
In 2022, Tri Marine bought tuna from 186 purse seine vessels, 90 longline vessels, and 47 pole-and-line and hand line vessels*. This is in addition to the one scout boat, five purse seiners, and three pole-and-line vessels we own and operate in the Solomon Islands, managed by National Fisheries Developments (NFD). We also took over management of the Atunera Dularra fleet in 2022, in addition to Via Ocean in 2021.

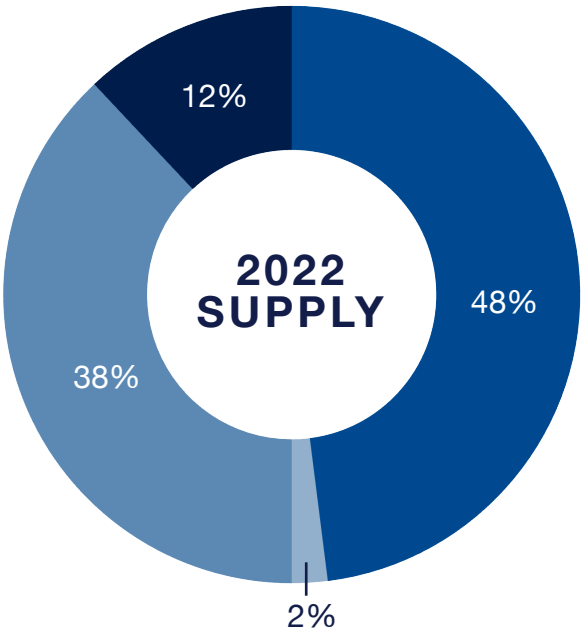
We traded 563,806 metric tons of tuna in all of its different forms - round fish, precooked loins, and shelf-stable finished goods - representing just under 12% of the global tuna catch of 4.8 million metric tons reported by the International Seafood Sustainability Foundation (ISSF). Our global significance allows us to leverage our market position to pursue best practices in sustainability, and commitment to corporate social responsibility and the environment.

Excludes indirect purchases from loins and finished goods.

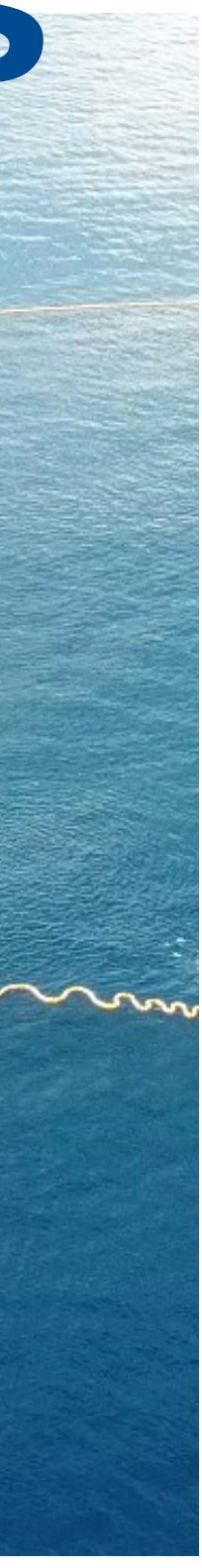


*For fisheries not yet MSC certified, FIPs are assessed by fisheryprogress.org on a scale ranging from A to E based on their rate of progress against specific time benchmarks: A indicates Advanced Progress, B indicates Good Progress, C indicates Some Recent Progress, D indicates Some Past Progress, and E indicates Negligible Progress.


18%
16%
12%
Standard


2022
SUPPLY
48%
38%
12%
2%
MSC Certified
Under MSC Assessment
Comprehensive FIPs
(A, B, C, New)
Standard

Certifications



MARINE STEWARDSHIP COUNCIL (MSC)

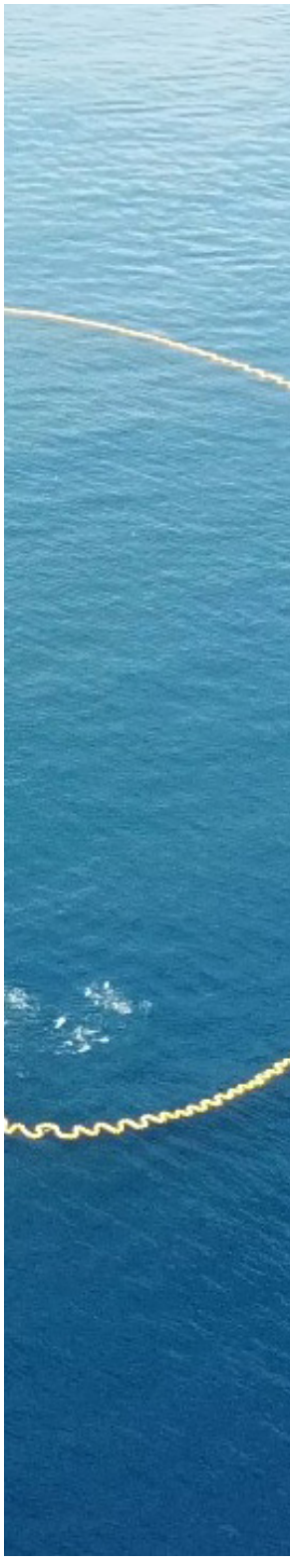
Tri Marine has been highly committed to MSC certification of its supply chain:

- Tri Marine holds MSC certifications for four fisheries composed of 107 vessels.
- An additional 148 vessels from one new and three existing certifications are under assessment.
- Tri Marine sources from numerous other independent MSC certified fisheries.
- Over 270,000 metric tons of Tri Marine's supply was sourced from vessels who participated in MSC certified fisheries in 2022, 45%+ of its total.
- 49 conditions to four existing certifications must be met to demonstrate continuous improvement.

In addition, Tri Marine and the other four founding members of the Tuna Conservation Group (TUNACONS), in partnership with the World Wildlife Fund (WWF) achieved MSC certification for yellowfin tuna for its 47 purse seiners operating in the Eastern Pacific Ocean. Despite this remarkable accomplishment, efforts are ongoing to address the certification conditions as soon as possible. While TUNACONS takes pride in this achievement, they remain dedicated to addressing the remaining challenges in achieving certification for skipjack and bigeye tuna.

EASTERN ATLANTIC TUNA INITIATIVE (EASTI)

After Tri Marine was assigned the management of the Via Ocean fleet, a new pace was set for the Eastern Atlantic Tuna Initiative (EASTI) FIP. Within one year, the score reached "A" on the Fishery Progress rating, after lingering for several years at a "C" level. Via Ocean, along with the other French-flagged vessels in this FIP grouped under ORTHONGEL, set out to be independently evaluated on how achievable the MSC certification would be. With promising results in hand, ORTHONGEL has moved forward to formally proceed with the evaluation towards obtaining the MSC certification for yellowfin tuna, while still continuing the FIP work carried out by EASTI.



Indonesia FIP

Tri Marine is directly engaged in and leading FIPs in the Eastern Pacific and Indonesia respectively. Fisheries Improvement Projects (FIPs) are designed to help bring fisheries that are not yet able to achieve MSC sustainability certification up to a level that meets those standards.

