



# ANNUAL REPORT 2020

*January 1st, 2020 to December 31st, 2020*

**Sea Delight LLC**

1250 W Atlantic Blvd, Coral Springs, FL 33071

Tel: 305 594 9797 Fax: 305 594 4301

[info@sea-delight.com](mailto:info@sea-delight.com)

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## Introduction

In 2012, Sea Delight began to expand its growing reputation for industry leadership in food safety to begin the process to strengthen the business's commitment to responsibly sourced seafood, to develop and maintain robust traceability systems and to document and share the story behind Sea Delight's involvement with fishery improvement efforts. More recently Sea Delight has been a leader in encouraging change in our suppliers' vision of Social Responsibility in the workplaces that produce Sea Delight products and the fisheries that supply them. Sea Delight's work has also expanded to include the publication of an Annual Report giving a robust annual seafood data analysis for its U.S. business, as well as reporting on traceability and social responsibility work streams.

Sea Delight remains committed to direct involvement in ongoing and new fishery improvement projects (FIPs) and the company has a recognized role as a stakeholder in multiple responsible fishery efforts. These efforts include but are not limited to; Mexico grouper, Ecuador mahi-mahi, Peru mahi-mahi, Indonesia yellowfin tuna, Indonesia snapper & grouper, Vietnam yellowfin tuna, Vietnam Handline Swordfish and 3 new projects in the Caribbean and Western Atlantic as well as blue crab in South America.

Sea Delight's commitment and effort is integral to achieving the objectives and milestones outlined within the FIP action plans, and in some instances, moving fisheries towards full assessment for Marine Stewardship Council (MSC) certification.

Included in this report is Sea Delight's annual progress towards meeting the measurable goals and commitments within its' Sustainable Seafood Policy and Traceability Policy and the revised policies for 2021. The policies are used by Sea Delight to guide purchasing decisions, determine involvement in fishery improvement projects, assess and mitigate risk, and maintain the company's position as a leader in the sustainable, responsibly sourced, seafood movement.

The 2020 Sea Delight annual report is divided into 4 main sections:

- [1. Highlights of 2020 sustainability achievements \(Page 3\)](#)**
- [2. Sustainability, traceability and social responsibility policies and progress \(Page 7\)](#)**
- [3. Measurable Goals \(Page 9\)](#)**
- [4. Analysis of 2020 Sea Delight LLC sourcing data \(Page 15\)](#)**

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## 2020 Sustainability and Social Responsibility Highlights

### **2020 Responsible Seafood Sourcing**

95% of Sea Delight U.S. products were responsibly sourced\*, in compliance with our 2020 Measurable Goals.

\* Responsibly Sourced: Seafood products that are certified to an environmental sustainability standard benchmarked and recognized by the Global Sustainable Seafood Initiative (GSSI), or sourced from credible, time-bound improvement projects, including FIPs that meet independent 3rd party standards for progress and/or from fisheries or production rated as either Green 'Best Choices' or Yellow 'Good Alternatives' by the Monterey Bay Aquarium's Seafood Watch program.

### **Leadership**

- Sea Delight representatives participated in 5 SFP Seafood Roundtables or 1 on 1 calls. Sea Delight also gave direct advice to SFP on the development of the new ADI (Indonesia Demersal Fishery Association) National Demersal FIP.
- A Sea Delight representative became an Executive Working Group (EWG) member of the Global Sustainable Seafood Initiative (GSSI), Consumer Goods Forum Sustainable Supply Chain Global Benchmark for At Sea Social Responsibility (GSSI ASO/SR) Benchmarking Standard development and participated in more than 7 webinars as part of that work. The ASO/SR Draft Benchmark is now in its second public comment phase.
- As GSSI EWG member a Sea Delight representative gave a recorded presentation on the experience of being part of the Benchmarking process at a Webinar for GSSI members and stakeholders.
- Sea Delight was named by Seafood Source Magazine as one of the worldwide 2020 "Top 25 Seafood Companies for Sustainability and Conservation."
- Sea Delight began work on a Comprehensive FIP for Suriname Corvina and has already begun acting on FIP tasks.
- Sea Delight contributed design and concept input to the development of both a traceability and e logbook application for Vietnam handline tuna and swordfish fisheries.



