



TRI MARINE®

TUNA DONE RIGHT SINCE 1972

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50<sup>th</sup>  
ANNIVERSARY





Making a difference. Together.



## Letter from the CEO

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Tuna is a remarkable industry.

Global in scale, it is at the same time incredibly small in size. The people who make up the tuna industry may be few in number but our passion and commitment is greater than the sum of our parts.

Tri Marine has been at the forefront of this remarkable industry for 50 years. This book is a tribute to those years and, more importantly, the people who have helped us secure a place in the story of tuna.



While the industry has certainly changed and evolved — from the way we catch and process tuna, to our commitment to honoring the marine resources we rely upon and the communities where the tuna is caught — one thing has always remained constant in the approach of Tri Marine to the tuna industry.

Relationships.

At Tri Marine, we are privileged to have built deep relationships with people all over the world. We do what we say and say what we do. Because we believe in doing tuna right.

For all who have been on this journey with us, and to all who will join us in the future — thank you. Because of you, Tri Marine has become one of the most influential leaders of the industry and now with Bolton Group at the helm, we look to a shared future of opportunities.

With gratitude,

A handwritten signature in black ink that reads "Juan". The signature is written in a cursive, flowing style.

Juan Corrales



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## The Beginning: Opportunity and Innovation

### 1972 - 1985



Tri-Marine Associates established to supply tuna for the Italian market.

Wharf and plant established in Singapore.

Importing and trading company established in the U.S.

### 1986 - 1988



Tri Marine is privatized with a management buy-out operation. Two individuals of the management team, Renato Curto and Carlo Mango, along with two financial partners, the families of Clifford Chen and Lin Min Chu, shareholders of the shipping agency Tri-Oceanic, bought over the shares of Tri-Marine Associates.

Tri Marine Italy, later renamed Tri Marine Europe, established.

Tri Marine representative office in Kaohsiung, Taiwan is established.

### 1989 - 1993



Global expansion continues as business grows.

Tri Marine representative office in Bangkok, Thailand is established.

Tri Marine begins supplying tuna to Trinity\*, owner of the largest tuna brand in Italy: Rio Mare. Together, they pioneer the development of frozen loin production which is now standard practice.

*\*Later changed to Bolton Alimentari, and now known as Bolton Food, part of Bolton Group.*

1972 - 1999

### 1994 - 1996



Tri Marine Japan established with Naoya Mizutani who became a shareholder of Tri Marine International.

First investment in tuna fishing boats and acquisition of U.S. tuna cannery, Pan Pacific.

### 1997 - 1998



Tri Marine Panama office established.

National Fisheries Developments (NFD) in Solomon Islands purchased to bring a new fleet of purse seine and pole and line vessels to Tri Marine's portfolio.

Acquisition of Chicken of the Sea in joint venture with Thai Union.

### 1999



Tri Marine purchases tuna cannery and loin producer in Barranquilla, Colombia in partnership with Garavilla and Grupo Gerlein to form Group Alimentario del Atlantico (Gralco).

Fishing vessel Caribe purchased by subsidiary of Tri Marine Panama adding a super seiner with 1,500 capacity to the fleet.

## The 21st Century: A Growing Company Impacts an Industry

### 2000 - 2002



Sale of Chicken of the Sea to Thai Union.

Tri Marine acquires the StarKist tuna fishing fleet, later renamed the Cape fleet.

Tri Marine sells remaining shares of Tri Marine Japan to co-owner, Naoya Mizutani who renames it Nihon Food Supply.

Tri Marine Spain established.

### 2003 - 2005



Tri Marine sells its swordfish and tuna steak business to Far Ocean.

Tri Marine purchases Seafman cannery in Manta, Ecuador from Bumble Bee.

Tri Marine purchases the Austral Group seafood company in partnership with Mogster and Octagon.

Tri Marine Group headquarters moved to Bellevue, WA, U.S.

### 2006 - 2012



SolTai, the Solomon Island's only tuna processing facility later renamed SolTuna, is acquired.

Tri Marine joins other industry leaders to establish the International Seafood Sustainability Foundation (ISSF) to promote the long-term conservation and sustainable use of global tuna stocks.

Joe Hamby becomes the fifth shareholder of Tri Marine.

The Tuna Store, later renamed Tri Marine North America, established.

2000 - 2022

### 2013



Bolton Group, a long-time customer and Italian family-owned multinational that produces and distributes a vast range of innovative and sustainable consumer goods, purchases a 49% stake in Tri Marine.

Tri Marine representative office in Shanghai, China is established.

### 2014 - 2018



Tri Marine invests in modernizing cannery formerly run by Chicken of the Sea in American Samoa.

Tri Marine obtains Marine Stewardship Council (MSC) certification for the Cape and NFD fleets.

### 2019 - 2022

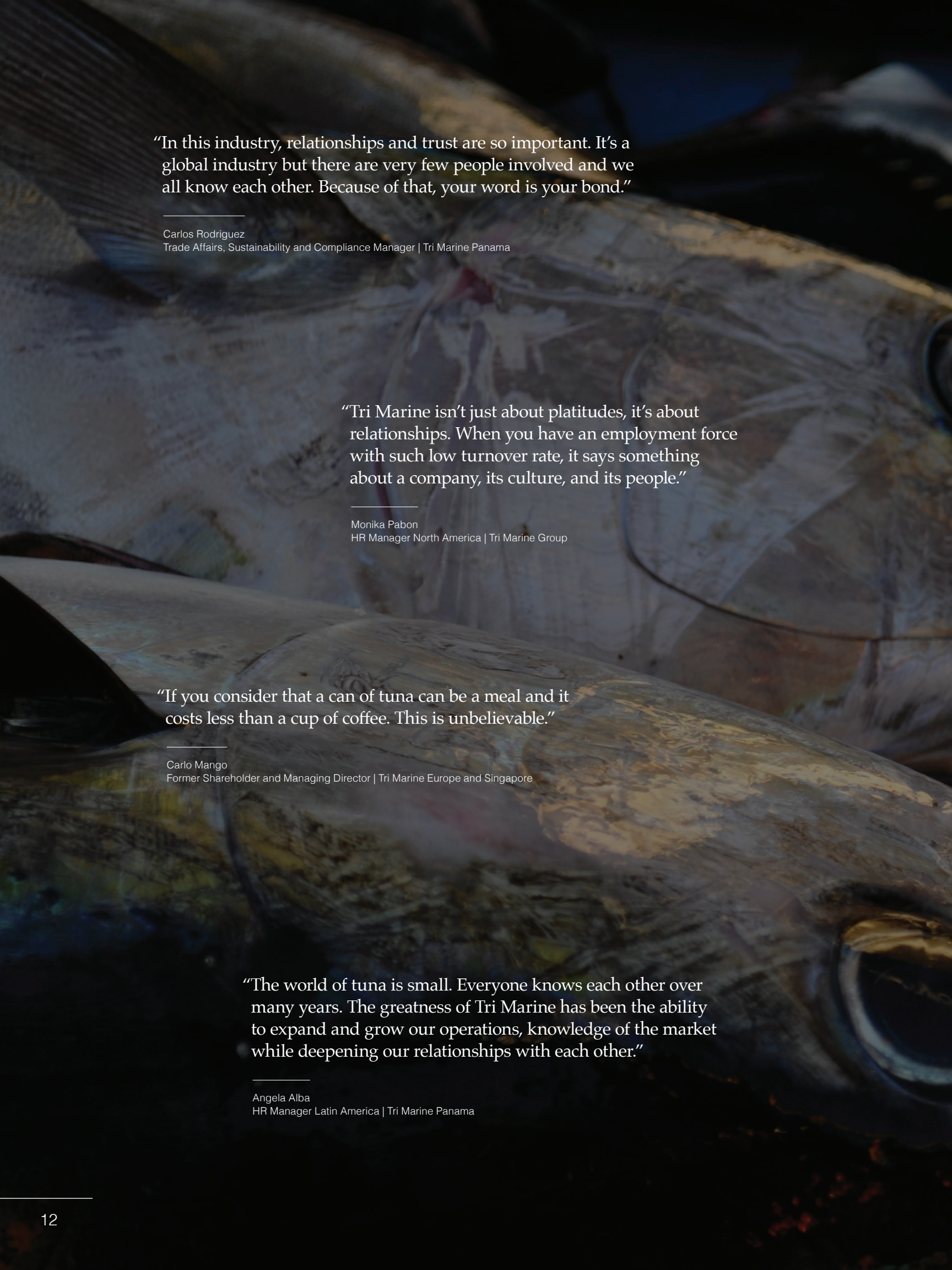


Bolton Group purchases the remaining 51% of Tri Marine.\*

Tri Marine takes over management of the Garavilla and Via Ocean fleets, including the newly launched Via Alizé.

Tri Marine celebrates 50 years of tuna done right.

*\*Acquisition included the trading operations, NFD fleet and the canneries in Colombia, Ecuador and Solomon Islands.*



“In this industry, relationships and trust are so important. It’s a global industry but there are very few people involved and we all know each other. Because of that, your word is your bond.”