Tri Marine's Indonesia South-East Sulawesi Purse Seine FIP entered its fourth year of implementation in 2022 and maintained its A-rating. Much of the focus revolved around strengthening vessel-level scientific data collection and compliance. Through collaborative efforts with the national observer provider and local port authorities, the FIP has seen an increase of available observers, where 20 observers were regularly deployed from the port of Kendari in 2022 as well as increased coverage in voluntary vessel tracking for vessels below 30GT. The FIP is aiming for voluntary 20% observer coverage by the end of 2023.

As part of the FIP work, the Sulawesi FIP also facilitated a fisher awareness and grievance mechanism workshop in December 2022 for fishers, observers, and vessel coordinators, to further safeguard the welfare of our valued suppliers. The FIP will continue to provide outreach to fishers in 2023.

In addition to the purse seine work, we continued our commitment to fishery improvement efforts in Indonesia by supporting small-scale pole-and-line and handline vessels through direct and in-kind investment that moves fisheries toward Marine Stewardship Council (MSC) certification.

91

Indonesian vessels actively participating in FIPs supplied nearly

19,000

metric tons of raw material for loin processing.

17%

of the supplied material came from vessels participating in MSC certified pole-and-line and handline fisheries, marking an increase from 4% in 2020 and 8% in 2021.

59

pole and line, handline and

32

purse seine supplier vessels participating in FIPs maintained their A-rating.

bioFADs

Leading the way in Fishing Aggregative Device (FAD) management, Tri Marine is actively working towards developing biodegradable FADs to gradually replace all plastic materials used in conventional FADs. We follow ISSF recommendations and voluntary best practices for FAD management, including shifting toward fully non-entangling FADs, limiting active FADs per vessel to 300, and submitting relevant FAD data to Regional Fishery Management Organizations (RFMOs).

We have also partnered with the Secretariat of the Pacific Community (SPC) to gather FAD tracking data in the Western and Central Pacific and train technical staff and local communities in Samoa and other Pacific Islands about FADs. The ultimate objective is to advance FAD retrieval.

In addition, Tri Marine has collaborated with ISSF, TUNACONS, and Inter-American Tropical Tuna Commission (IATTC) to test biodegradable FADs in the Eastern Pacific and Atlantic regions. Through the deployment of new "Jelly FAD" designs, which utilize neutrally buoyant underwater cubes made from natural materials with minimal flotation, Tri Marine aims to improve the performance of bioFADs.

In 2022, we jointly deployed 1,511 bioFADs resulting in 201 sets made and caught 3,374 tons of tuna. We conducted at-sea trials of a new biomaterial resulting in a structural lifespan exceeding 147 days and held three workshops on Jelly FAD construction with over 200 participants in Ecuador and Ivory Coast.

1,511

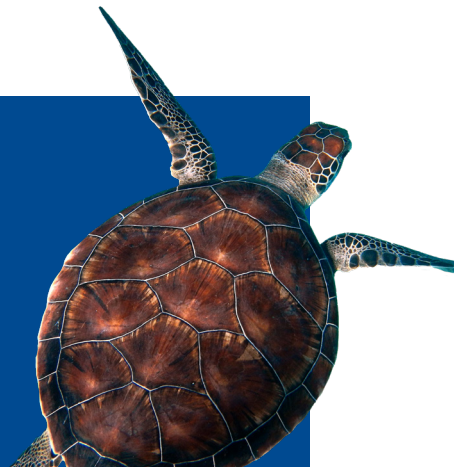
BIOFADS JOINTLY DEPLOYED

Photo Credit: TUNACONS

Sea Turtle Conservation

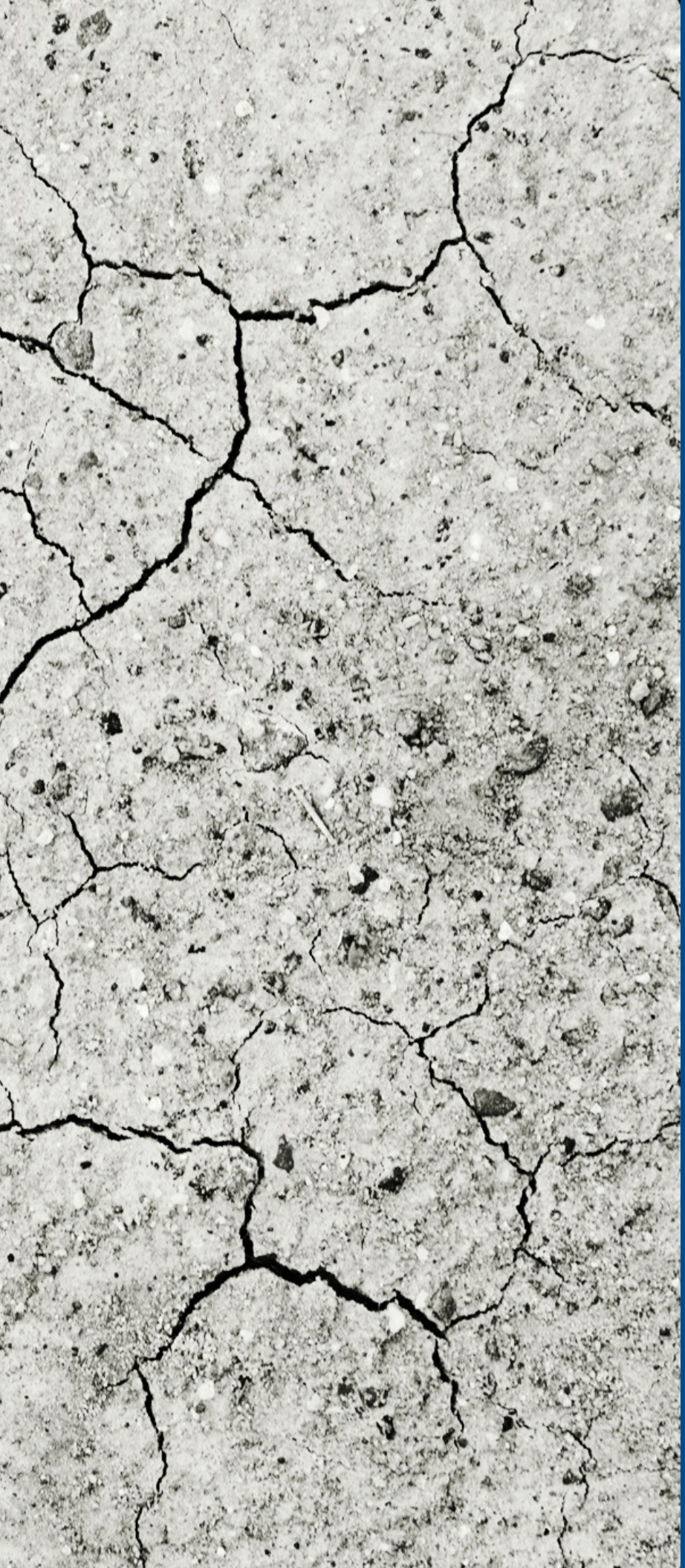
Tri Marine contributes to the International Seafood Sustainability Foundation's (ISSF) sea turtle conservation fund, which provides crucial funding for important projects worldwide. A combined donation of $104,000 from Tri Marine and other contributors will help support the following initiatives in the 2023-24 cycle:

