



2023 SUSTAINABILITY PROGRAM OVERVIEW

PREPARED BY SEAFOOD NINJA

MARCH 2023

Table of Contents

Sustainability Journey **1**

Vision & Mission **2**

2023 Year In Numbers **3**

Fishery Improvement Projects (FIPs) **8**

Reform & Advocacy **9**

Partnerships **10**

What's Next? **11**

Contact Us **13**

SEA DELIGHT JOURNEY



Sea Delight Group (Sea Delight, LLC and ADS Seafood d.b.a. Atlantic Fisheries, LLC), has been a pioneer in the realm of environmentally conscious seafood sourcing since 2009. Our commitment to sustainability began with our collaboration with WWF Indonesia to establish a Fishery Improvement Project (FIP) for Snapper, Grouper, and Tuna. Over the years, we have actively engaged in initiatives aimed at promoting sustainable practices within the seafood industry.

Participation in high-level panel discussions at events like Seafood Expo North America and SeaWeb Seafood Summit has allowed us to contribute to critical conversations surrounding seafood sustainability. Furthermore, our involvement in supplier roundtables organized by the Sustainable Fisheries Partnership (SFP) and participation in the Global Dialogue on Seafood Traceability (GDST) as well as our partnership with Global Sustainable Seafood Initiative (GSSI), underscore our dedication to fostering sustainability across the seafood supply chain.

In our pursuit of transparency and accountability, Sea Delight supports fisheryprogress.org, a platform providing reliable information on the progress of fishery improvement projects. Collaborating closely with our suppliers and FIP partners, we diligently input data on the FIPs we endorse, facilitating greater transparency and enabling stakeholders to track progress effectively.

Despite our unwavering commitment to sustainability, we remain steadfast in our mission to offer profitable, high-quality seafood products that not only meet but exceed consumers expectations worldwide. Our goal is to inspire individuals to join us in championing global conservation and sustainability efforts, ensuring a brighter future for our oceans and seafood resources.

VISION

Our Vision is to improve the quality of life of the people who desire to produce, store, transport, and consume healthy seafood products. We strive to continue to add profitable, high quality lines of product that exceed the expectations of consumers worldwide and inspire all to participate in global conservation and sustainability efforts.

MISSION

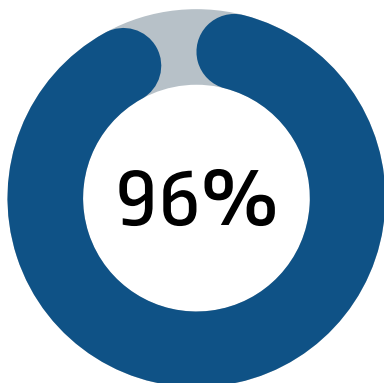
Our Mission is to provide the highest quality fresh seafood in the frozen form that is sold at competitive prices with premier customer service, while remaining dedicated to global conservation by educating and partnering with responsible fisheries.



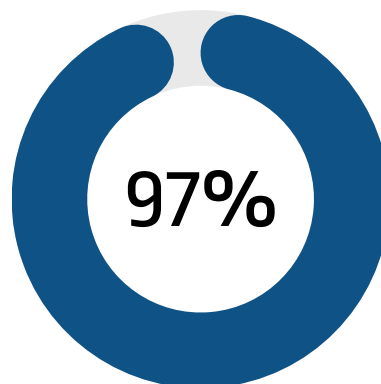
2023 YEAR IN NUMBERS

When Sea Delight (U.S. and Canada) embarked on our sustainability journey in 2009, our initial goal was to source a minimum of 60% of our wild seafood from Fishery Improvement Projects (FIPs) annually. Over time, our dedication to responsible sourcing has expanded beyond wild-caught seafood to include farm-raised products as well.