---

Carlos Rodriguez  
Trade Affairs, Sustainability and Compliance Manager | Tri Marine Panama

“Tri Marine isn’t just about platitudes, it’s about relationships. When you have an employment force with such low turnover rate, it says something about a company, its culture, and its people.”

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Monika Pabon  
HR Manager North America | Tri Marine Group

“If you consider that a can of tuna can be a meal and it costs less than a cup of coffee. This is unbelievable.”

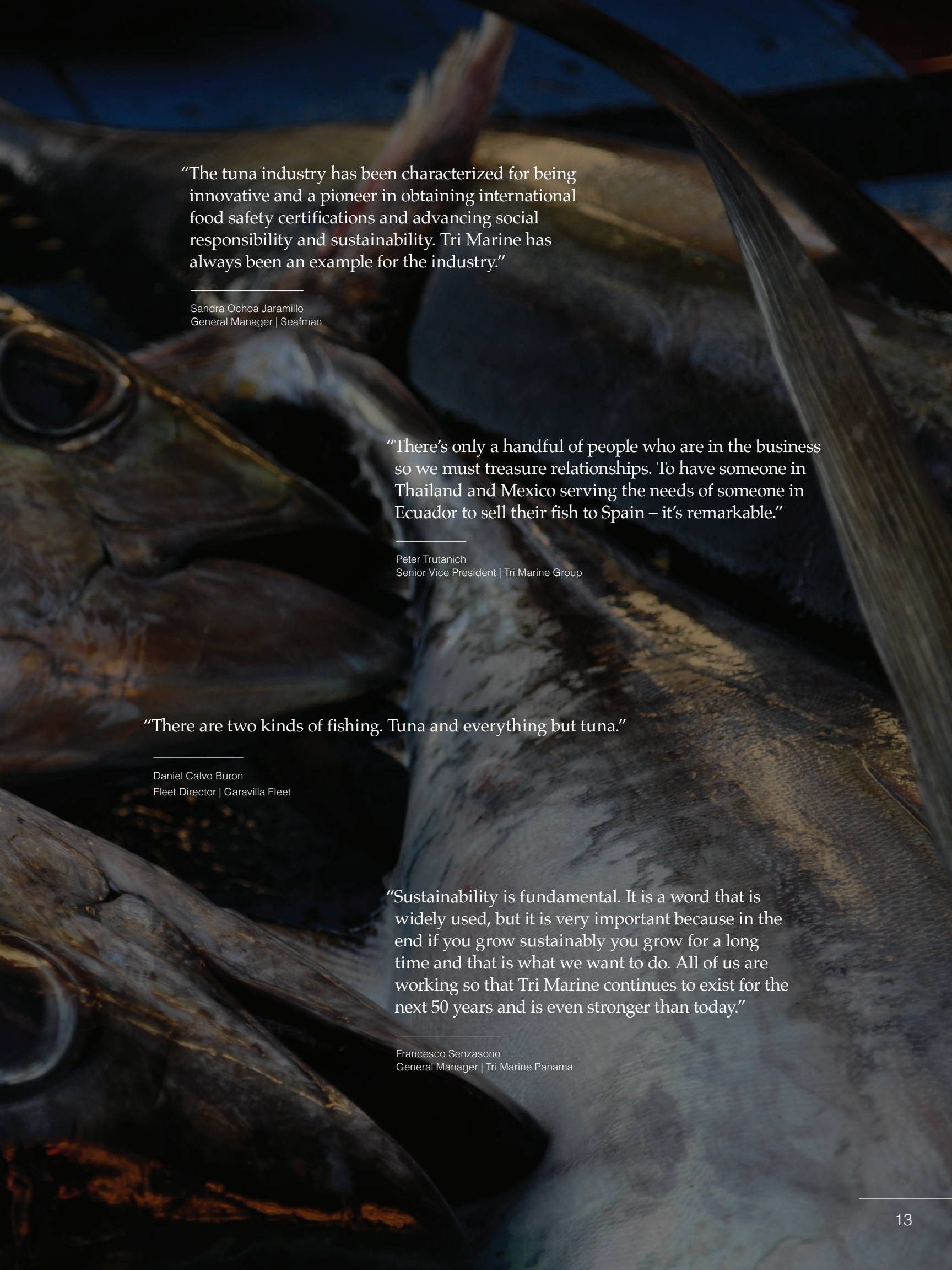
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Carlo Mango  
Former Shareholder and Managing Director | Tri Marine Europe and Singapore

“The world of tuna is small. Everyone knows each other over many years. The greatness of Tri Marine has been the ability to expand and grow our operations, knowledge of the market while deepening our relationships with each other.”

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Angela Alba  
HR Manager Latin America | Tri Marine Panama



“The tuna industry has been characterized for being innovative and a pioneer in obtaining international food safety certifications and advancing social responsibility and sustainability. Tri Marine has always been an example for the industry.”

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Sandra Ochoa Jaramillo  
General Manager | Seafman

“There’s only a handful of people who are in the business so we must treasure relationships. To have someone in Thailand and Mexico serving the needs of someone in Ecuador to sell their fish to Spain – it’s remarkable.”

---

Peter Trutanich  
Senior Vice President | Tri Marine Group

“There are two kinds of fishing. Tuna and everything but tuna.”

---

Daniel Calvo Buron  
Fleet Director | Garavilla Fleet

“Sustainability is fundamental. It is a word that is widely used, but it is very important because in the end if you grow sustainably you grow for a long time and that is what we want to do. All of us are working so that Tri Marine continues to exist for the next 50 years and is even stronger than today.”

---

Francesco Senzasono  
General Manager | Tri Marine Panama



In the Beginning

1972 - 1985





Tuna has long been a staple of the Italian diet and to meet the rigorous standards for quality there has always been a focus on ensuring quality with careful attention to detail in processing.



## A Passion for Tuna

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Passion for quality is built into the DNA of Tri Marine. Established in 1972 primarily to provide Italian households with the world's best tuna, quality remains essential to its success just as it remains essential to Italian cuisine.

In life, as in food, quality is what matters most.





“Quality always matters and in Italy it has always been important. Everyone wants it when spending money for a product, and Tri Marine has always been good at ensuring that any supplier delivers the same quality regardless of where they are. If it’s China, the Philippines, Vietnam, Papua New Guinea, Solomon Islands, anywhere in the world, it doesn’t matter – wherever it is produced, the quality always comes first.

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Michele Rota

Group Director of Technical Services | Tri Marine Thailand



**Left:** Founded originally to supply the Italian market with high quality tuna, Tri Marine has always reflected the passion for quality that makes Italian cuisine so renowned. Pictured here, a fishing village in Sicily, Italy, a region where the ancient tradition of tuna fishing dates back generations.

**Above right:** A plant worker in Alco cannery in Olbia, Sardinia.

SINGAPORE



# The Origins of a Name

Tri-Marine Associates (PTE.) LTD. is the offspring of a joint venture agreement among three of the world's leading fishing and food processing experts.

## **Società Partecipazioni Alimentari (SOPAL S.p.A)**

Italy's major holding company in the food sector.

## **Jedong Industrial Co., Ltd. (JEDONG)**

Korea's leader in the fishing industry.

## **Inter-Oceanic Factors, Inc. (INFACT)**

One of America's leading firms in international fishing industry management, procurement and marketing counsel.

Together, the three became Tri-Marine Associates.



**Left:** The newly formed Tri Marine established operations in Singapore.

**Above:** Tri-Oceanic office workers in Singapore.

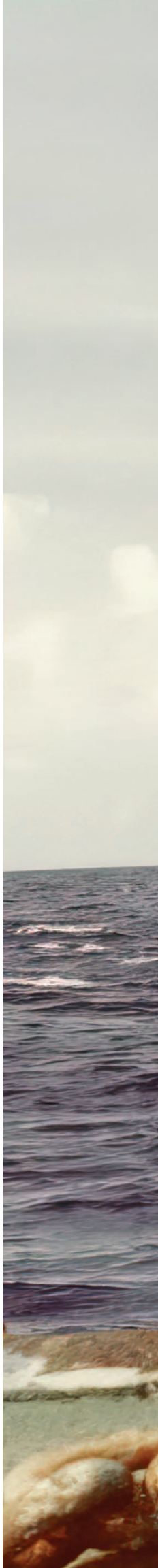


Renato Curto was named president of Tri Marine International in San Pedro, California in 1983, following his time working in Mazatlan, Mexico sourcing tuna for Sopal. Later, he became one of the co-owners of the firm when it was privatized and remained an integral part of the company's legacy for most of its 50 years.



**Left:** Carlo Mango and Renato Curto circa 1983. Carlo Mango joined Tri Marine in Singapore in 1980. As one of the founding shareholders of the new (privatized) Tri Marine in 1986, Carlo was instrumental in building the company we have today. He served as the Managing Director of Tri Marine Singapore for 18 years until 2003, with responsibility for Tri Marine's Asia-Pacific, African and European business.