- **Leatherback conservation in Bird's Head region, Papua Barat, Indonesia and Papua New Guinea**
- **Prevention and reduction of marine turtle fishery bycatch in Peru, Ecuador and Chile**
- **Hawksbill conservation in Nicaragua**
- **Monitoring and conservation of sea turtles in the Andaman and Nicobar Islands, India**
- **Community based sea turtle conservation in Tanzania**
- **Sea turtle conservation in Brazil**
- **Mitigation of turtle meat consumption on Santiago Island, Cape Verde**



Additionally, Tri Marine's processing plant, Seafman, has made a donation to NGO RACSE's Sea Turtle Care program through our plastic recycling initiative, and is also involved in a project with RACSE, the local government, and neighbors to protect sea turtle nesting habitats in Los Esteros Beach, Ecuador.

Climate



188k

tons of CO_2-eq emitted under Scope 1 and 2

4

additional categories added under Scope 3

60

tons of reduction in diesel consumption at SolTuna

11%

decrease in CO_2 emissions index on our finished product vs 2020

20%

reduction of CO_2 emissions per ton of finished product by 2025 vs 2017

Carbon Footp
Emissions

In the carbon accounting exercise conducted in 2021, we identified data accuracy and the data gathering process as key areas for improvement. Specifically, we focused on scope 3 emissions, which were found to be the primary contributors to our overall carbon footprint.

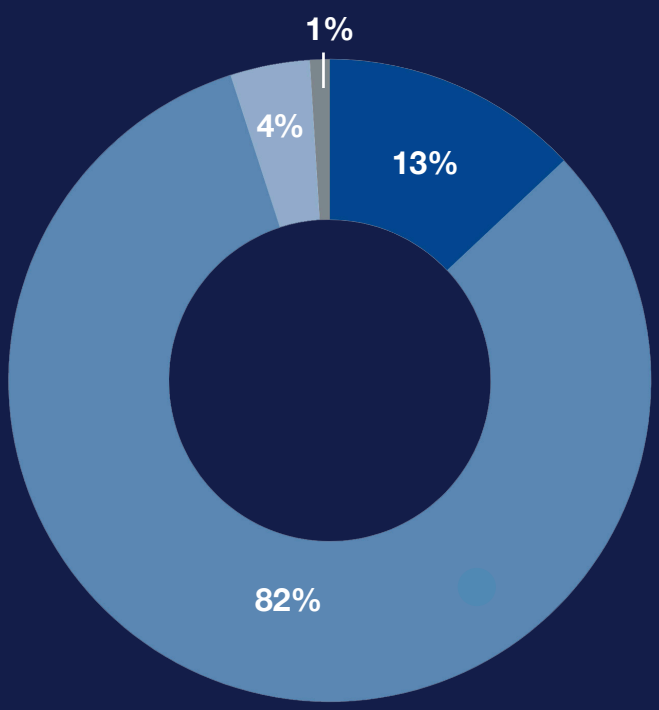
Building upon these findings, we continued our carbon accounting efforts in 2022 and expanded the scope of our calculations to include non-production office sites, chartered vessels, additional categories within scope 3, and the recently added Atunera Dularra fleet, which came under our management during the year.

Scope 1: Direct Emissions, Scope 2: Indirect Emissions, Scope 3: Other Indirect Emissions

SCOPE 1 AND 2 EMISSIONS:

Our total emissions amounted to 187,588 tCO_2e, surpassing the results of 2021. This increase can be attributed to several factors, including the inclusion of the Atunera Dularra fleet consisting of four vessels, accounting for emissions from our chartered fleet, as well as the improved data accuracy.

With our objective of achieving a 20% reduction in emissions from our processing facilities by 2025, we are pleased to report that we have made significant progress. In fact, the 2022 CO_2 emissions index on our finished product stands at 0.45 tCO_2e/t, indicating a 11% of decrease from 2020 levels. This outcome places us on track and reinforces our commitment to reducing our environmental impact.



print

LOOKING AHEAD

Moving forward into 2023, our focus will be on establishing a decarbonization pathway through planned measures aimed at reducing emissions and developing a supplier engagement strategy. Moreover, we are committed to setting science-based targets by registering with the Science Based Targets initiative and the Carbon Disclosure Project, further solidifying our commitment to addressing climate change.

SCOPE 3 EMISSIONS:

In 2022, we expanded our carbon accounting efforts for Scope 3 emissions to include additional categories:

- 3.7 Employee commuting: Emissions resulting from the transportation of employees between their homes and worksites.
- 3.9 Downstream transport: Emissions associated with the transportation and distribution of sold products via third-party providers.
- 3.10 Processing of sold products: Emissions stemming from the processing of sold intermediate products by third-party entities.
- 3.11 Use of sold products: Emissions from the use of goods and services sold by Tri Marine.

These newly added categories collectively contributed to 649,028 tons CO_2e, representing 33% of our Scope 3 emissions. However, the largest contributor to Scope 3 emissions remains 3.1 Purchased goods and services, accounting for 1,238,487 tons of CO_2e or 63% of our total Scope 3 emissions. This area holds the key to emissions reduction in our supply chain.

SolTuna Engineering Projects

At SolTuna, our primary focus and continuous effort revolve around energy efficiency and resource conservation. Over the years, we have implemented various improvements to further this goal. For instance, we expanded the size of our cold storage anteroom to minimize energy expenditure required to lower the temperature due to the entry of ambient air. Additionally, we started recycling waste oil from machinery, effectively reducing fuel consumption and saving 60 tons of diesel in 2022.

All the electricity consumed at SolTuna is self-generated on-site through our diesel generator sets (gensets), presenting an opportunity for reducing energy consumption. To enhance power generation efficiency, we established a data collection system that monitors daily power generation and fuel consumption. This data enables us to redistribute the load across gensets, leading to increased efficiency. As a result of this project, we anticipate a potential reduction in fuel consumption of 96,000 liters of diesel, which equates to a net decrease of 258 tons of CO_2 emissions.

