



ANIMAL WELFARE POLICY

Seafresh Group (SFG) produces, manufactures, and distributes wild-caught and farmed seafood internationally, primarily decapod crustaceans. A core objective of our business is to produce and supply seafood based on responsible practices covering environmental, social and animal welfare aspects. For all seafood production, SFG understands and promotes the principle that general best practice (for both fishing and aquaculture operations) is underpinned by good animal welfare. To deliver on this commitment, our animal welfare policy, strategy and action plans are based on the below five core principles.



COMMITMENTS

SFG commits to comply with the legislation on animal welfare relevant to the species we source, in both production and market countries. SFG commits to promoting best practice and improving knowledge and awareness of animal welfare in our supply chain, through research, certifications, supplier training and improvement projects. SFG commits to working with suppliers and other stakeholders to eliminate any form of mutilation within our supply chains. SFG work with suppliers to implement and verify humane slaughter methods for decapod species, including farmed warm water prawns, crab, lobster, and crayfish. We do not sell live animals, all decapods are slaughtered before they reach the final consumer, and this must be carried out by trained personnel.

APPROACH

SFG commits to a species-specific approach to animal welfare, whereby production methods meet the specific environmental, nutritional, health and behavioural requirements of the species involved, aligning with the five freedoms¹. This means that we require producers to manage, monitor, and improve production systems using science-based welfare indicators which have been developed for each species. We work with our suppliers to apply this approach to all activities which involve live animals, including stocking, culture, handling, storage, transport, capture or harvesting, and slaughter. Our collaborations ensure effective improvements across the supply chain.

We communicate our requirements on animal welfare to suppliers through our Animal Welfare Policy, Supplier Guiding Principles, regular communications and onsite visits. We have integrated welfare requirements into our supplier approval process, quality management system and general supply chain management activities.

SFG collaborates with scientific, suppliers, customers, non-profit organisations, industry peers, and technology specialists to contribute to research on decapod welfare. We are active members of The Shellfish Association of Great Britain (SAGB), the Catch Welfare Platform (including the Crustacean Expert Group) and contribute to industry projects and multi-stakeholder groups on crustacean welfare. Our Director of Sustainability is responsible for overseeing the implementation of this policy and our animal welfare strategy. We have an Animal Welfare Lead who is responsible for the day-to-day management, monitoring and implementation of this policy and strategy across all species. The activities required in the supply chain are implemented and supported by a team of Aquaculture & Fisheries Biologists.

Lasse B. Hansen, CEO

27th August 2026



¹ <https://www.woah.org/en/what-we-do/animal-health-and-welfare/animal-welfare/>

ANIMAL WELFARE STRATEGY OVERVIEW

The company animal welfare strategy can be summarised into the following main objectives:

1. To develop and maintain welfare expertise within our own company and in the supply chain

Our team of biologists are collectively responsible for supporting the implementation of our animal welfare strategy and are expected to develop knowledge on welfare for the species within their remit. This includes staying up to date on published articles and scientific literature and actively taking part in conferences and pre-competitive working group meetings (remote and in-person) that cover relevant welfare topics, such as the Catch Welfare Platform, the Shellfish Association of Great Britain and the Global Shrimp Forum. All our aquaculture biologists in our team have received training on warm-water shrimp welfare, delivered in-person by aquaculture experts from FAI Farms. Most of the warm water shrimp farms management teams in our supply base have also received the same in-person welfare training workshop in their native languages.

2. To monitor and verify compliance against welfare requirements and report against our key performance indicators for welfare (by species and by supply chain)

We include welfare requirements in product technical specifications, whereby any deviation from an agreed requirement is raised as non-conformances. This would trigger a root cause analysis and require agreeing a timebound corrective action with the supplier. We continuously monitor the supply chain through questionnaires, regular communications as well as ensuring that welfare assessments are completed for every supplier visit.

3. To conduct welfare risk assessments of all our production systems (based on the methodology described below) with two main goals:

- a. To agree and implement action plans where we identify opportunities to improve
- b. To actively support and drive research and development where applied scientific knowledge or commercial scale trials are lacking

4. To contribute to the development of industry standards through collaboration, with multi-stakeholder projects, industry associations, and pre-competitive working groups

We are actively involved in forums such as the Catch Welfare Platform, which is focused on facilitating collaboration between industry and academia, as well as their recently formed Crustacean Expert Working group which has been established to develop guidance for based on scientific evidence. We are members of the Shellfish Association of Great Britain, which is involved in coordinating welfare research projects and supporting producers to meet growing welfare expectations, as well as facilitating communication with government bodies on the development of new legislation for England.