**Right:** The fishing vessel White Star supplied tuna to Tri Marine.









## New Places. New Opportunities.

With headquarters established in Singapore and Raffaello Tarroni (pictured below) named its first Managing Director, Tri-Marine Associates began to expand its sourcing operations. While the tuna was being sourced from the Singapore location, Tri Marine also looked to Mazatlan, Mexico for additional supply to the Italian market. In 1979, a subsidiary corporation named Tri Marine International was created in San Pedro, California. Business grew and four years later Renato Curto was tapped as president to lead the import of swordfish into the U.S. and coordinated tuna trading activities involving U.S. tuna boat owners and canneries.



**Opposite:** Tri Marine's first office in Singapore.

**Above left:** Tuna delivered to the port in Mazatlan, Mexico, one of the places where Tri Marine sourced tuna in its earliest years.

**Above right:** Raffaello Tarroni was the first Managing Director for Tri-Marine Associates leading the firm from its newly established headquarters in Singapore.





“

I was born in San Pedro which was at one time the largest tuna processing town in the world. It was also home to many immigrants, including my grandparents. Even though most of the processing has long since left, tuna is still in the DNA of San Pedro.

---

Joe Hamby

Former Shareholder and Chief Operations Officer | Tri Marine Group

## SAN PEDRO



San Pedro, California was the original headquarters of Tri Marine's U.S. operation. While the active commercial fishing has long since left, the legacy of the culture it created in this historic tuna fishing community lives on at Fisherman's Wharf.



# Star-Ki



# st



## Growing the Business

The business in San Pedro began to grow. New customers were established with Bumble Bee and Star-Kist\*, and Tri Marine was better able to leverage its buying power.

To further entice fishers to sell to them, Tri Marine also began purchasing other species, diversifying the seafood portfolio for the company.

Tri Marine International was soon no longer a tuna company — it was a seafood company — selling to different markets around the world.

**"Star-Kist is the best Tuna"**  
says Bob Hope,  
starring in "SORROWFUL JONES"  
a Paramount Production

**A Sterling Silver Add-a-Star Bracelet for You!**  
Shown actual size

Alan Ladd John Lund Bob Hope

The "Add-a-Star" sterling silver charm bracelet with your favorite movie stars on exclusive Star-Kist charms is not sold in any store. Available only as a premium under the terms stated in this advertisement.

**STAR-KIST, "THE TUNA OF THE STARS"**  
Great Stars like Bob Hope, Alan Ladd, and John Lund prefer Star-Kist Tuna because they know there is a difference in tuna! Only the tender, smaller tuna are selected and packed under the Star-Kist quality brand. Because these smaller tuna are naturally milder, finer-textured, they're known as "the best-tasting tuna in all the world!" Always use Star-Kist Tuna for naturally better-tasting salads, sandwiches, and hot dishes.

**Star-Kist Fancy Solid Pack Tuna**  
Buy either Solid Pack or Chunk Style, Star-Kist Quality is the Same!

**Star-Kist Chunk Style Ready Flaked Tuna**

**LIMITED INTRODUCTORY OFFER—**  
To get your collection started, three popular film stars on genuine sterling silver charms PLUS a sterling silver link bracelet, complete for only \$1.00 and a Star-Kist Tuna label (Use order blank below.)

Start your own exclusive Star-Kist "Add-a-Star" bracelet right away. Be the first in your neighborhood to have it! It's the most sensational jewelry premium ever offered! Begin today to collect all your favorite stars on these exclusive Star-Kist charms.

Special limited offer gets you started. Three sterling silver charms, including Bob Hope, Alan Ladd and John Lund, PLUS a solid sterling link bracelet complete for only \$1.00 and a Star-Kist Tuna label!

© 1959, French Sardine Co., Terminal Island, Calif.

**CLIP AND MAIL THIS ORDER TODAY**  
Star-Kist Tuna, Dept. 1  
Box 52, Hollywood 28, Calif. (Allow 3 weeks for delivery)

Please send me the "Add-a-Star" sterling silver bracelet including exclusive Star-Kist charms of Bob Hope, Alan Ladd, and John Lund, complete, 1 am enclosing one dollar (\$1.00) and one Star-Kist Tuna label.

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ Zone \_\_\_\_\_ State \_\_\_\_\_

(Offer good only in U.S. and is void if this form of overhauling is too heavily restricted or prohibited in your city, county or state. Cash value of coupon one-cent only. Offer expires Sept. 30, 1959.)

**Above:** Canned tuna, such as the Star-Kist\* brand, became a staple of the U.S. diet which was the largest producer of tuna in the 1950s. Later, most of the tuna production left the U.S. due to changes in labor markets.

**Left:** Workers stand in front of the main entrance of Star-Kist\* Plant 4, on Terminal Island, San Pedro, circa 1963.

\*The current brand name is Starkist.

## SAN PEDRO



San Pedro was once a thriving active tuna fishing community and shared the passion for quality that was essential to Tri Marine's success.

“

People still have a tuna town identity in San Pedro and San Diego. The industry runs deep here.

---

Anthony Vuoso

Former President | Tri Marine Fish Company



When completed in 1946, the Pan-Pacific Fisheries cannery was the most modern, state-of-the-art facility on Terminal Island.





## Growth Begets Growth

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Over time, Tri Marine's reach beyond tuna expanded. It became the number one importer of swordfish in the U.S. and then expanded to Taiwan to become the first company to bring black tiger shrimp to the U.S.

What began as a tuna venture, focused on sourcing 15,000 tons of tuna for the Italian market, was now sourcing multiple species from all over the world.



# Charting a New Course

1986 - 2005



## The Privatization of Tri Marine

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In 1986, a change in Italian government policy mandated Sopal's divestiture of Tri-Marine Associates. The self-proclaimed "four musketeers" rallied to buy the company and Tri Marine International, Inc. was born with headquarters in San Pedro, California.

The four co-founders of the newly privatized Tri Marine, included:

**Renato Curto**

**Carlo Mango**

**Clifford Chen**

**Lin Min Chu**





**Left:** Renato Curto pictured with Chen Tsai, founder and owner of Long Dar Fishing, once a major partner and supplier of Tri-Marine Associates. Through Long Dar Fishing, Tri Marine was able to enter and develop long term business relationships within the Taiwan tuna industry.

**Above right:** The early office of National Fisheries Developments (NFD) in the Solomon Islands. A wholly owned subsidiary of the Tri Marine Group of Companies, today NFD catches around 25,000 metric tons of tuna per year and the fleet employs approximately 300 people as a major contributor to the Solomon Islands economy.

**Above far right:** Lin Min Chu and Anthony Vuoso travel by helicopter from Honiara to Tulagi, the former NFD base in Solomon Islands.

**Lower right:** Relationships have always been key to Tri Marine's success. Pictured here Alberto Benveniste, former Procurement Director of Bolton Food, with Carlo Mango, Roberto Tucker, a boat owner in Mexico and plant owner in Pichilingue, and Renato Curto on a sport fishing trip.



# Passion. Intelligence. Trust. Always People.

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Relationships remained key to Tri Marine's conversion to a private business. While purchasing the company was one thing, convincing the banks and others to work with owners no longer backed by the Italian government took time.