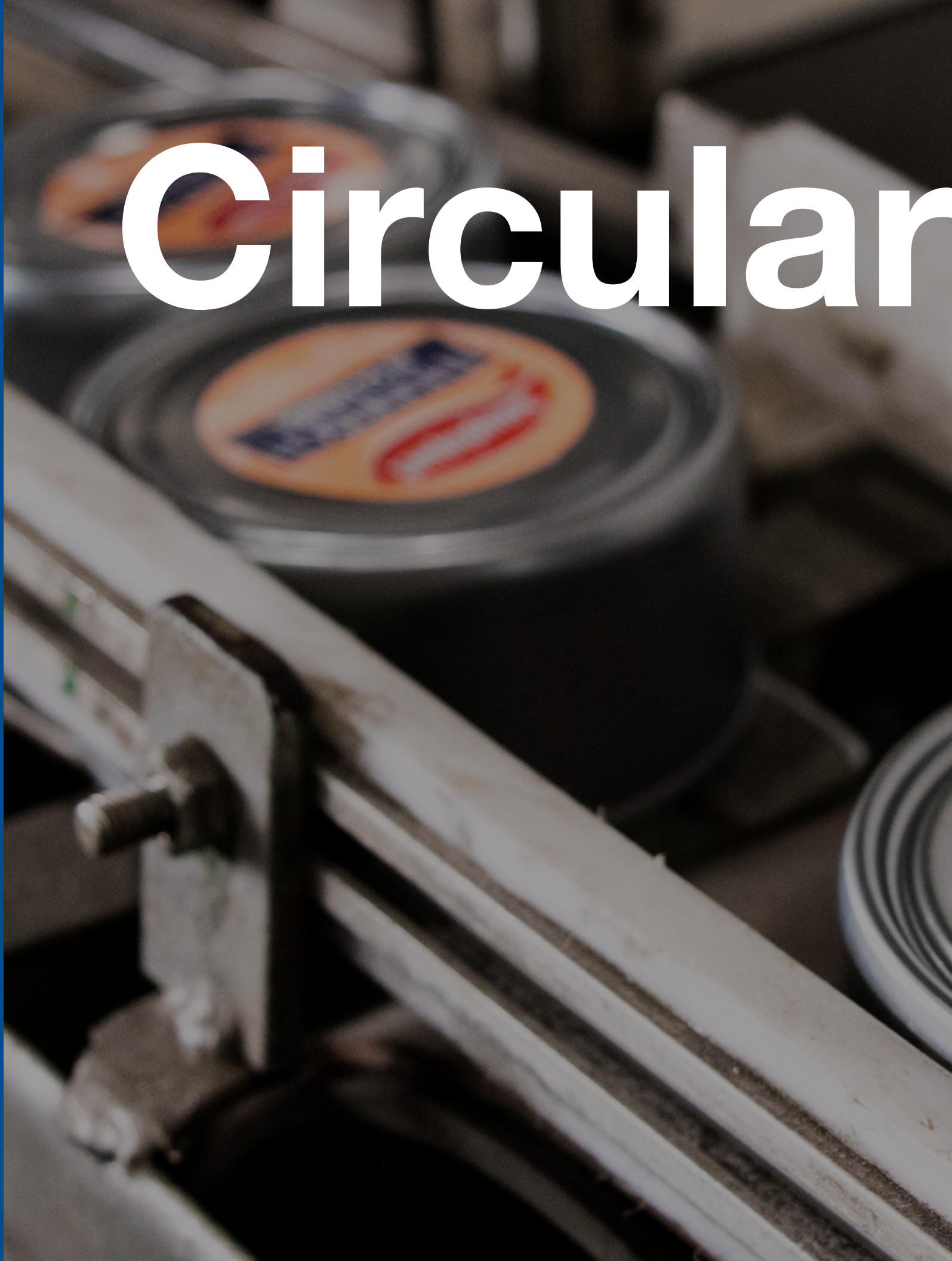
SolTuna's 2023 and Future Initiatives for Energy Efficiency and CO_2 Reduction:

- **Replacement of energy-inefficient air conditioning units and lighting at the Honiara site.**
- **Deployment of an online power monitoring system for improved data collection and analysis.**
- **Preliminary feasibility studies conducted for engineering projects:**
  - **Heat Recovery Steam Generator (HRSG) implementation.**
  - **Substitution of diesel with biofuel.**
  - **Installation of photovoltaic panels.**

Fuel saving of

60 TONS

of diesel in 2022


Circular

108%

increase in volume of recycled and reused water

81.06m³

the approximate amount of sludge generated monthly by our wastewater treatment plant

OVER

8,500

of plastic bottles collected in Manta, Ecuador

1,381

kilos of garbage collected in the Galápagos archipelago

43%

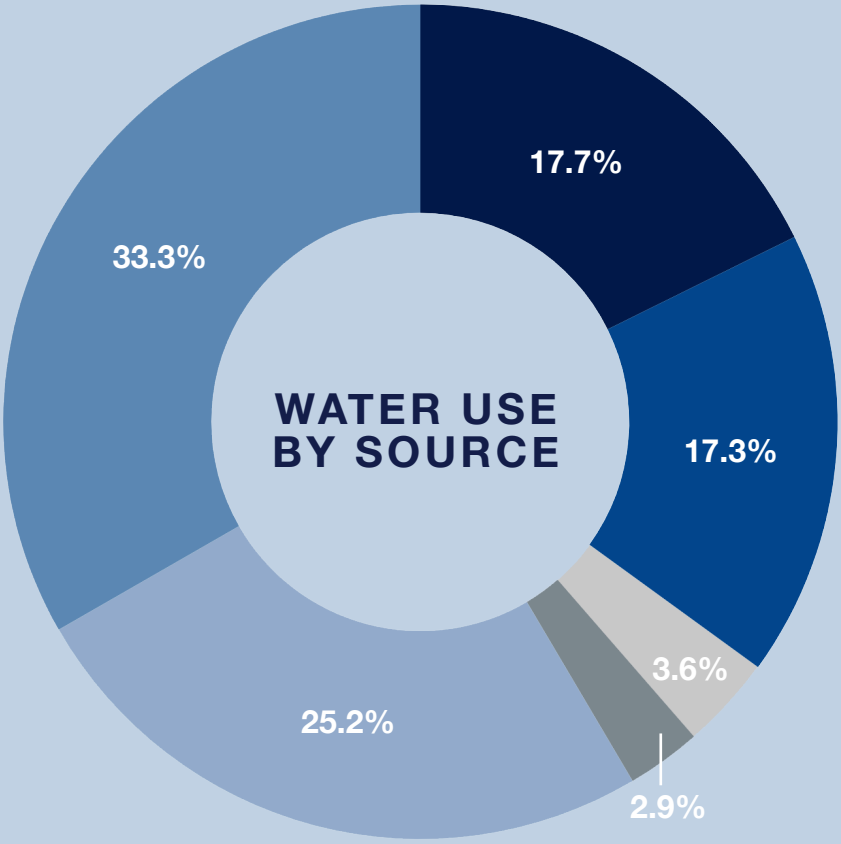
of packaging materials come from recycled or biobased sources

Water Usage

Despite our combined water usage and water use per ton remaining steady at 1.15 million cubic meters and 18.83 m^3/ton respectively, as compared to the previous year's figures of 1.07 cubic meters and 18.01m^3/ton, there is a shift in water source towards recycled and reused water, with the onboarding of a new wastewater treatment plant. As a result, the total volume of recycled and reused water showed a rise of 108% to 381,873 m^3 in 2022.

Wastewater Treatment

The new wastewater treatment plant at Gralco, Tri Marine's processing plant in Barranquilla, Colombia, became operational in 2022 with the capabilities to treat 50 cubic meters per hour. The treatment process consists of three main steps: pre-treatment, homogenization, and physical-chemical treatment using dissolved air flotation (DAF).