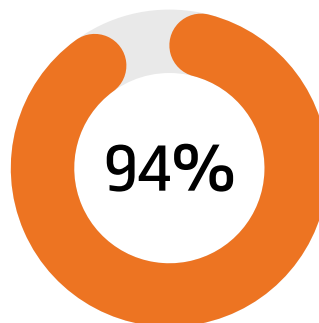
We are proud to report that our commitment to sustainability has yielded significant progress and extends beyond Sea Delight Group to include Vasco & Company Seafood, LLC's own sourcing. With over 90% of our seafood now responsibly sourced across our companies and affiliated brands. This achievement underscores our unwavering commitment to promoting environmentally sound practices throughout our supply chain.



SEA DELIGHT GROUP



VASCO & CO



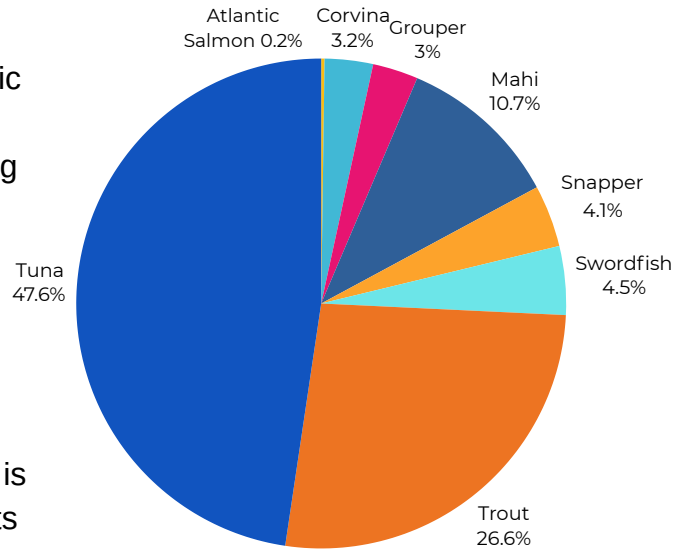
SEA DELIGHT CANADA*

*Sea Delight Canada ceased operations in 2023, and Vasco & Co will now cater to Canadian customers.