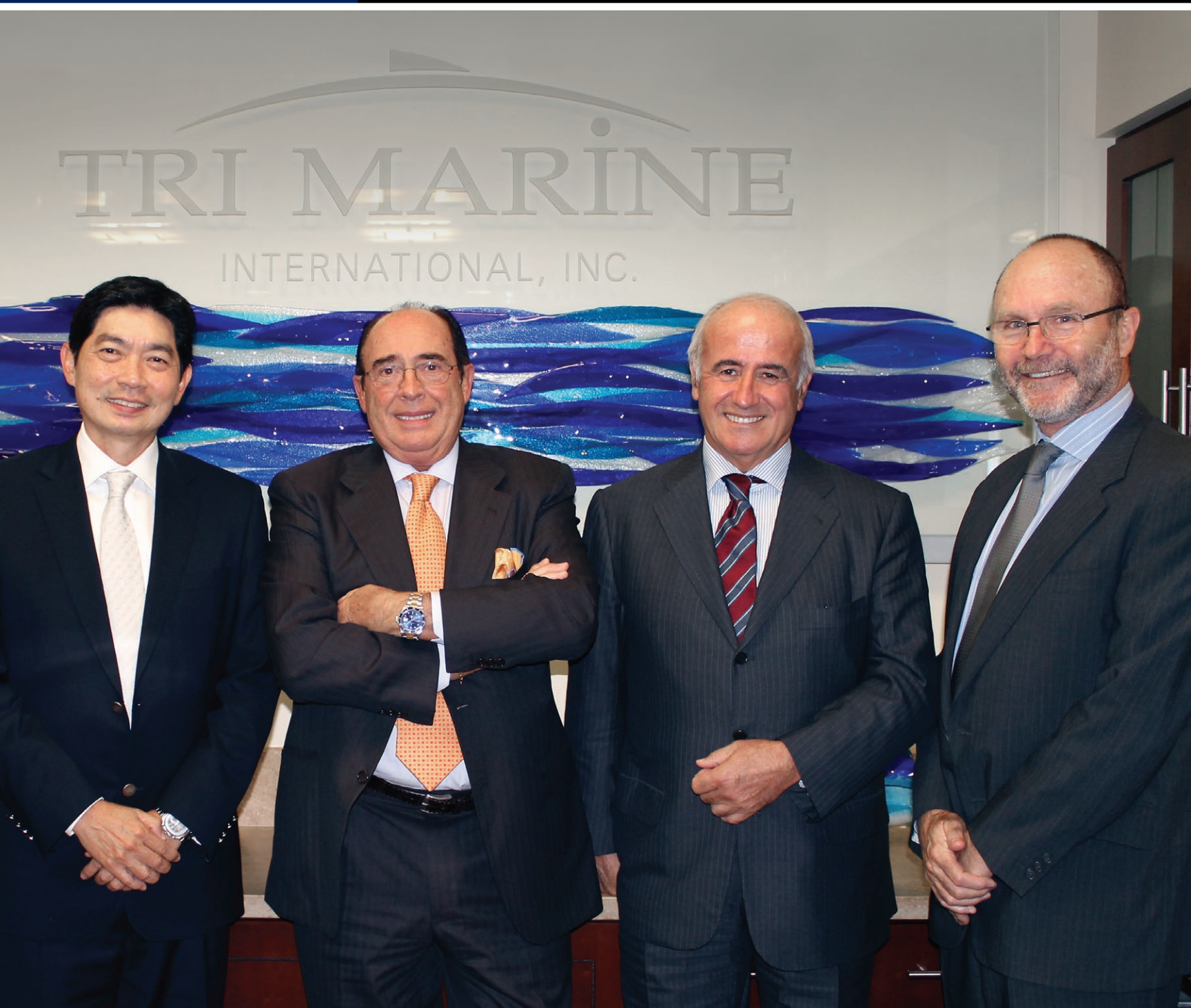
Joe Hamby, a Stanford MBA who was at the time working in logistics in San Pedro, joined Tri Marine with the ability to quantify the value of Tri Marine's relationships and experience. This helped establish a compelling business plan that helped Tri Marine expand even more.

“ This is an industry based on trust,  
and people honoring their deals  
and honoring their commitments.

---

Juan Corrales  
CEO | Tri Marine Group





Joe Hamby joined the ownership group to become the fifth shareholder of Tri Marine. Pictured here from left to right: Clifford Chen, Lin Min Chu, Renato Curto, Carlo Mango, and Joe Hamby.



“

I've been in the tuna industry 15 years, but I've also worked with fresh pasta and cured meats and have had a chance to experience other businesses. None is equal to tuna. Tuna is not something you can farm. You have to go out and look for it and catch it. It's wild. So, you can't predict it. If you are producing pasta or oil, you can predict it.

---

Michele Rota

Group Director of Technical Services | Tri Marine Thailand

A NFD pole and line vessel fishing in the Solomon Islands. The entire NFD fleet is MSC and Fair Trade certified.

“ The success of Tri Marine is attributed to the great people who have worked for the company. Ours is a very difficult and dynamic business — one with a true global reach. Success here is really credited to a team of committed and hard working professionals.

---

Steve Farno  
Chief Financial Officer | Tri Marine Group

The SolTuna cannery is the largest private employer in the Solomon Islands.







Fresh caught skipjack tuna lined up on a purse seine deck to provide catch data for scientific purposes as part of industry requirements. Observers on each vessel measure the fish as required by stock assessment regulations.





**NORMA BRC**  
7.4 ROPA DE PROTECCIÓN. EMPLEADOS O PERSONAS QUE VISITEN LAS ZONAS DE PRODUCCIÓN  
7.4.2 Deberá haber ropa de protección disponible.  
que cubra y recoja todo el cabello para evitar la contaminación del producto

**PROHIBIDO UBICAR BANDEJAS SOBREPUESTA EN LA BANDA**

**RESPECTE EL LÍMITE MÁXIMO DE BANDEJAS**  
BANDEJAS LARGAS 3 HEDRADO  
BANDEJAS CORTAS 5 HEDRADO



The historic Seafman cannery in Manta, Ecuador was established in 1966 and acquired by Tri Marine from Bumble Bee in 2003. Over the years, the plant has continually evolved, with a growing emphasis on low-impact production methods. Today, Seafman employs approximately 1,500 people.

A VISION ROOTED IN RELATIONSHIPS

## A Good Business is Only as Good as its People

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People have always been the heart of Tri Marine's success. From its customers around the world, to fishers at sea to the highly trained workers in the processing plants and canneries. Doing tuna right starts with treating people right.



“

Our objective was never about accumulating money, but it was to make a living and live a good life.

Renato Curto  
Former Shareholder and CEO | Tri Marine Group



**Left:** Renato Curto, Steve Farno, and Joe Hamby at a Tri Marine Christmas Party in 1990.

**Middle:** Crew member aboard the Cape Finisterre.

**Right:** Plant workers at SolTuna.



**Left:** Plant workers packing squid at Tri Marine Fish Company, Tri Marine's former pelagic plant in San Pedro, Terminal Island.

**Above right:** Crew member fishing on a Tri Marine purse seine.

**Lower right:** Customer meeting at Galco with Guillermo Daw, General Manager.

**Lower far right:** Tri Marine workers at previous office in Bellevue, WA, U.S.



The people of Tri Marine represent the heart of our success all around the world. Pictured here, Gralco workers in Colombia taking great care to deliver the highest standards of productivity, quality, and service.





“

When Tri Marine opened its office in Panama in 1997, it created the bridge that was missing between east and west.

---

Juan Corrales  
CEO | Tri Marine Group





## PANAMA



When Tri Marine opened offices in Panama in 1997, it connected the east and west, creating a truly global company.

Tri Marine Panama employees pictured here from top left to bottom right: Luis Dorati, first General Manager, with Harold Cooklin, former Operations Manager.

Dimas Dumanoir, former Finance Manager.

Doris Mitre, Accountant, Francesco Senzasono, General Manager, and Angela Alba, HR Manager Latin America.







## Relationships Make an Industry

The tuna industry spans the globe but the relationships make it feel like family. While the people who work with Tri Marine may change over time, the relationships forged make this global industry feel small.

**Left:** Plant workers at Gralco.

**Above right:** Photo following Tri Marine's 1997 purchase of Chicken of the Sea with Thai Union.

**Lower right:** From left to right: Ernesto Trovamala, former Managing Director of Bolton Food, Carlo Mango, Alberto Benveniste, former Procurement Director of Bolton Food, Simone Legnani, Quality and R&D Director Bolton Food.

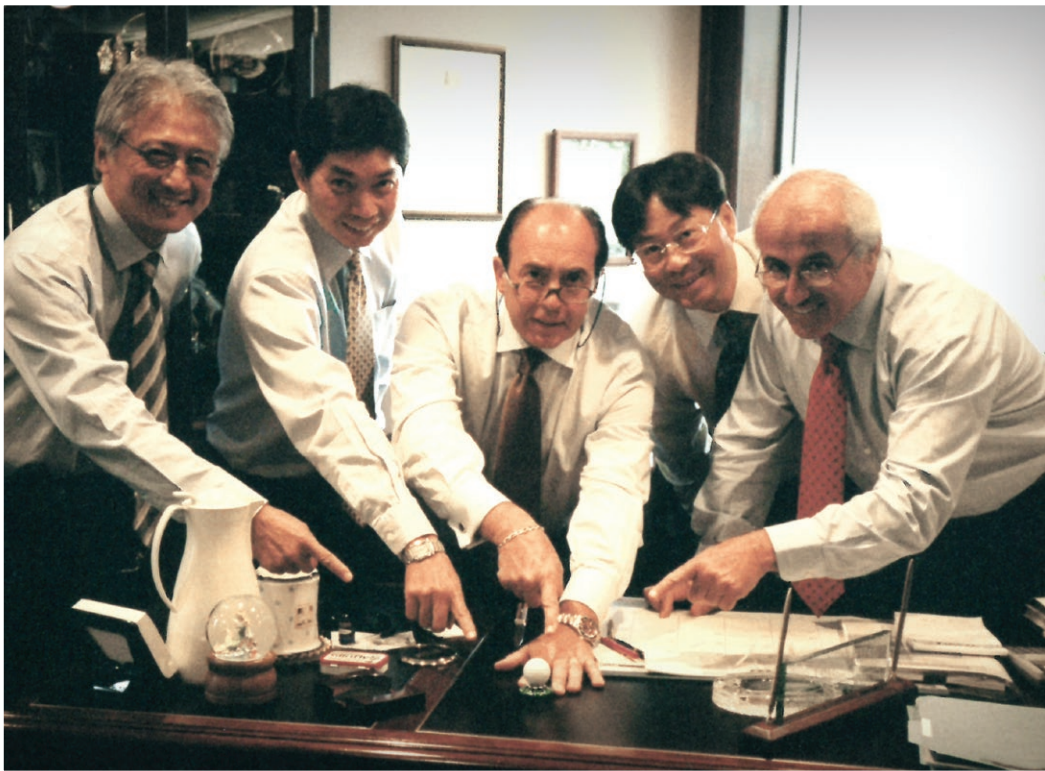




Tri Marine briefly had operations in Japan and has maintained relationships with the leading tuna brand in the nation, Hagoromo.