- Ground Water
- Municipal water supplies or other water utilities
- Produced Water
- Rainwater collected directly and stored by the organization
- Surface water (e.g. from wetlands, rivers and lakes)
- Total volume of water recycled and reused

KEY PERFORMANCE IN 2022:

- **Operated at 70% capacity, treating 30 to 35 cubic meters per hour.**
- **Generated approximately 81.06 m³ of sludge monthly, which is managed by Veolia who is responsible for proper handling, treatment, disposal, and/or valorization of the generated sludge in compliance with legal regulations and established guidelines.**

For a virtual tour of our wastewater plant, watch this video.

Packaging

There has been a notable decrease in the overall quantity of packaging materials utilized in 2022, with a reduction of 12.3% compared to 2021, from 9,523 tons to 8,356 tons. Additionally, we have made progress in terms of utilizing packaging materials from recycled or biobased sources, with an increase from 37% to 43% in 2022. Our packaging materials that can be recycled have also shown substantial progress, rising from 72% in 2021 to 92% in 2022.

Furthermore, we acknowledge and strive to address the negative impacts of plastics. Our goal of achieving 40% recycled and biobased packaging by 2025 has already been reached.

92%

OF PACKAGING USED CAN BE RECYCLED

43%

OF PACKAGING MATERIALS FROM RECYCLED OR BIOBASED SOURCES = 2025 GOAL EXCEEDED

Marine Litte
Collection

er

In 2022, Tri Marine implemented a series of initiatives to reduce the impacts of plastics on oceans, beaches, and communities.

With our plants Seafman and Gralco, we expanded our recycling programs in Manta, Ecuador, and Barranquilla, Colombia. The programs aimed to educate communities and schools about reducing waste and recycling effectively, offset the plastic used in our 50th anniversary jackets and t-shirts, and support the NGO RACSE's Sea Turtle Care program and local recyclers.

Students from Josefa Mendoza de Mora school in Manta actively participated in the initiative, collecting over 8,500 plastic bottles that could have ended up in the ocean. The collected plastic was sold to a local recycler, and the proceeds were donated to RACSE to support marine conservation efforts.

In addition, Gralco organized a campaign named "Let's Clean Our Beaches" on World Beach Day at Punta Roca, Sabanilla. The objective of the initiative was to raise awareness among the public about the significance of altering consumption habits by minimizing the use of plastic and disposable materials and promoting a culture of recycling and reusing.

We also launched the Cuidando Galápagos (Caring for Galapagos) project as part of the TUNACONS FIP group. The project aimed to collect coastal and underwater garbage in Shipwreck Bay, Puerto Baquerizo Moreno, and around San Cristobal Island. A total of 1,381 kilos of garbage was collected by 60 volunteers, including 80% artisanal fishermen from the region. Plastic bottles made up 90% of the garbage collected, followed by glass bottles.

The initiative is funded by TUNACONS and the National Chamber of Fisheries (CNP), with support from WWF Ecuador, the municipalities of San Cristóbal, Santa Cruz, and Isabela, and the cooperation of the Galapagos National Park GNP. The initiative also includes the collection of underwater garbage, fishing gear (FADs), and technical assistance for artisanal fishermen to develop improvement projects for fishery certification.

The event is planned to be repeated in the first quarter of 2023 to cover the main islands.

Photo Credit: TUNACONS

Workpla

nces

4,983

data points collected in social audits

139

non-conformities from social audits closed in 2022

91%

average social audit score in 2022 indicating a minimal risk of forced labor

2

years chairing the Seafood Task Force (STF) worker voice work group

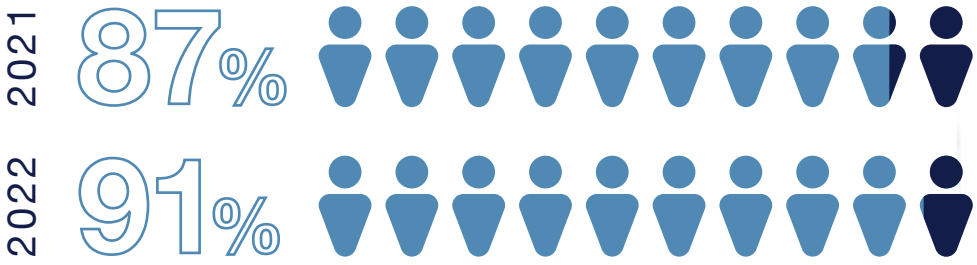
5

new risk factors determined as material to future supply chain risk assessment based upon RISE methodology.

Human Rights

Human Rights work continued to be at the forefront of the Social Responsibility effort of Tri Marine. Each of our annual social audits is scored based upon the total number of questions and the fifteen Seafood Task Force indicators of forced and slave labor. In 2022 vessels audited in our fleet scored between 83-98% on their respective audits with an average score of 91%. This scoring indicates a minimal risk of forced labor within our supply chain. Furthermore, our average score is an increase of 4% over 2021's score of 87%. We have made improvements, but there is still work to do.

SOCIAL AUDIT SCORES



Risk Assessmen

In 2022, Tri Marine completed its second risk assessment for forced labor and human rights for vessels in the Indian Ocean and Western Pacific. This work lead to beginning the process of doing a full risk assessment for all vessels based on the Roadmap for Improving Seafood Ethics (RISE) principles.

KEY PERFORMANCE INDICATORS FOR BOTH ASSESSMENTS INCLUDE:

2021-2022 Assesments:

1. Country
2. Gear Type
3. Vessel Auditing
4. Code of Conduct, Previous Assessment, and Use of Migrant Labor

In 2023, the new risk assessment will expand to include:

5. Country Risk Level for Forced Labor
6. Transshipment at Sea
7. Country Corruption Level
8. Country's Risk of Slave Labor
9. Country's Worker's Rights Infringment

Based upon an algorithm we will be able to score fleets and vessels to better focus future capacity building initiatives.

