

SUSTAINABILITY POLICY

Seafresh Group produces and distributes seafood and aquafeed products. We specialise in shellfish and are most well-known for our shrimp. A core objective of our business is to produce and supply the most sustainable seafood.

We understand the links between economic, environmental, and social aspects in seafood production, and we implement with customers and suppliers a comprehensive business model that allows for the sustainable development of the whole value chain, in the long term. We recognise our role in supporting progress towards the United Nations Sustainable Development Goals (SDGs), and our activities, values and sustainability objectives directly contribute to SDG targets, especially on SDG 8, 12 and 14.



Throughout our supply chain and our own operations, we have a responsibility to prevent and mitigate any risks to human and labour rights, and strive to have a positive impact on the quality of life of workers and local communities. Our Human Rights and Ethical & Responsible Sourcing policies detail our commitments and actions to protect human rights throughout our supply chain, provide our employees and workers with good working conditions, and contribute to the improvement of quality of life along the value chain.

In our own operations, we implement best management practices and invest in innovative solutions for optimising their efficiency and reducing their environmental impact, whilst benefiting our employees and their communities. We work on continually reducing the environmental footprint of our products and we have committed to set GHG emissions reduction targets towards Net Zero by 2040 across scopes 1, 2 & 3. We take actions for reducing the amount of plastic and packaging used throughout our supply chain, and the generation of waste, particularly food waste.

Whether our products originate from wild fisheries or aquaculture, our goal is to select and develop seafood sources that are well managed. We are committed to making our supply chains fully transparent and traceable, and avoiding any link to fishing companies or vessels involved in illegal, unreported and unregulated (IUU) fishing activities.

Seafresh Group is a member of the Sustainable Seafood Coalition (SSC) and commits to sourcing seafood responsibly as defined by the SSC codes. Our aim is to achieve this through independent certifications that confirm the responsible management and sustainability of fisheries and aquaculture operations. Where possible, we source wild-caught species from fisheries that are certified by the Marine Stewardship Council (MSC), or alternatively that have sustainable practices and stringent management in place. For those fisheries that have deficiencies in their management, we partner with others to implement Fishery Improvement Projects (FIPs) or other appropriate improvement actions to ensure the long-term sustainability of each stock, and minimise impacts on the wider environment.

Our supply chains of farmed seafood for the retail market are all certified against Best Aquaculture Practices (BAP), the Aquaculture Stewardship Council (ASC), GlobalGAP or organic aquaculture standards. We invest in developing and producing feed ingredients made of processing by-products to develop our own circular economy, and we also encourage supply feed mills to source fish ingredients made of by-products. We expect supply feed mills to source marine fish ingredients from suppliers certified by MarinTrust or engaged in a MarinTrust improver programme, or from fisheries either certified by the MSC or in a FIP.

We are committed to the conservation of natural habitats and biodiversity throughout our supply chain, in line with the most stringent fisheries and aquaculture certification standards. We are committed to achieving and maintaining a supply chain free of deforestation and land conversion linked to soy and palm oil ingredients, either directly used in our food products or embedded in farmed animal products as feed ingredient. We work with the Global Ghost Gear Initiative (GGGI) to implement best practices and reduce the incidence of fishing gear losses and the generation of marine debris in our supply chain, including both fisheries and aquaculture.

We recognise the importance of protecting and managing animal welfare for both ethical and production performance reasons. We have adopted an Animal Welfare policy and are implementing a comprehensive management strategy.

Seafresh Group maintains a company culture of sustainability stewardship and continual improvement through the monitoring of supply chain performance, the implementation of targets and actions involving

company teams, suppliers and customers. We collaborate with external organisations to bolster our actions along the value chain and actively contribute to collaborative initiatives aimed at improving all sustainability aspects of our industry.

Our Director of Sustainability is responsible for implementing strategies and management procedures to ensure a sustainable development of our activities. We disclose publicly our commitments, actions and progress on specific aspects of this policy.

A handwritten signature in black ink, appearing to read 'Lasse B. Hansen', positioned above the printed name.

Lasse B. Hansen, CEO

30th April, 2025