**Right:** Relationships forged with partners and colleagues and their families around the world have always been celebrated and valued.







Throwing bait from a NFD pole and line vessel to attract tuna. Pole and line is a sustainable form of fishing with virtually no bycatch. A more artisan style of fishing, this fleet provides a specialized tuna for higher-end markets.



# A People-centric Approach

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By focusing on people and relationships, Tri Marine has been able to execute its business with long-term vision, trusting that its relationships will always create opportunities.



We did things normal people don't do. That may be considered unorthodox and eccentric. But it helped build relationships. Paying attention to people and their needs helped us to build trust and allowed us to do things that might be considered crazy.

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Renato Curto  
Former Shareholder and CEO | Tri Marine Group

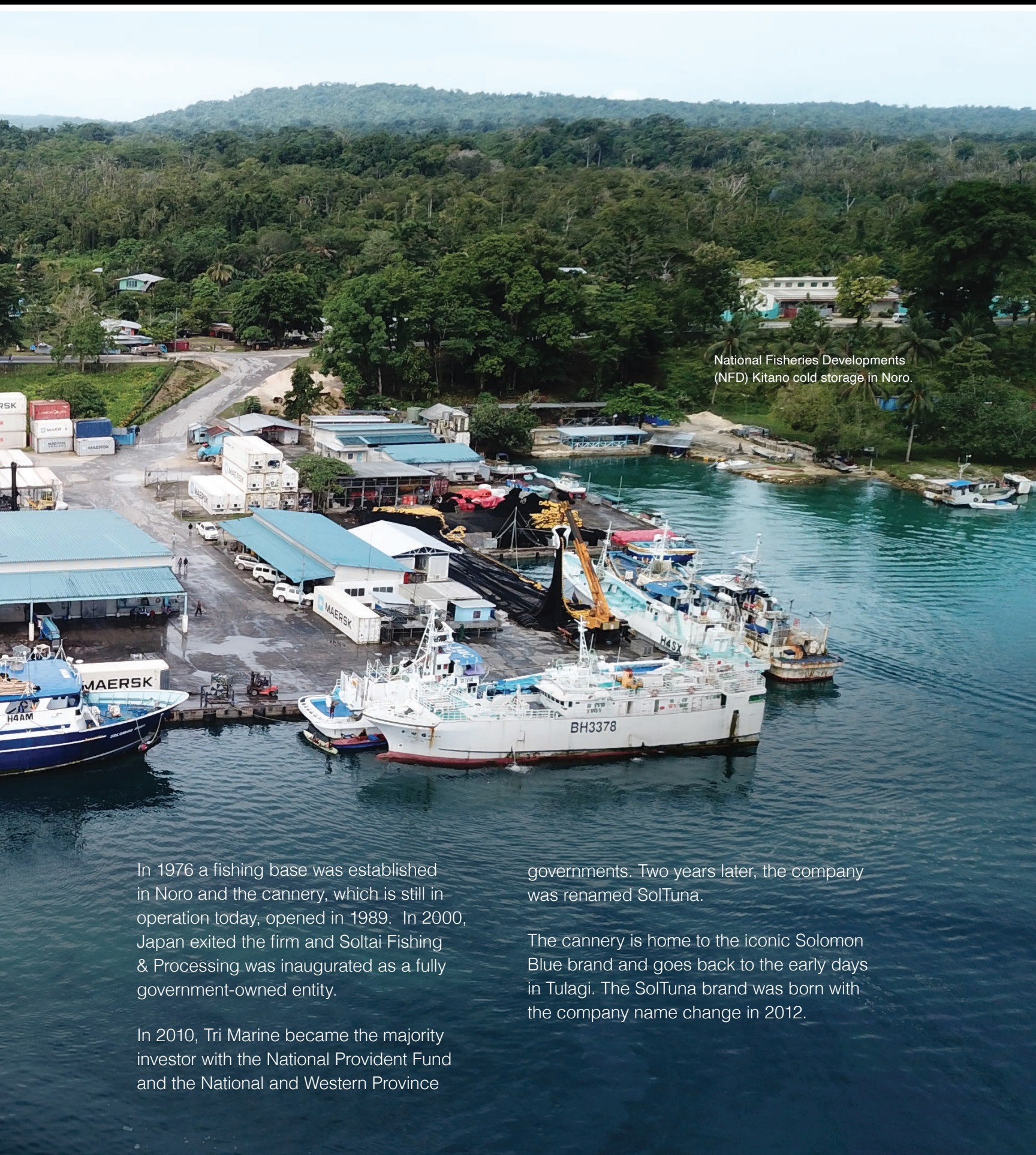
## SOLOMON ISLANDS

### **Tri Marine's story in the Solomon Islands and the Pacific Islands is truly unique.**

The Solomon Islands may be remote, but it is essential to the tuna industry. NFD was established more than 40 years ago and is the Solomon Islands' premier fishing company, operating a fleet of purse seine and pole and line vessels at the port of Noro in the Western Province.

Across the islands, tuna has been an integral part of the community, including the SolTuna cannery which evolved from Solomon Taiyo of Tulagi, Central Province (established in 1973) and later Noro, Western Province.

It began as a joint venture between the Solomon Islands government and Taiyo Fishing Company of Japan and represents a combined 50-year history.



National Fisheries Developments  
(NFD) Kitano cold storage in Noro.

In 1976 a fishing base was established in Noro and the cannery, which is still in operation today, opened in 1989. In 2000, Japan exited the firm and Soltai Fishing & Processing was inaugurated as a fully government-owned entity.

In 2010, Tri Marine became the majority investor with the National Provident Fund and the National and Western Province

governments. Two years later, the company was renamed SolTuna.

The cannery is home to the iconic Solomon Blue brand and goes back to the early days in Tulagi. The SolTuna brand was born with the company name change in 2012.



“ The rewards of being a part of Tri Marine is more than just in profits, the rewards are knowing we are improving communities we work in with education, medical care and ensuring the benefits of the tuna resource remain in the island communities where they are caught. We always took the long view, in terms of what we paid and in terms of what we invested in communities. Because it’s not just about the money, it’s about doing the right thing.

---

Joe Hamby  
Former Shareholder and COO  
Tri Marine Group



NFD and SolTuna achieved Fair Trade U.S.A. certification in 2019. The premiums from that program support a variety of community projects in Noro in the areas of healthcare, housing and infrastructure, environment, and education. Direct investments have been made at the Noro Clinic, various youth groups and local schools, playgrounds, physical education programs, environmental clean up programs, as well as a compost and nursery center.