2023 YEAR IN NUMBERS

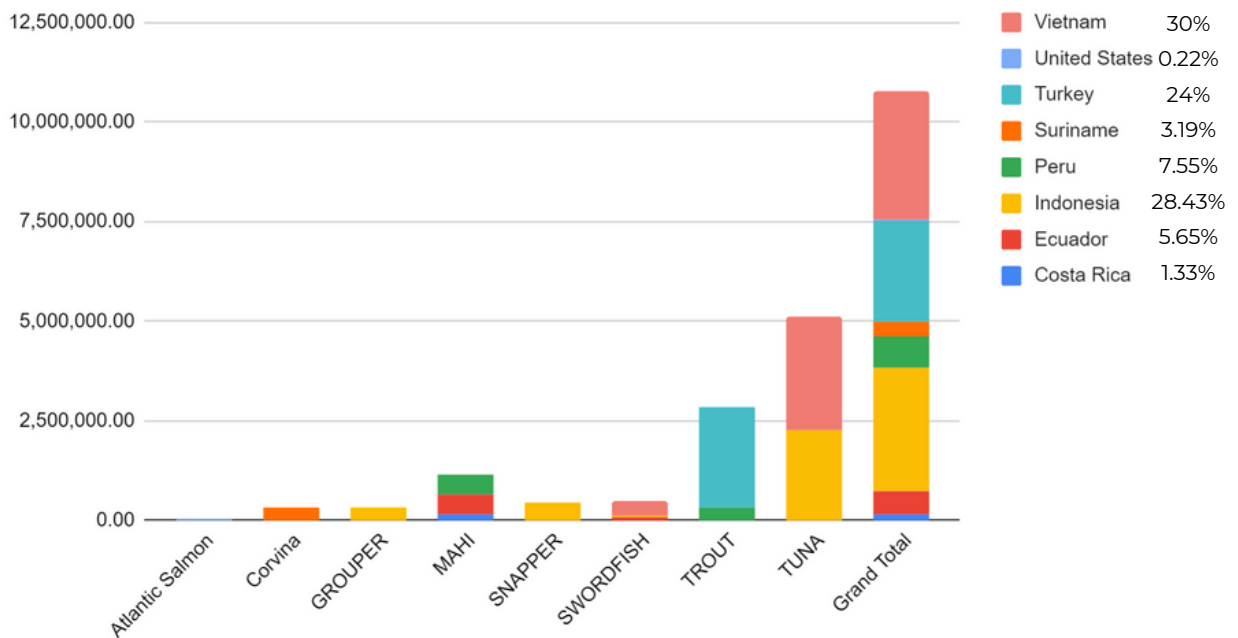
SEA DELIGHT GROUP

The data includes imports from both Sea Delight, LLC and ADS Seafood d.b.a Atlantic Fisheries. Our main products consistently come from similar sources, with tuna making up 48% of what we procure. Following closely, trout accounts for 27%, and mahi-mahi makes up 11% of our sourcing. Swordfish makes up around 5% of our offerings, while snapper, grouper, and corvina together represent 4% and 3% respectively, and domestic Atlantic Salmon is less than 1%. This diverse range of products showcases our dedication to offering a broad selection of high-quality seafood to cater to our customers' various preferences.