Welfare Risk Assessment Methodology

Our internal welfare risk assessment has been developed as a tool for assessing the inherent welfare risk in each of our seafood supply chains and for each species. The assessment considers 6 main risk factors: by-catch, nutrition, environmental conditions, health, handling, mutilation and stunning & slaughter; and each risk factor is applied to every step in the production, catch and supply process when our supply chain is responsible for the animal while it is alive. This covers from broodstock & egg stages for farmed species and from capture for wild species, until slaughter. For each step and risk factor, a risk rating (high, medium or low) is determined based on the relevant welfare indicators.

For these welfare assessments, we use outcome-based indicators that capture environmental, nutritional, health and behavioural aspects. For example, this could include mortality rates, oxygen limits for in-water process, signs of poor health or physical damage. We review these indicators within the operational context of each activity, such as gear used, handling methods and time, to confirm if good welfare practices are in place or if improvements are required. By assessing our supply chains based on this holistic approach, we can map where good practices are implemented and where there are needs or opportunities for improvements, to ensure that we can effectively and strategically improve and maintain the welfare of the animals within our supply chain. As academic research & industry developments advance our awareness and knowledge on crustacean welfare, we expect this methodology to evolve and strengthen year-on-year.

ANIMAL WELFARE PERFORMANCE REPORT (based on 2025 calendar year)

OUTCOMES	KPI's	Targets	Progress	Action Plan	Timeline
Welfare Risk Assessments	Assess production systems using our welfare risk assessment methodology (% of supply chains assessed)	100%	44%	Continue assessments by incorporating into supplier visits	Dec-27
MUTILATION					
Eliminate any form of mutilation on live animals	% shrimp PL's from non-ablated broodstock	100%	86%	Where eyestalk ablation is still used, engage with suppliers to agree reduction targets	Ongoing
	% crabs which have not had their claws nicked	100%	82%	Claw nicking is crucial to minimise aggressive behaviour between individuals and ensure safe multi-day storage and transport of crabs at sea and onshore. There are currently no commercially available alternatives to claw nicking, and we remain engaged with the "Clawbinder" project being trialled in the UK. Subject to viability, successful commercial-scale trial and robust scientific validation, we would seek to eliminate claw-nicking from our supply chain.	Ongoing
PRODUCTION (FARMING)					
Antibiotic use	% of farms which report no use of antibiotics	100%	100%	Achieved - continue to monitor.	Ongoing monitoring
	If antibiotic treatment is required, % of farms which report the use of antibiotics	NA	NA	Achieved - continue to monitor.	Ongoing monitoring
Good Farming Practices	% of farmed product which is certified to against third-party aquaculture standards (ASC, BAP, GlobalGAP or Organic)	100%	100%	Achieved - continue to monitor.	Ongoing monitoring
Higher Welfare Standards	% of suppliers which comply with standards which involve welfare requirements beyond the industry norm	100%	81% (based on volume)	Support the development and adoption of higher welfare standards	Ongoing monitoring
Welfare Training for Supply Chain	Staff who are responsible for animal welfare in supply chains should have species-specific welfare training; this is currently only available for Whiteleg shrimp (<i>P. vannamei</i>)	100% of <i>P. vannamei</i> suppliers	83% of <i>P. vannamei</i> suppliers	Organise welfare training workshops for remaining suppliers	Dec-27
PRODUCTION (FISHING)					
Fishing gear impact and by-catch	Wild species sourced from fisheries with management systems in place to reduce unwanted by-catch and undersized individuals, as well as to prevent any impacts on PET species	100%	100%	100% lobster, crab and crayfish are caught using static gear (pots and creels) with escape mechanisms for undersized individuals from fisheries with low discards and/or high discard survival rates. Where we identify specific risks of PET entanglement, sourcing is made from lower risk areas which are monitored for entanglement and sighting events to inform future sourcing strategies.	Ongoing monitoring

STUNNING AND SLAUGHTER

Our goal is for all farmed decapods and any wild decapods landed live to be responsibly slaughtered, and we aim to deliver this by working on two main objectives in tandem: (1) To ensure that animals are stunned prior to slaughter and handled responsibly throughout the process and (2) to conduct tests using welfare indicators to verify effective stunning and slaughter practices or to support the development of these indicators if not yet developed.

SHRIMP

100% shrimp are pumped or brailled directly from ponds, before stunning with electric or cold shock before slaughter. Two of our supply farms were the first ones to participate in the commercial-scale research study investigating different electric stunning techniques led by the University of Stirling in partnership with SWP. Since this work, we have developed significant knowledge on the conditions required to stun and slaughter shrimp effectively and which welfare indicators to use to verify effective harvest protocols. This work highlighted the importance of verifying effective stunning and slaughter methods throughout our supply chain and confirming that certain stunning and slaughter practices are in place alone is insufficient. Our progress is reported in the table below and our goal for 2027 is to continue to verify and optimise stunning and slaughter methods across all shrimp supply chains (both Whiteleg and Black tiger shrimp).