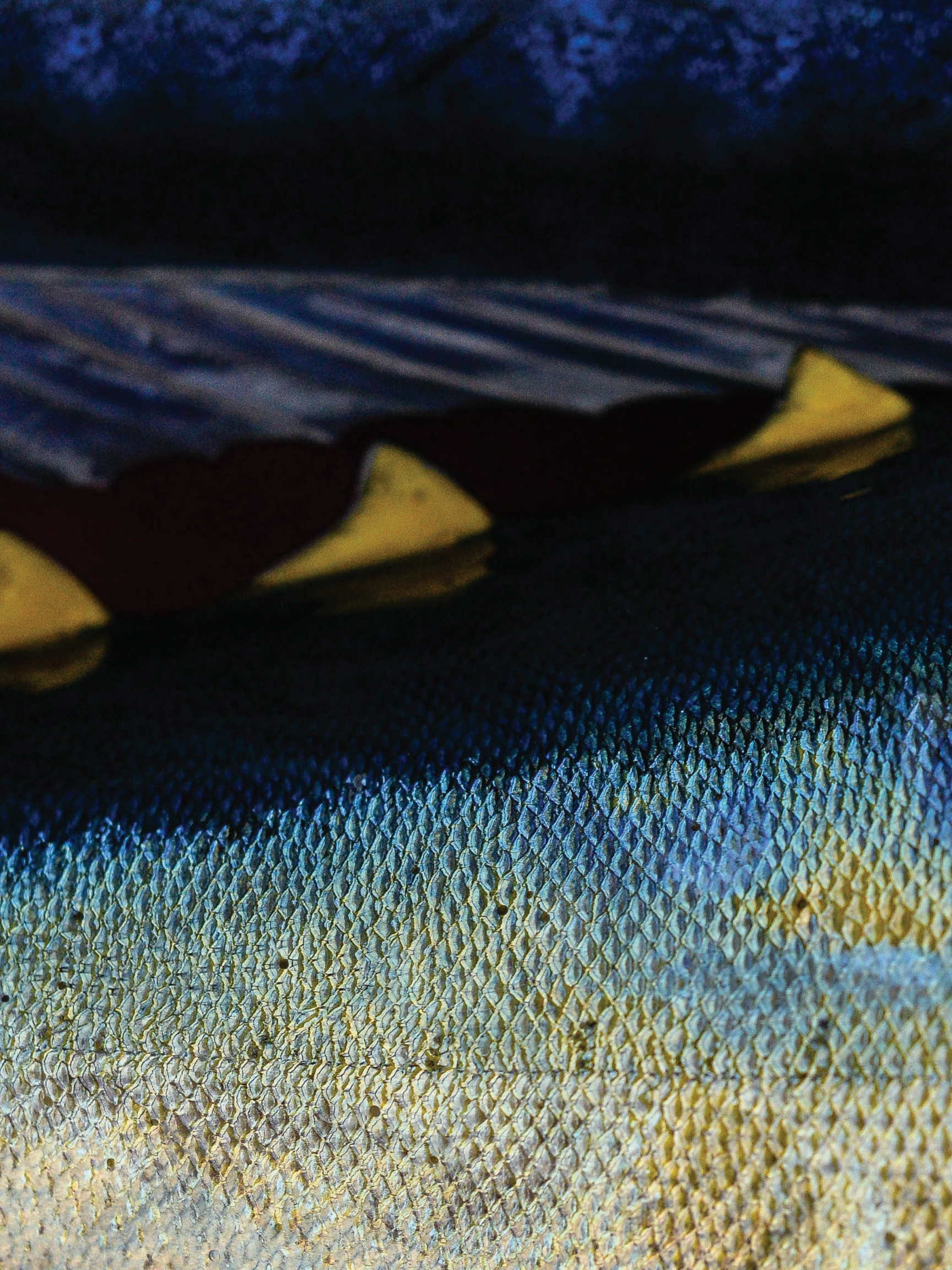




This community wouldn't exist without the tuna industry. It's not just the directly employed, but the local farmers who supply veggies to vessels and the processing plant, the transport providers who help people get to and from work. It's moved from a small group of people working in Noro to now all new positions that didn't exist 10 years ago — you can't imagine how we've grown with the industry.

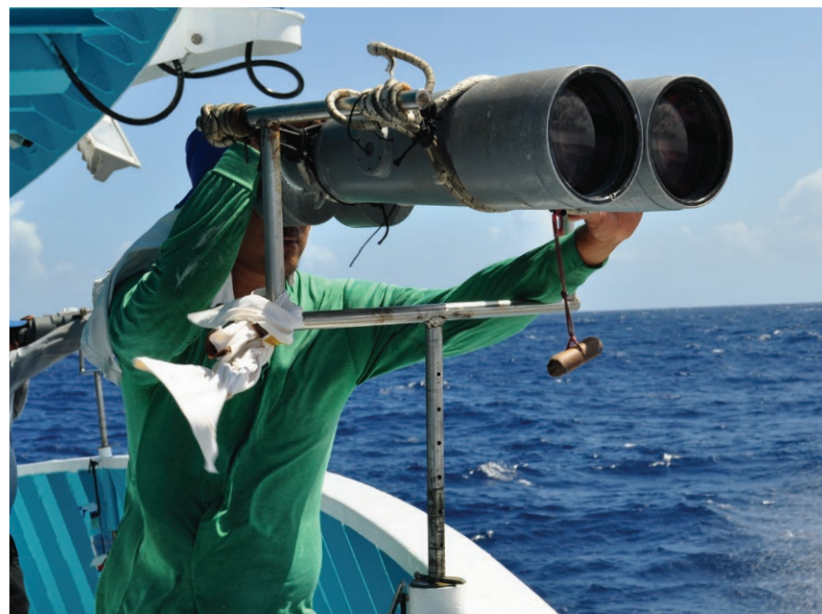
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Cynthia Wickam  
Former Operations Manager  
National Fisheries Developments (NFD)



The Future is  
Secure When  
We Steward  
the Present

2006 - 2012




FULLY INTEGRATED COMPANY

## The Future Starts with Stewardship of Our Environment and Our People



Providing customers with products they can trust means minimizing environmental impacts and protecting workers. Tri Marine has always been an industry leader in resource management. It certifies its supply chains to the Marine Stewardship Council sustainability standards, implementing Seafood Task Force principles for responsible fishing and fair labor, and engaging with scientists, policy makers, and community leaders to better protect resources and livelihoods.



Tri Marine builds a legacy of caring for the marine resources that so many lives and families depend upon around the world.

**Above left:** Tri Marine is a global leader in sustainability efforts for the industry and regularly takes part in informing policies to improve these efforts.

**Above right:** Tri Marine is committed to the ongoing adoption of Marine Stewardship Council (MSC) sustainability certifications globally and supports fisheries improvement projects (FIPs) through direct and in-kind investment that moves fisheries toward MSC certification.



# Sustainability Milestones

Respecting tuna resources, the environment, people, and communities around the world has always been integral to Tri Marine's business. Over the past two decades in particular, investments in these areas have increased with more awareness and understanding that the tuna industry must address corporate social responsibility with purpose-driven initiatives. Increased transparency has also been an important factor as Tri Marine moves toward metrics-based reporting in environment and social governance. The following represents a sampling of some of the major milestones Tri Marine has accomplished in that time, and goals it has for the future.



**Tri Marine co-founds** the International Seafood Sustainability Foundation (ISSF) whose mission is to initiate and facilitate science-based programs to promote the long-term conservation and sustainable use of global tuna stocks, reduce bycatch, and maintain tuna ecosystem health.



**Tri Marine establishes** the first Fish Aggregating Device (FAD)-free tuna product in the world.



**Tri Marine achieves** Marine Stewardship Council (MSC) certification for the U.S. purse seine fleet and Solomon Islands purse seine and pole and line fleets in the Western and Central Pacific.



**Tri Marine collaborates** with Bolton Group and their partnerships with the World Wildlife Foundation (WWF) to ensure Bolton's tuna supply comes exclusively from Fisheries Improvement Projects (FIPs) or MSC certified fisheries by 2024.



**Tri Marine establishes**  
and begins auditing against  
its human rights ethical  
sourcing policy.



**Tri Marine joins**  
the Seafood Task Force  
on preventing and  
addressing issues around  
labor and illegal fishing in  
the supply chain.



**Tri Marine begins**  
public annual sustainability  
reporting including the  
first carbon footprint  
analysis with a goal of 25%  
reduction by 2030.



**Tri Marine reduces**  
the impacts of plastics  
in the ocean, not  
only with FAD-free  
and biodegradable  
FAD fishing, but with  
investments in ensuring  
that 50% of its packaging  
is either recycled or bio-  
based by 2025.

# The Future Starts with Stewardship

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Just as people and relationships have been core to Tri Marine's business success, collaboration and trust across the industry, non-governmental organizations, and government partners is critical to achieving sustainability and human rights goals for the future of the tuna industry. Tri Marine has often been on the front lines of forging key stewardship initiatives which has helped it build trust with key partners.

“Environmental and social accountability in the seafood industry have moved from something hardly considered to the norm over the last 15 years. Although we still face great challenges, we are also proud of the incredible progress achieved with more effective tuna fisheries management, the development and implementation of human rights standards at sea, and third-party certifications.