Species Volume Impact in Total Sourcing

Production By Country

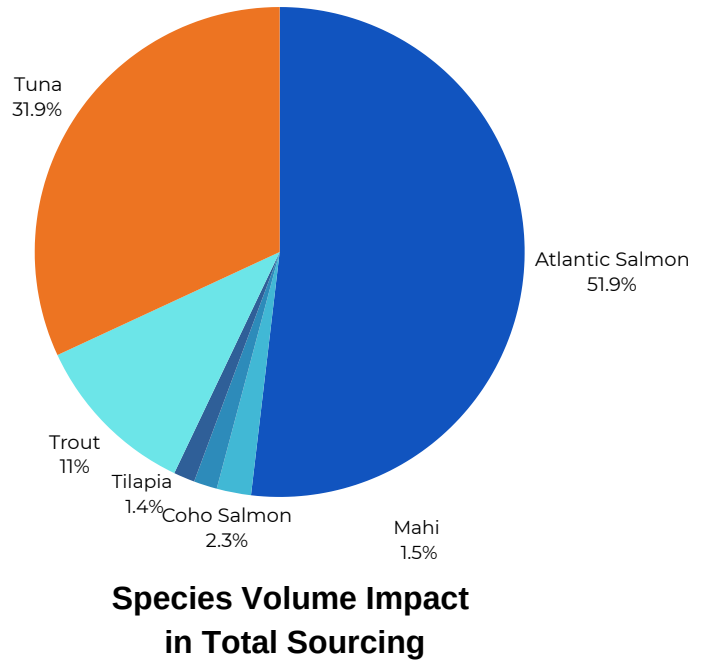


2023 YEAR IN NUMBERS

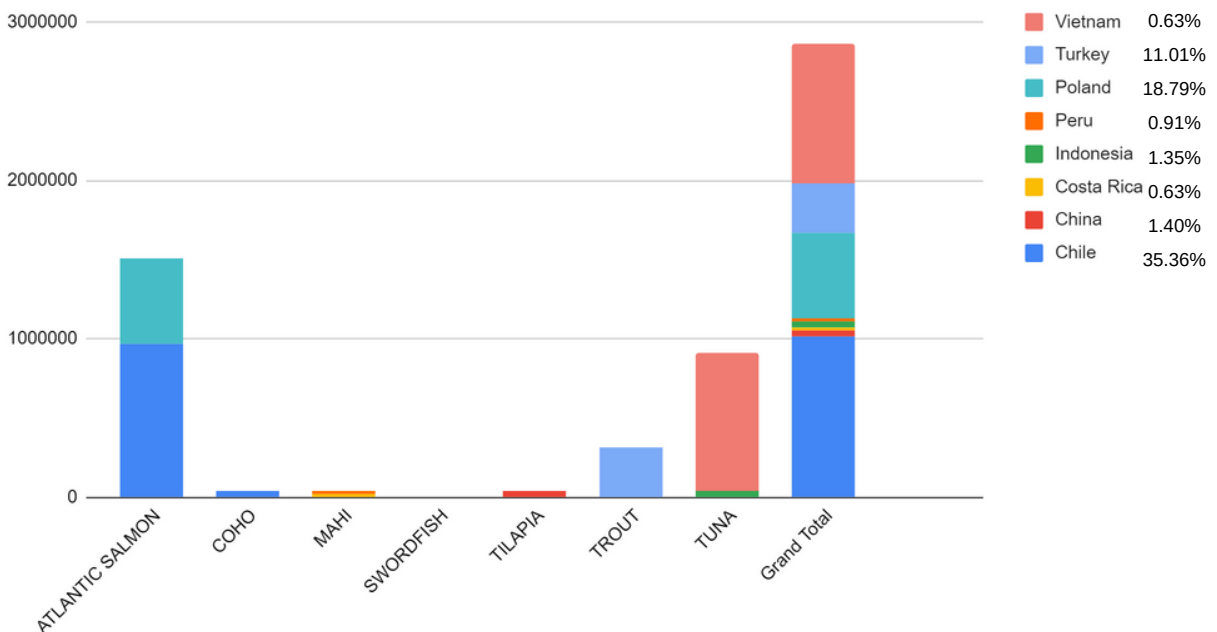
VASCO & COMPANY SEAFOOD, LLC

Vasco & Co. sourcing strategy for Canada diverges from both Sea Delight and Sea Delight Canada, reflecting unique market dynamics and consumer preferences. Salmon takes the lead in Vasco's procurement, constituting 53% of their total sourcing. Following closely behind, tuna holds a significant share at 32%. Trout sourcing represents 11% of Vasco's procurement, reflecting a notable but slightly lower emphasis compared to Sea Delight Group and Sea Delight Canada.

Additionally, Vasco makes negligible purchases of mahi, tilapia, coho, and swordfish, each accounting for ~1% or less of their total sourcing. This suggests a more selective approach to sourcing these species, potentially driven by factors such as availability, consumer demand, and market trends.



Production by Country



2023 YEAR IN NUMBERS

VASCO & COMPANY SEAFOOD, LLC

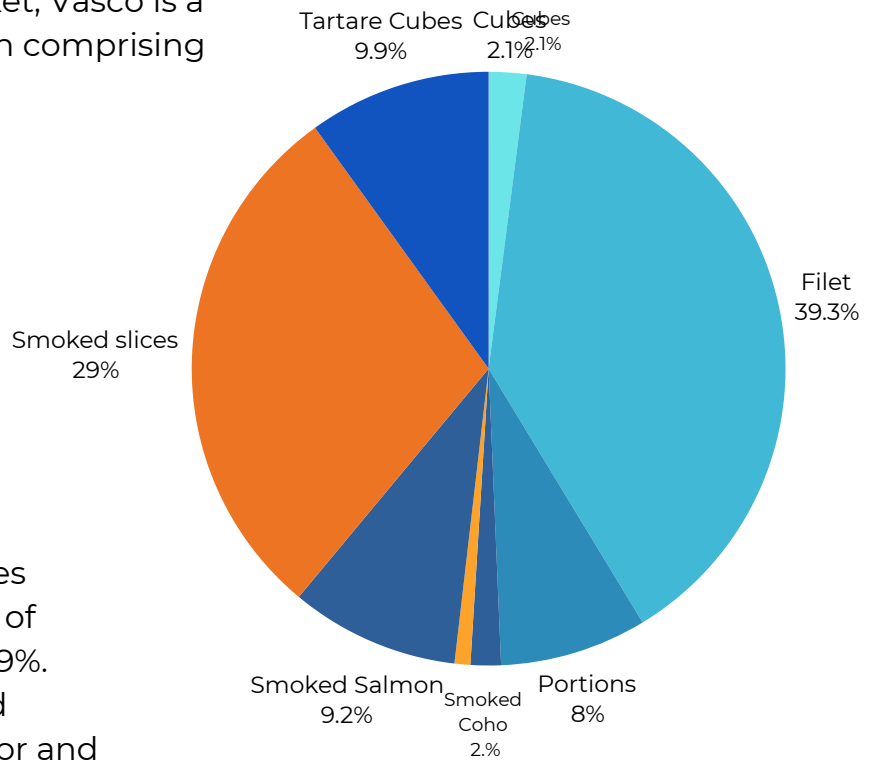
In the Canadian salmon market, Vasco is a significant player, with salmon comprising 53% of its procurement.