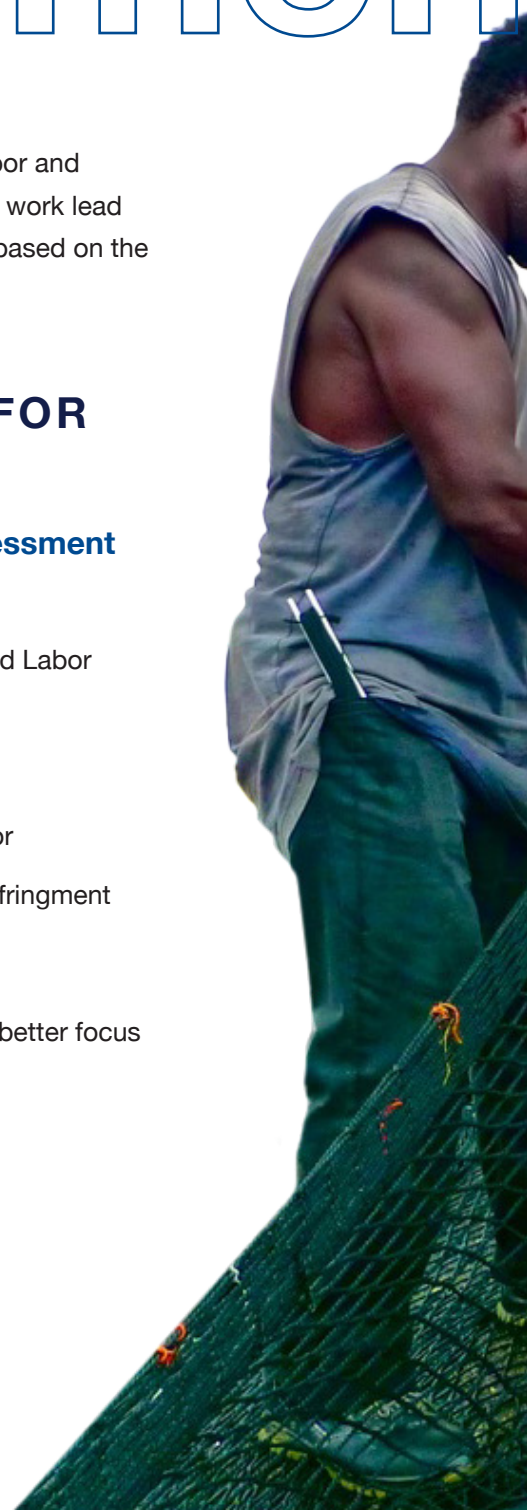


Photo Credit: Francisco Blaha

Seafood Task Force

Tri Marine is a leading member of the Seafood Task Force (STF), which includes large tuna suppliers, brands, and retailers. The STF focuses on supply chain oversight to combat Illegal, Unreported and Unregulated fishing (IUU) and advance human rights protections in seafood supply chains. Tri Marine leads the Worker Voice Sub-group and emphasizes grievance mechanism strategies.

In 2022, Tri Marine collaborated with other tuna brands to refine a standardized audit protocol and tested it onboard fishing vessels with 3rd party auditors in Ecuador. Tri Marine also led mutual recognition of other 3rd party social audits and facilitated the Seafood Task Force's approval of mutual recognition for audits benchmarked against Sustainable Supply Chain Initiative Social Benchmarking Tool for At Sea Operations. This allows certification schemes like APR/AENOR to be recognized as equivalent to a task for audit, reducing the number of audits required for fishing vessels to meet various customer needs.

KEY PROGRESS IN 2022:

1. **Draft Grievance Policy established, benchmarking against STF Code of Conduct (CoC) and Vessel Auditable Standards, Fisheryprogress.org Standard and members feedback/comments.**
2. **Board approved the project of "Demonstration of an effective grievance mechanism for tuna fisherman that can be scaled for global application".**
3. **Initial development of a Grievance Mechanism Pilot Project.**


CAR PARK


7
8
9
10

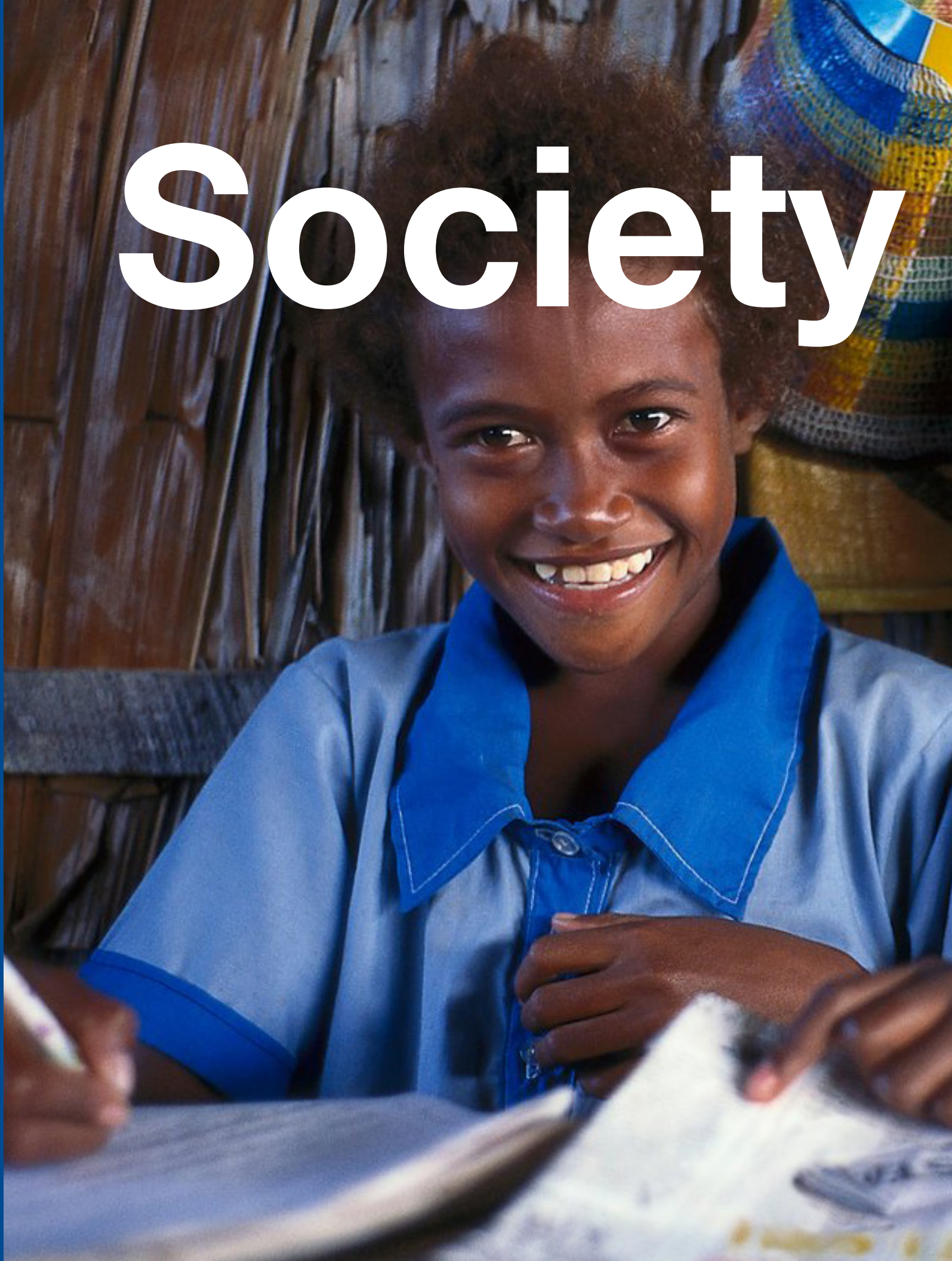
Social Auditing

Photo Credit: IPNLF, Green Renaissance, Warren Smart

Tri Marine continued our social auditing program in 2022, but moved firmly into both capacity building and iterating on the process of continuous improvement. We began the year by developing in tandem with a social auditing firm a presentation to familiarize vessel owners with social audit process including what to expect in an audit, what documents to provide, and how to create a corrective action plan. This was shared widely among the fleets we work with to raise awareness around the topic of social auditing.