Matt Owens  
Director of Sustainability | Tri Marine Group

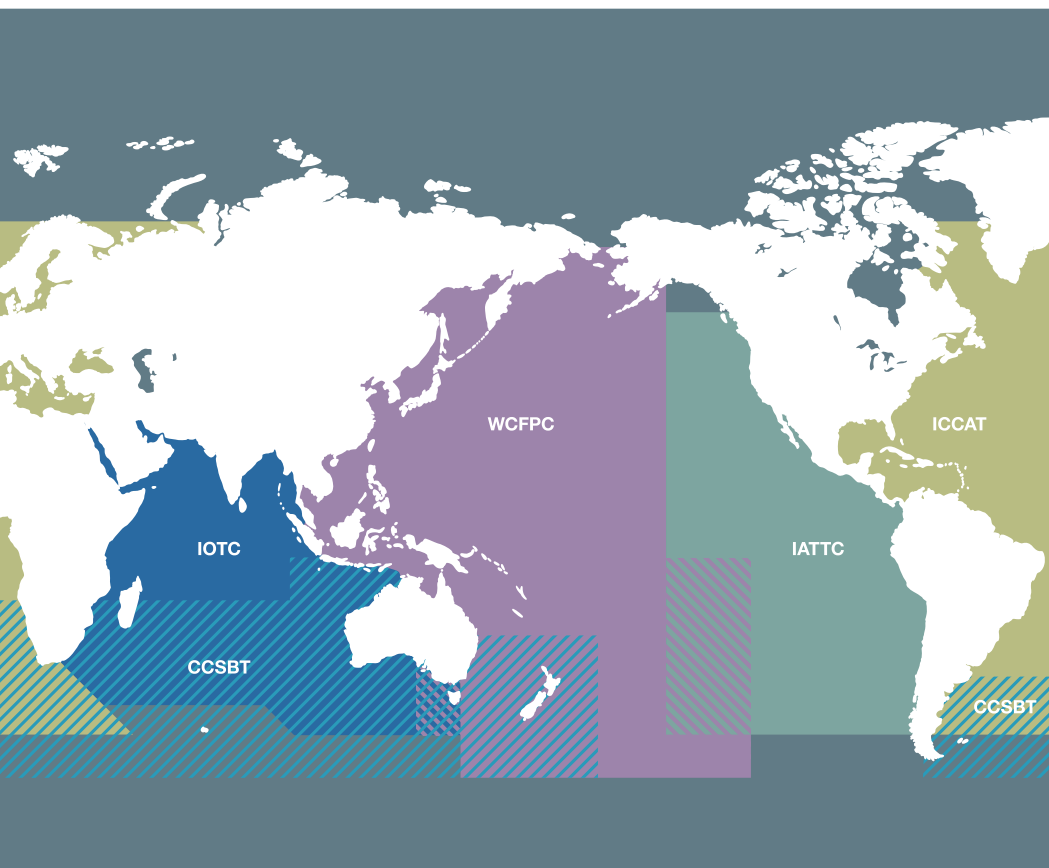


**AENOR**

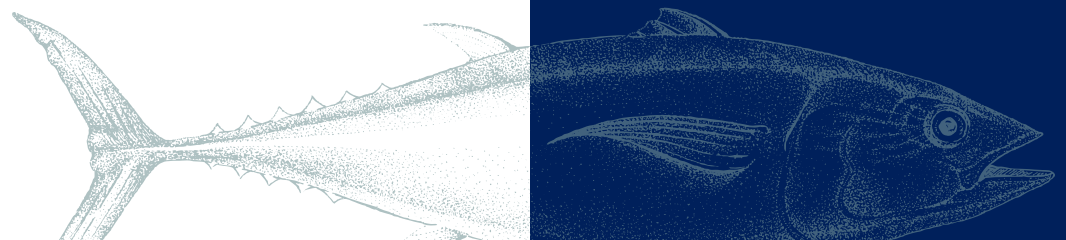
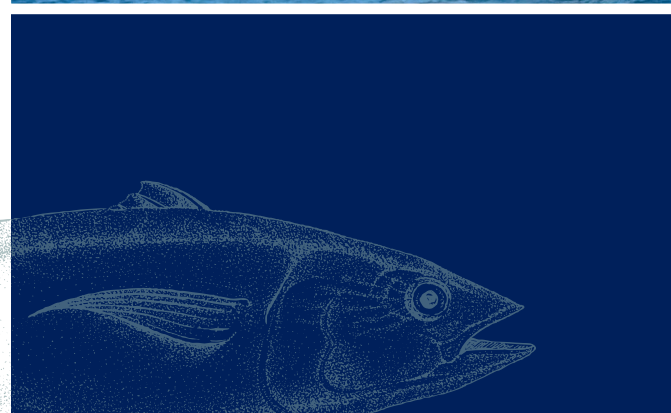
**TUNA FROM  
RESPONSIBLE  
FISHING**

Tri Marine has built long-standing and proactive engagement in tuna regional fisheries management organizations (RFMOs). These deep engagements have helped elevate the industry's responsiveness to critical environmental and social sustainability issues.

Today, Tri Marine sources and promotes responsibly caught products—those from abundant fish stocks, caught in ways that minimize ecosystem harm, and are from areas where effective fisheries management is in place. All of Tri Marine's supply is fully traceable and a growing proportion is responsibly caught.



At the same time, Tri Marine recognizes the hard, dangerous work done every day by fishers and fish processors at sea and on shore. With a firm commitment to their safety and fair treatment, Tri Marine lives by a Code of Conduct that defines its values and outlines the highest standards all employees must meet across its global network. This translates also to how Tri Marine supports communities to ensure that the benefits of the fisheries are captured locally.





The Via Ocean is a French subsidiary of Bolton Group and its fleet of purse seine vessels is operated by Tri Marine. Comprised of three large-scale purse seiners (Via Mistral, Via Avenir, and Via Alizé), this fleet operates in the Eastern Atlantic Ocean out of Abidjan, Côte d'Ivoire and catches approximately 15,000 metric tons of mostly yellowfin tuna each year.

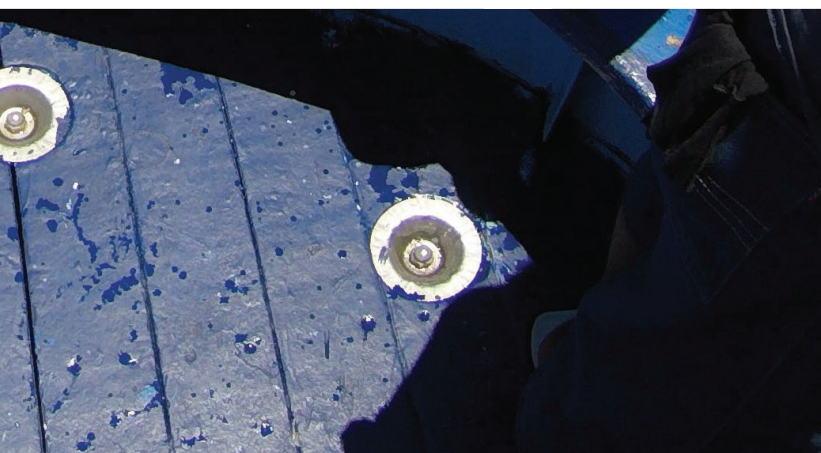




## Reducing Impact. Improving Methods.

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Tri Marine, the first to develop FAD-Free tuna products, has been a leader in sponsoring scientific research including electronic or video observer monitoring in partnership with The Nature Conservancy and others. At the same time, Tri Marine continues to advance biodegradable FADs and FAD tracking systems to reduce plastics waste in the ocean.



Tri Marine is active in reducing the impacts of plastics in the ocean, not only with FAD-free and biodegradable FAD fishing, but with investments in ensuring that 50% of its packaging is either recycled or bio-based by 2025.



**Above left:** Childcare facility in construction for families who work at SolTuna.

**Left and Right:** New school constructed in a joint project with Tri Marine, with additional funds provided by Bolton Group.

# Together We All Make a Difference



Tri Marine continues to expand the range of its ethical sourcing audits to include all oceans and fishing gear types. The company is also actively pursuing new advances in technology to reduce environmental impacts of its fishing fleets and processing plants including energy efficiency, water conservation and waste reduction. In addition, National Fisheries

Developments (NFD) in the Solomon Islands is one of the few fisheries in the world to have Fair Trade certification. This not only reflects the highest level of both environmental and social protections, but also ensures shared value from the fishery to the local community, including vital needs such as health care, housing, infrastructure, and education.





The Solomon Ruby is part of the NFD fleet in the Solomon Islands which is composed of five smaller-scale purse seiners and three pole and line vessels.



One of the things that makes Tri Marine a little different is its willingness to talk about the issues we face and take concrete steps to fix them. It makes us better, and filters through the industry as a whole. Also, for a privately held company we are remarkably transparent, and make a multi-million dollar investment into sustainability year after year with our programs and global team of experts.

Matt Owens  
Director of Sustainability | Tri Marine Group





New Partnerships.  
New Opportunities.

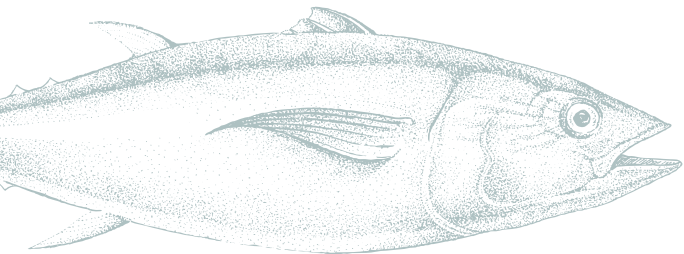
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2013 - 2022





# BOLTON GROUP





## Bolton Group — Long-time Customer Becomes Owner

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Bolton Group is an Italian family-owned multinational that has been producing and distributing a vast range of innovative and sustainable consumer goods for over 70 years. It has purchased tuna from Tri Marine since the 1990s with a shared passion for quality.

In 2013 it purchased a 49% share in Tri Marine and in 2019 Bolton acquired the rest of the company and is now the full owner.

In many ways, the purchase symbolizes how Tri Marine has come full circle in its history. What was established in part by an Italian government-owned company to provide the highest quality tuna for Italy, is now an Italian-owned company once again. Though the dedication to quality has never changed, today Tri Marine and Bolton are supplying tuna not just for Italy, but for the world.

Bolton Group is behind one of the most iconic brands of tuna, Rio Mare. It's passion for quality is evident in this beloved global tuna brand and over the years it has relied upon Tri Marine to supply the tuna necessary to meet that growing global demand.