Within their salmon offerings, Vasco's sales are led by fillets, accounting for 43% of their sales volume. Fillets are a popular choice among consumers due to their versatility and ease of preparation.

Following fillets, smoked slices make up a substantial portion of Vasco's sales, accounting for 29%. Smoked salmon is a well-loved delicacy known for its rich flavor and unique texture, making it a preferred choice for many consumers, whether used in sandwiches, salads, or enjoyed on its own.

Additionally, Vasco's sales include tartare cubes, representing 9.9% of their salmon procurement. Tartare cubes offer a convenient and gourmet option for consumers who enjoy raw or lightly marinated salmon dishes, adding a touch of sophistication to culinary experiences.

Overall, Vasco's dominance in the Canadian salmon market is underscored by its strategic focus on these key product categories, catering to diverse consumer preferences and demand for high-quality salmon products across various culinary applications.



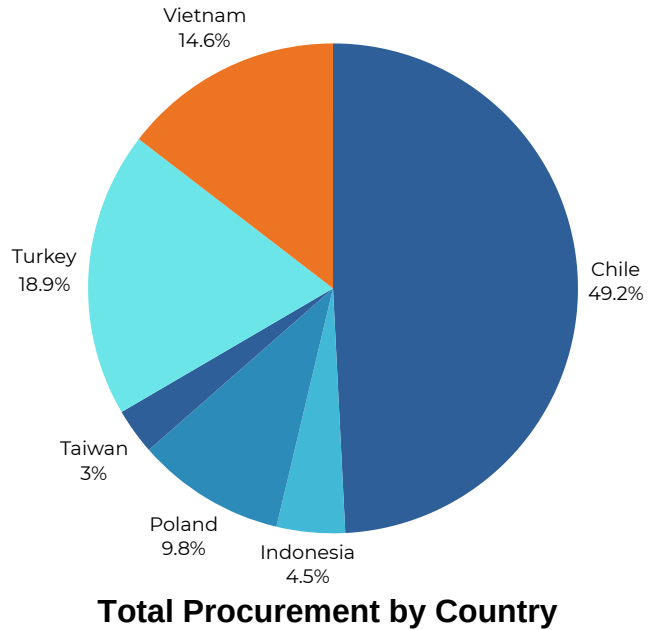
SALMON PROCUREMENT BY PRODUCT PRESENTATION

2023 YEAR IN NUMBERS

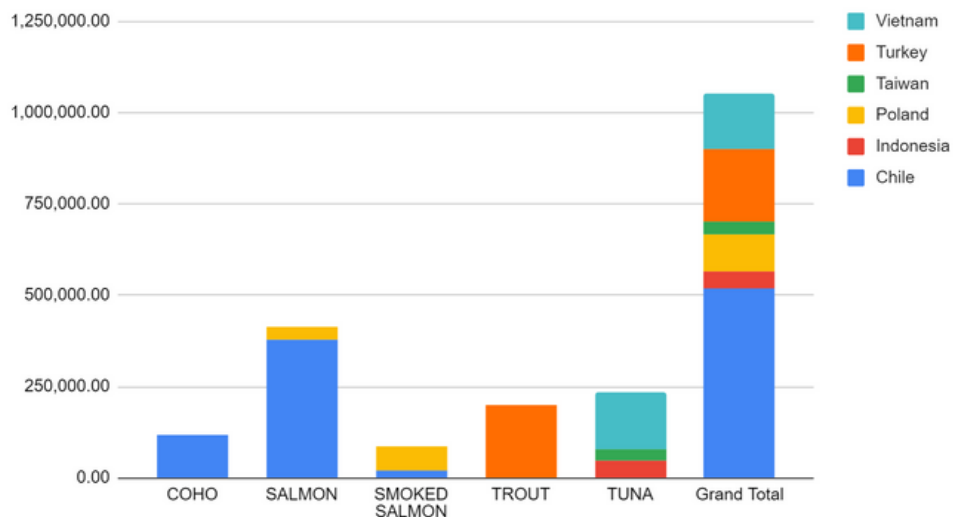
SEA DELIGHT CANADA

In contrast, Sea Delight Canada's core product offerings exhibited a distinct profile. Salmon takes center stage, comprising 39% of our total procurement, followed closely behind by Tuna at 22% of our offerings, catering to the demand for this popular species. Trout represents a substantial portion of our product mix, constituting 19% of our sourcing, followed by Coho at 11%, and smoked salmon, which holds an 8% share, appealing to those seeking premium and value-added seafood products.