Harvest Method	% farms which use each method		Verification				
			Verification Tests Used	Of each method, % verified		Target	Timeline
	By volume	By supply chain		By volume	By supply chain		
Cold shock with ice slurry or brine slurry, then put on ice	83%	56%	Recovery tests	82%	40%	100%	Dec-27
Electric shock (dry or in-water), then put in ice slurry or directly on to ice	17%	44%	Cold-challenge tests	17%	25%	100%	Dec-27

LOBSTER

100% of lobsters are kept in controlled conditions (in-water or humid air) throughout transport and storage and prior to stunning with electric shock before slaughter. In 2025, we conducted internal trials with the support of scientific advice and to develop the welfare indicators and monitoring techniques for verifying effective stunning based on behavioural observations. While these protocols are implemented in our supply chain to support our operations to manage and monitor welfare, this protocol requires further scientific verification and industry consensus. Therefore, the goal for 2027 is to support the development of a verification protocol with peers in the industry and the scientific community.

CRAYFISH

100% crayfish are kept in controlled conditions at low temperatures throughout transport and interim storage, however there is no stunning prior to slaughter. There was very limited research conducted on this species and this year (June 2026), we commissioned a research study with the University of Stirling in partnership with the Shrimp Welfare Project to use behavioural indicators and neural activity to evaluate stunning and slaughter processes. The findings from this study will be used to develop stunning techniques to test a commercial-scale stunning method by end of 2027, and shape the future of slaughter methods for this species.

CRAB

100% of crabs are kept in controlled conditions (in-water or humid air) throughout transport, interim storage and prior to stunning with electric shock before slaughter. We have supported the formation of the Crustacean Expert Group within the Catch Welfare Platform with industry peers & scientists to develop best practice guidance & operational welfare indicators for optimising stunning and slaughter processes for crab. We will continue to work with processors and the catching sector to investigate and implement alternatives to claw nicking.

COLLABORATIONS & PUBLIC ENGAGEMENT

One of the principles behind our animal welfare strategy is that our company seeks to ensure that the work we do adds value to the operations within our producers and adds value to the wider industry. Below is a list of publications that refer to research studies we have been involved in, details on the current projects ongoing and our public engagement.

Research studies we have collaborated in or supported:

- Weineck, K., Ray, A.J., Fleckenstein, L.J., Medley, M., Dzubuk, N., Piana, E. and Cooper, R.L., 2018. Physiological changes as a measure of crustacean welfare under different standardized stunning techniques: Cooling and electroshock. *Animals*, 8(9), p.158.
- Wycoff, S., Weineck, K., Conlin, S., Suryadevara, C., Grau, E., Bradley, A., Cantrell, D., Eversole, S., Grachen, C., Hall, K. and Hawthorne, D., 2018. Effects of clove oil (eugenol) on proprioceptive neurons, heart rate, and behavior in model crustaceans. *Impulse (19343361)*, p.1.
- Adams, R., Stanley, C.E., Piana, E. and Cooper, R.L., 2019. Physiological and behavioral indicators to measure crustacean welfare. *Animals*, 9(11), p.914.
- Somerville, J., Ellis, M., Putyora, E., Ayaril, N., Planellas, S.R. and Albalat, A., 2026. Behavioural and neurological profiles after electrical stunning and cold shock in Pacific whiteleg shrimp (*Penaeus vannamei*) to inform humane slaughter. *Aquaculture*, p.744375.

Current Research Projects Ongoing

- Optimisation and Validation of Successful Stunning Practices in Tropical Prawn Farms. Led by the Institute of Aquaculture at the University of Stirling, Scotland. Timeline 2024-2027.
- Optimisation of electrical stunning parameters to render crayfish insensitive by assessing neural activity and behaviour to support the development of commercial-scale stunners for crayfish (2026).

Public Engagement

Representatives from our business have participated in panel discussion & presented at conference events on the topic of animal welfare, including:

- AWRN-funded Workshop on Farmed Invertebrate Welfare for the London School of Economics, London, May 2024
- The Annual International Conference & Exposition of World Aquaculture Society and Asian Pacific Aquaculture, Indonesia, July 2024
- Animal Welfare in Aquaculture Workshop for PROBLUE: The World Bank's Blue Economy Program, online webinar, February 2025
- The Global Shrimp Forum, Utrecht, September 2023 & 2025