For fleets who engaged in social audits with us in 2021 we contracted a third-party auditing firm to consult with them on building corrective actions plans and began closing non-conformities and social audits. From that work, Tri Marine has developed a set of documents including policies, procedures, risk assessments and surveys that can be tailored to meet the needs of specific vessel owners for the majority of non-conformities found in vessel audits. We are excited to be bringing solutions to the fleets we work with.

In 2022 Tri Marine participated in the Seafood Task Force (STF) pilot for developing an audit protocol. Last September, we organized for a series of audits to occur with our purse seine fleet in Manta, Ecuador. To date Tri Marine has contributed 75% of the audits in STF audit protocol pilot.



Society

OVER

50,000

cans of tuna donated

1,459

kilos of trash, including plastic, wood, rubber, glass, and fabrics, collected

53%

female workforce

43,461

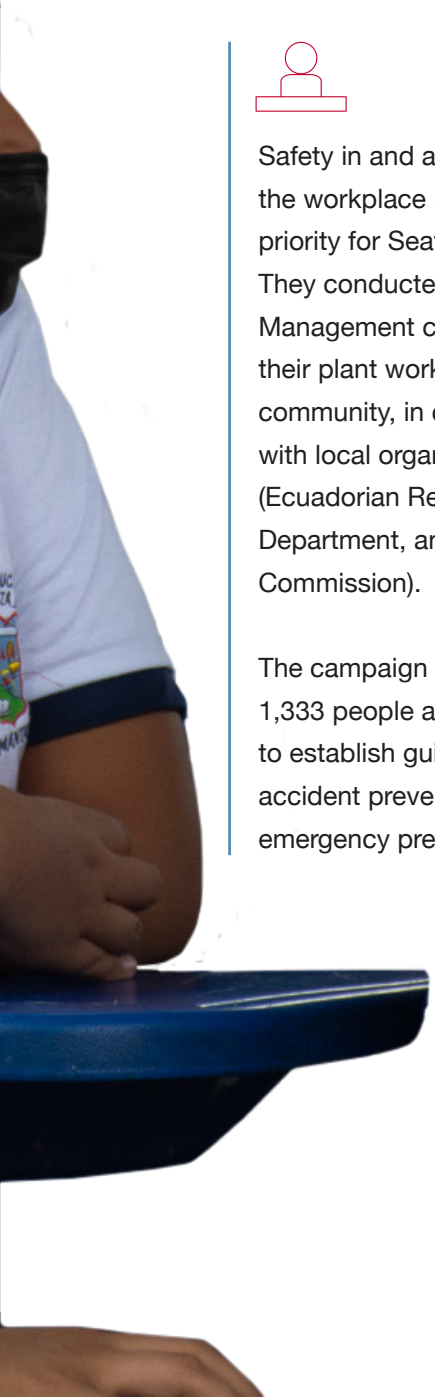
hours of training

53%

reduction in recordable (lost time) injuries

Manta, Ecuador

In 2022, Seafman continued to support its workforce, families, and the greater community in Manta, Ecuador.



Safety in and around the workplace is a top priority for Seafman. They conducted a Risk Management campaign for their plant workers and the community, in collaboration with local organizations (Ecuadorian Red Cross, Fire Department, and Transit Commission).

The campaign reached 1,333 people and aimed to establish guidelines for accident prevention and emergency preparedness.

Seafman organized a beach cleanup initiative at Los Esteros and Tarqui beaches. 130 volunteers, including 62 Seafman staff with their families and 82 neighbors participated in the activity.

Together, they collected 1,459 kilos of trash, including plastic, wood, rubber, glass, and fabrics.

In order to improve access to healthcare for their workers, the plant signed an agreement with the Ecuadorian Social Security Institute (IESS) to provide staff with access to specialized medical services, thereby reducing health-related absenteeism.

The plant taught around 180 students aged 8-12 from Josefa Mendoza de Mora school about the importance of plants and each pupil received a small plant to care for.

Seafman recognizes the significance of education in fostering a sustainable mindset and plans to expand the project to other neighboring schools in 2023.

Seafman organized their School Backpack Program event, where children of plant workers who achieved excellent grades were awarded with cash prizes, backpacks, and school supplies.

B
C

arranquilla, olombia

Throughout 2022, Gralco maintained its dedication to supporting its workforce, families, and the broader community in Barranquilla, Colombia.

Gralco donated over 50,000 cans of tuna to 16 foundations catering to the needs of various population groups such as children, the elderly, and migrants.

A dedicated room has been set up at Gralco to cater to pregnant and lactating employees where they can comfortably, conveniently, and privately express breast milk while at work.

The plant achieved an A-rating, the highest attainable score, in the amfori BSCI audit.

The audit evaluates workplace practices from social and environmental perspectives and supports the United Nations Sustainable Development Goals (UNSDGs).

Gralco was granted the “Sello de Primera” award for its efforts to integrate people with disabilities into the workforce.

Solomon Islands

In 2022, SolTuna, also continued to contribute to the health and well-being of its workforce and local community in the Solomon Islands.

The plant made further progress in building the first-ever employer sponsored child daycare center in the Solomon Islands. This construction is made possible by support from the Australian government under the Strongim Bisnis program. The facility is set to open in 2023 and will support SolTuna workers with young children, with the hope of setting a precedent for other businesses to follow.

SolTuna donated two sonar scanner machines to Helena Goldie Hospital (Munda) and Noro Baru clinic to improve health services in local communities. The scanners aid in medical diagnosis during pregnancy, detecting issues early and reducing the need to send patients to Gizo Hospital, saving on transportation costs. The hospital and clinic together see around 40 new pregnancies per week, along with regular prenatal visits.