Sea Delight Canada ceased operations in 2023, and Vasco & Co will now cater to Canadian customers and continue our commitment to meeting the diverse preferences of Canadian consumers while maintaining our dedication to quality, sustainability, and customer satisfaction.



Production by Country



FISHERY IMPROVEMENT PROJECTS (FIPS)

A Fishery Improvement Project (FIP) is a multistakeholder effort to address environmental challenges in a fishery. These projects utilize the power of the private sector to incentivize positive changes toward sustainability in the fishery and seek to make these changes endure through policy change. Since 2009, Sea Delight has supported over 17 FIPs.

Today, we actively source products from 10 FIPs in the following countries:

INDONESIA

- Indonesia Indian Ocean skipjack tuna - pole & line
- Indonesia Indian Ocean yellowfin tuna - handline
- Indonesia Indian Ocean yellowfin tuna - pole & line
- Indonesia Western and Central Pacific Ocean yellowfin tuna - pole & line
- Indonesia Western and Central Pacific Ocean skipjack tuna - pole & line

VIETNAM

- Vietnam swordfish - handline
- Vietnam yellowfin tuna - handline. This FIP is entering MSC pre-assessment.

ECUADOR

- Ecuador mahi-mahi - longline

PERU

- Peru mahi-mahi - longline (WWF)

SURINAME

- Suriname corvina and acoupa weakfish - driftnet and trawl



REFORM & ADVOCACY

Sea Delight believes that making internal improvements to its supply chains are an effective way to generate reform within the seafood industry. Improvement areas include data collection, traceability systems, reporting, and supplier engagement. Whenever possible, Sea Delight advocates for legitimate efforts to strengthen fisheries policy and management to improve environmental outcomes in source fisheries and beyond.

2023 ENGAGEMENT

- Signed letter to Heads of Delegation to the Western and Central Pacific Fisheries Commission (WCPFC) to Call on the WCPFC to Urgently Adopt a Management Procedure for North Pacific Albacore Tuna and Adopt a new CMM for Tuna Conservation that Limits Fishing Mortality for Bigeye and Yellowfin
- Sea Delight, along with sixteen other global retailers, brands, and buyers, demonstrated a strong commitment to the sustainability of Indonesian tuna fisheries by uniting in the Blue Transformation. This commitment came to life at the International Tuna Conference (ITC) and the 7th International Coastal Tuna Business Forum (ICTBF), where the Indonesian Ministry of Marine Affairs and Fisheries and the International Pole and Line Foundation (IPNLF) inked a historic agreement.
- Signed letter to government representatives in Peru and Ecuador to encourage them to update their Memorandum of Understanding between the two countries and resume bilateral talks on shared management of dorado/ mahi mahi in the eastern South Pacific.
- Participated in panel at WWF Peru Mahi Workshop.
- Presented at the Market Incentives For Tuna Fisheries Session Indonesia Tuna Conference and 7th international Coastal Tuna Business Forum.



PARTNERSHIPS

Sea Delight actively engages all stakeholders to improve the sustainability of its seafood supply. Sea Delight partners with multiple NGOs to address different aspects of seafood sustainability. Sea Delight currently partners with World Wildlife Fund (WWF) and CeDePesca to work on-the-ground with suppliers for the improvement of source fisheries.