Inspired by that passion for quality, together, Bolton and Tri Marine are focused on using their global reach to enact change that will lead to healthier communities, economies, and ecosystems.





“

Bolton is great example of the relationships and trust that have been so key to our business. We started as a supplier, and that business relationship developed into something special, most recently with the acquisition in 2019 which positions us for success in the years to come.

Marco D'Agostini  
General Manager | Tri Marine Singapore

Alberto Benveniste, Former  
Procurement Director of Bolton Food



The fishing vessel Aurora B is part of the Garavilla fleet, comprised of four large-scale purse seiners, two Spanish and two Ecuadorian flagged vessels, that operate in the Eastern Pacific Ocean. The fleet employs more than 180 workers and catches approximately 25,000 metric tons of tuna each year. Each vessel is Atun De Pesca Responsable certified and awaiting MSC certification.

# The Next 50 Years

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A large school of tuna swimming in deep blue water. The fish are silvery with dark stripes and are swimming in various directions, creating a sense of movement and depth. The background is a solid, deep blue color.

# The Future: Tuna Done Right

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## **People**

People will always be the heart of Tri Marine. Relationships, trust, and international collaboration make this wide-reaching global industry feel like family.

## **Respect**

Respect for the resource, for the environment and for the people who drive the industry has been essential to Tri Marine's success and will remain integral to its future. Further investments in environmental stewardship, technological innovations and human rights will only deepen.

## **Value**

Tuna is amazing and deserves to be valued as such. The future will be marked by continued effort to de-commoditize tuna so that this amazing, wild-caught, valuable protein will gain more value in the marketplace. This in turn will result in more benefits for the many families around the world who rely upon it.





Established in 1977 as a government enterprise, National Fisheries Developments (NFD) is now a successful private fishing company owned by Tri Marine. With five purse seine fishing vessels and three pole and line vessels, NFD catches around 25,000 metric tons of tuna per year, supplied to local cannery SoTuna and overseas buyers. The fleet employs approximately 300 people and is a major contributor to the Solomon Islands economy. Each vessel is MSC and Fair Trade certified.



“

I see Tri Marine continuing its role as a global actor of positive change, but in an increasingly public fashion. All indications point to the influence of Bolton's new ownership only making us better by broadening our reach and strengthening our shared ethical values.

Christa M. Svensson  
Sustainability Program Manager – Global | Tri Marine Group

# Tri Marine Worldwide



Bellevue, WA U.S.

Barranquilla, Colombia

Panama City, Panama

Manta, Ecuador

Piacenza, Italy

Concarneau, France

Vigo, Spain

Bilbao, Spain



**Tri Marine Group is present in five continents** with nine offices, three processing plants, and three fishing fleets comprised of 15 vessels. It employs over 5,000 employees and trades over 10% of the global tuna catch.

“Sustainability is not just an empty word. It’s an attitude.”

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Simone Milani  
General Manager | Tri Marine Europe

“The industry expanded to places closer to the tuna sources – the way this has changed people’s lives all over the world is amazing.”

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Juan Corrales  
CEO | Tri Marine Group

“This industry was born from an artisanal operation. No machine can replace the great human component that is central to our operations.”

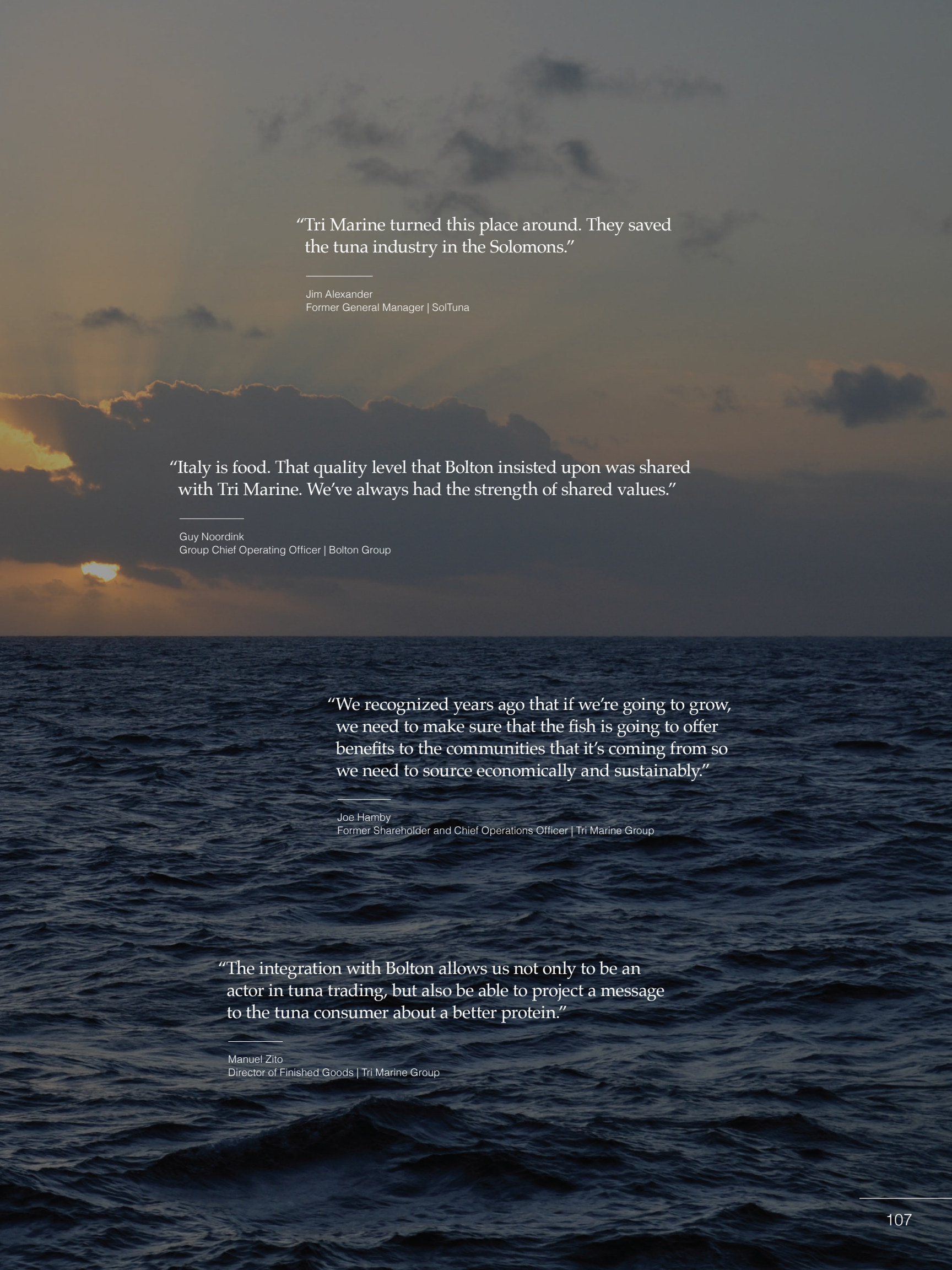
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Guillermo Daw Alvarez  
General Manager | Gralco

“Relationships built Tri Marine and relationships will build its future.”

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Gianluca Agostini  
Chief Performance Officer | Tri Marine Singapore



“Tri Marine turned this place around. They saved the tuna industry in the Solomons.”

---

Jim Alexander  
Former General Manager | SolTuna

“Italy is food. That quality level that Bolton insisted upon was shared with Tri Marine. We’ve always had the strength of shared values.”

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Guy Noordink  
Group Chief Operating Officer | Bolton Group

“We recognized years ago that if we’re going to grow, we need to make sure that the fish is going to offer benefits to the communities that it’s coming from so we need to source economically and sustainably.”


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Joe Hamby  
Former Shareholder and Chief Operations Officer | Tri Marine Group

“The integration with Bolton allows us not only to be an actor in tuna trading, but also be able to project a message to the tuna consumer about a better protein.”

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Manuel Zito  
Director of Finished Goods | Tri Marine Group



Together, Tri Marine and Bolton Group have long shared in the journey of doing tuna right. It only makes sense that a company born 50 years ago with the mission to provide the highest quality tuna to a discerning Italian market would forge a lasting relationship with a proud company that meets the most exacting standards in every consumer good and product it touches.

From the earliest days of our relationship, when Bolton seafood buyers turned to Tri Marine for its iconic Rio Mare tuna brand to today where Bolton now leads as the owner of the company, the vision of two firms with shared values has never faltered.

And the heart of that vision has always been quality and people.

The future of Tri Marine is informed by its past. And while the way we do things has changed the reason we do them has remained the same.

As we look towards the next 50 years, now as part of Bolton, we have an even greater opportunity to do Tuna Right!

Tri Marine Group





This book is dedicated to the employees of Tri Marine Group as well as our suppliers, clients, and partners who have contributed their time and effort in the past, present, and those who will in the future. Together, you have all played a significant role in Tri Marine's legacy.

Thank you.



## PHOTO CREDITS

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**50<sup>th</sup>**  
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