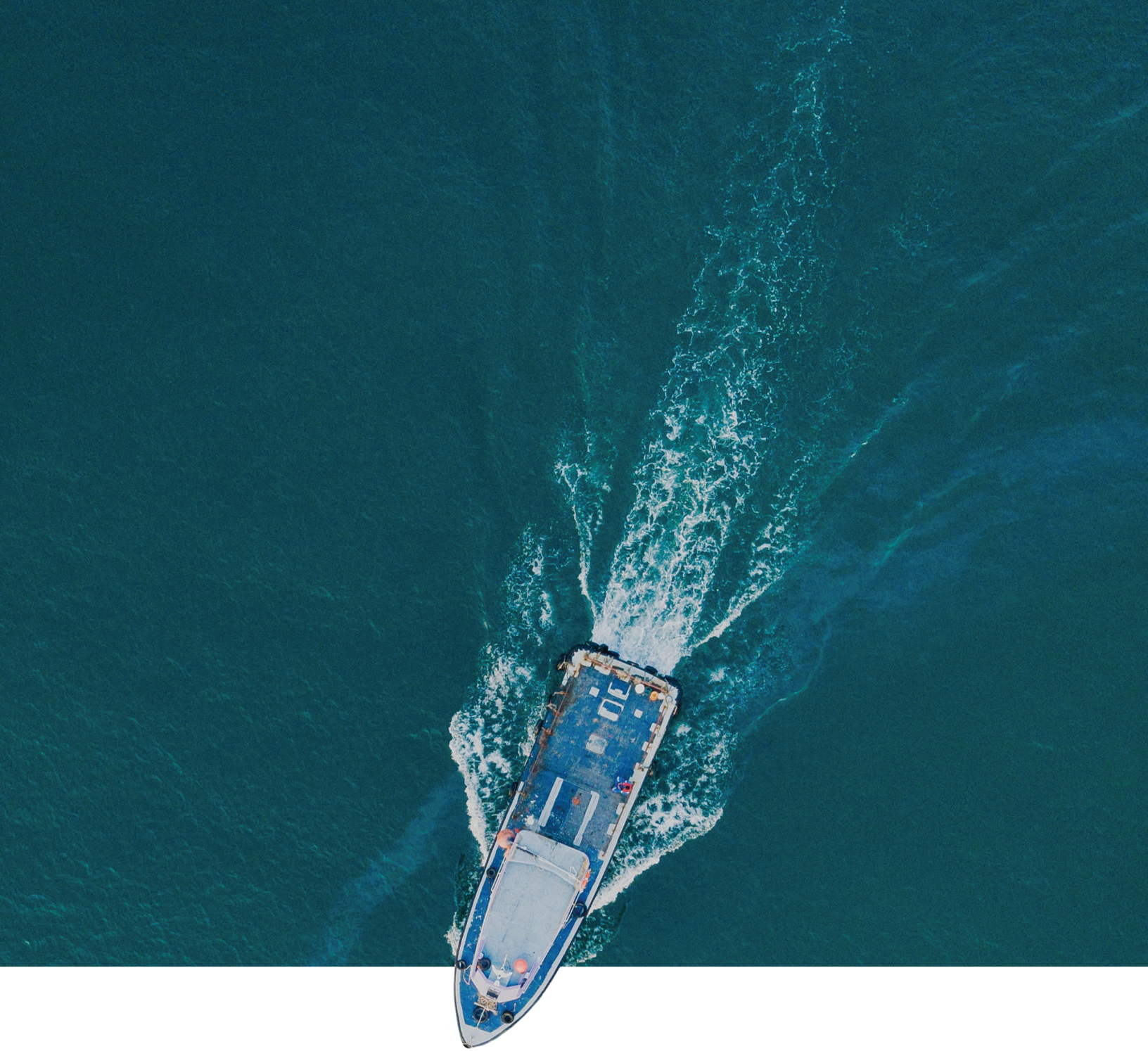
In 2019, both SolTuna and NFD obtained Fair Trade USA certification, which they continue to uphold. The certification program extends to both the SolTuna labor force and NFD fishers. The Fair Trade Premiums received have been allocated towards several community projects in Noro, encompassing areas such as Healthcare, Housing & Infrastructure, Environment, and Education.

Looking Ahead

Throughout 2022, our commitment to sustainability has been evident. We have achieved significant progress across various areas such as responsible fishing, fishery improvement projects, bioFAD development, sea turtle conservation, energy efficiency, and marine litter collection.

We have taken important measures to prioritize human rights, including the adoption of a new Human Rights policy and conducting social auditing to ensure fair labor practices and the well-being of workers throughout our supply chain.

Looking ahead, we remain committed to leading the way in environmental responsibility and social welfare. To this end, we have already initiated several initiatives including the implementation of our first-ever global grievance mechanism project, the launch of electronic monitoring on board fishing



vessels, the obtention of MSC certification for skipjack in the Eastern Pacific, and the adoption of a more comprehensive approach to addressing Scope 3 emissions from our suppliers, among other significant projects.

Our dedication to collaboration with industry partners, NGOs, governments, and local communities remains strong. Together, we strive to achieve common goals in environmental protection, and social welfare. By working collectively, we can create a positive and lasting influence on our oceans, communities, and future generations.

Together, we will continue to make a difference.


Sustainabil
Goals

ity

CIRCULAR RESOURCES

	2022
By 2025, zero waste to landfill in our manufacturing sites. (where technological systems are available).	PENDING DATA
By 2025, improve our packaging through: • 100% packaging reusable, refillable, or designed to be recyclable. • 40% of plastic packs made from recycled or bio-based sources.	 92% 43%

CLIMATE

By 2023, set a robust Corporate Carbon Footprint and a clear decarbonization strategy.	NEW
By 2025, reduce the footprint in our operations through: • -20% CO2 emissions per ton of finished product vs 2020 levels. • 100% renewable electric energy purchased (where feasible).	 -11% PENDING DATA

OCEANS

By 2024 onwards, at least 90% tuna from vessels participating in MSC certified or in assessment fisheries, or in comprehensive FIPs.	88%
By 2025, 100% usage of biodegradables FADs* for all our vessels. **Majority of materials is biodegradable*	NEW
100% tuna in compliance with ISSF and RFMO regulations every year.	100%
Develop annual advocacy initiatives focused on fisheries management and marine ecosystems protection with our transformational partners.	NEW
Each year, support our environmental partners in conservation projects to protect marine ecosystems	NEW

Sustainabilit Goals PART 2

WATER

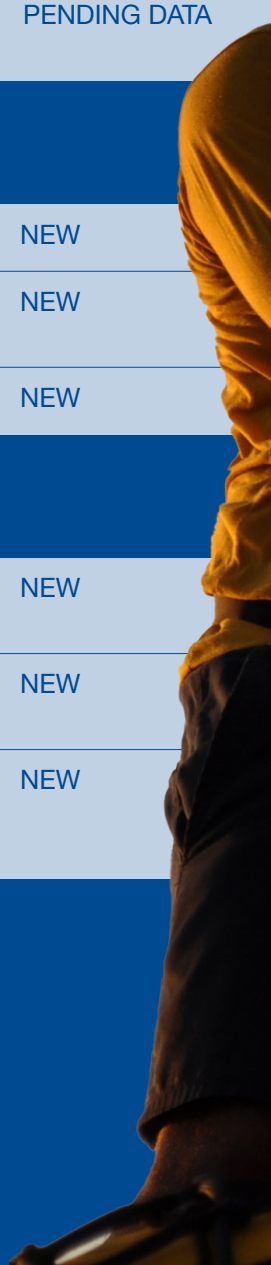
	2022
By 2024, calculate our corporate water footprint and define a new reduction strategy.	NEW
By 2025, reduce water consumption per ton of finished product by 20% vs 2017 levels.	PENDING DATA

WORKPLACES

By 2025, reduce by 50% Lost Time Accidents vs 2020 baseline.	NEW
Guarantee access to primary medical care for 100% employees and families in countries with no access to public health.	NEW
By 2030, 40% management positions to be held by women.	NEW

SOCIETY

By 2024, develop and implement a safe, effective, and clear grievance mechanism and whistle blowing channel.	NEW
By 2025, 100% acknowledgement to our Code of Conduct and Human Rights Policy in our workplaces and tier 1 suppliers.	NEW
By 2025, implement sustainability due diligence management systems that ensure, at least, a social and environmental self-assessment or audit on 100% strategic suppliers.	NEW



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The reporting period is January 1, 2022 to December 31, 2022.

For specific comments or questions about this report contact
Nisha Graham, Communications Manager, at ngraham@trimarinegroup.com