ADDITIONAL PARTNERSHIPS

- Global Sustainable Seafood Initiative (GSSI)- Board Member
- AP2HI
- IPNLF
- Ocean Wise

INITIATIVES

- Assisted in the development of proposal for Comprehensive Bycatch Reduction Development for Vietnam Handline Tuna Fishery. Project available for funding in Sustainable Fisheries Partnership (SFP) Bycatch Solutions Hub
- Partnered with a European inventor and fishing technology engineer to evaluate novel fish-attracting light technology in the Vietnam Handline Tuna and Swordfish Fishery. The trials focus on testing a new, more efficient light technology, with the goal of reducing fuel consumption and greenhouse gas emissions by almost 50% per vessel trip. Additionally, the deployment of these lights underwater is expected to help mitigate interactions with unintended bycatch species.

WHAT'S NEXT?

UPDATE SOURCING COMMITMENT

We are working on updating our commitment based on the new Conservation Alliance for Seafood Solutions Guidelines for Companies. These are meant to help align NGO and industry efforts on commitments and disclosure, increasing the information available and streamlining asks.

HUMAN RIGHTS DUE DILIGENCE (HRDD)

At Sea Delight, we place a high priority on upholding human rights throughout our supply chain. In line with industry best practices and international conventions, including those set forth by the International Labour Organization (ILO), we have strengthened our supplier code of conduct. This includes a firm commitment to respecting human rights.

Furthermore, we require all processors supplying our products to demonstrate a commitment to social responsibility. This encompasses providing transparent documentation of their progress towards achieving credible social responsibility standards. To ensure accountability, we mandate third-party verification against internationally recognized standards such as SEDEX/SMETA, AMFORI, BSCI, SA8000, or other programs endorsed by the Sustainable Supply Chain Initiative (SSCI).

By enforcing these rigorous standards, we aim to not only ensure the ethical treatment of workers throughout our supply chain but also to contribute positively to the advancement of human rights within the industry.

As part of our commitment to continuous learning and adherence to best practices, we are excited to announce our participation in The Consortium for Social Risks in Seafood's Exclusive Industry Workshop on March 26th, 2024. This workshop presents an invaluable opportunity for us to take a deep dive into social and environmental sustainability strategies, help build our internal capacity, and seek insights on how to implement these practices effectively through the participation in a series of pilot projects focused on data collection and assessment in various countries

WHAT'S NEXT?

CLIMATE STRATEGY

As pioneers in sustainable seafood, we recognize the crucial importance of establishing a climate strategy for the future of our business. Currently, we are actively engaged in defining the boundaries and scope of our operations. This foundational step is essential for us to set science-based targets and effectively report on our progress towards reducing greenhouse gas emissions. By undertaking this initiative, we aim not only to mitigate our environmental impact but also to align with our customers' climate objectives. This commitment underscores our dedication to sustainability and our proactive stance in addressing climate change within our industry.

TRACEABILITY

Sea Delight recognizes the importance of traceability in seafood supply chains for verifying the legality, integrity, and quality of our products. Sea Delight will continue working towards industry best practices in traceability including standardized data collection for seafood products, supply chain traceability demonstrations, and engagement in multi-stakeholder traceability dialogues and initiatives. We follow the journey of the Global Dialogue on Seafood Traceability (GDST) and continue to partner with Trace Register.



PACKAGING

At Sea Delight, we are fully committed to supporting our customers' initiatives to minimize waste. To this end, we are diligently working on transitioning our retail bags, both private label and Sea Delight branded, to become 100% recyclable in-store. Additionally, we are actively striving to enhance all food-contact inner vacuum bags to be compostable and/or suitable for landfill composting.

Furthermore, our focus extends to ensuring that all Sea Delight or private label cartons incorporate recycled paper pulp and are either 100% recyclable, compostable, or suitable for landfill composting. These efforts underscore our dedication to environmental sustainability and our pledge to contribute positively to waste reduction in the retail industry.

THANK YOU



BECAUSE, WE'RE HERE TO HELP



ADDRESS

12514 W Atlantic Blvd,
Coral Springs, FL 33071



TELEPHONE

+305-594-9797



E-MAIL

sustainability@sea-delight.com



WEBSITE

www.seadelightglobal.com



BRINGING IDEAS & INNOVATION
TO LIFE THROUGH COLLABORATION