### ***Presentations and Speaking Engagements***

- Sea Delight representatives met with the management team of Hong Ngoc Seafood to present the registration and operation instructions for fishers to deploy the Crew Observer Photographic Protocol Android App. (COPPA). The COPPA program to collect data from the Vietnam Handline Tuna Fishery was expanded to vessels fishing from Tuy Hoa, Phu Yen Province. Jan. 2020
- Sea Delight gave a pre-recorded presentation at the Global Dialogue for Seafood Traceability (GDST) Webinar. The Webinar was held to announce the completion of the GDST 1 Standard. The presentation was on applying the GDST 1 Standard in a working tuna fishery. March 2020.
- Sea Delight representatives traveled to Tam Quan Bac, Binh Dinh Province to present fishermen with new Android devices and to teach the operation and instructions for fishers to deploy the Crew Observer Photographic Protocol Android App. (COPPA). The COPPA program to collect data from the Vietnam Handline Tuna Fishery was expanded to vessels fishing from Tam Quan Bac. May 2020
- Sea Delight gave a presentation and hosted a 1 hour-long class session for Fisheries Management students at Nha Trang University. The presentation featured a general overview of sustainability and social responsibility in fisheries and a review of the MSC Sustainability principles in wild fisheries. July 2020
- A Sea Delight representative was a featured panelist at the GSSI Webinar for EWG members and stakeholders. GSSI assisted with his prepared remarks reflecting on the experience of being an ASO/SR EWG member and general comments on the Draft Benchmark itself. July 2020
- A Sea Delight representative flew to Hai Phong, Vietnam to meet with scientists at the Research Institute of Marine Fisheries (RIMF). A presentation on the data collected from the COPPA program and offering COPPA for expanded use in the handline tuna and swordfish fisheries, as well as other tuna fisheries in Vietnam was shared with RIMF. December 2020

There was also a discussion on a proposed national management plan for swordfish and a request for clarification of regulations concerning retention of pelagic shark species. December 2020

- A Sea Delight representative was invited to be a speaker and panelist at the International Labor Organization, OXFAM and Vietnam Tuna Association in-person meeting on labor rights, social responsibility, and work conditions at sea in Vietnam's fisheries. Sea Delight spoke on the "Best Practice" for social responsibility in fisheries, especially artisanal and small-scale fisheries. Dec. 2020



## **Traceability**

- Sea Delight tuna helped review and suggest corrective actions from the recent traceability audit with a key tuna supplier. The supplier is a participant in the Vietnam tuna and swordfish FIPs. Jan 2020
- Sea Delight provided a draft sketch and concept for an Android app version of the Vietnam tuna and swordfish trace code system to VINATUNA and WWF representatives. JAN. 2020
- The Sea Delight team met with a major retail chain representative by conference call to discuss best options for wild caught seafood traceability. The retail chain rep indicated the Trace Register system would be his choice. He said he would suggest Trace Register synchronize with GDST. (This is now ongoing) March 2020
- Sea Delight signed on to adopt the GDST Traceability Standard 1.0. Feb. 2020
- Sea Delight participated in a 2nd call with the development team on the Vietnam handline Tuna and Swordfish fishery Traceability App. March 2020
- Sea Delight met with the trace app development team, in-person and online, VINATUNA gave a live demo of new App. September 2020.
- App is now in fishery Trial stages for actual deployment in Q2 2021.
- Sea delight joins webinar on new FDA Food Safety traceability law. Webinar hosted by GDST. November 2020
- Researched the new FDA Trace regulation and shared insight and comments/questions for FDA internally with Sea Delight team. Dec. 2020

## **Reform and Advocacy**

- Signed the SFP open letter to Peruvian government and fisheries authorities urging them to adhere to the National Action Plan for mahi. Jan. 2020
- Sea Delight sent an email to SFP for the Indonesian Long Line Tuna FIP to include swordfish. The FIP has since been revised to include swordfish. March 2020
- Signed the SFP letter to RFMO's to find a way to quickly return international fishery observers to work safely as the COVID-19 pandemic continues. May 2020
- Sea Delight secured the support of its mahi suppliers in Peru to sign a letter to Peruvian government and fisheries authorities to support the Peru Mahi FIP. June 2020
- Sent a letter to FisheryProgress.org commenting on the proposed Social Responsibility Policy. June 2020

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- Signed the SFP letter to Indonesian government and fishery authorities urging improvement of demersal fish management Policies. June 2020
- Addressed University of Nha Trang Students in a one-hour seminar on sustainability and social responsibility in fisheries. Urged the students to join government fishery management ministries and to advocate the sustainable and precautionary approach to fisheries management. July 2020
- Initiated a program to of cooperation with a Sea Delight supplier of vacuum packaging for frozen seafood to create samples of bags with an added compound rendering the bags recyclable, aerobically biodegradable and landfill compostable. This is an ongoing program July 2020
- Met with Vietnam fishery researchers to urge a clear policy on pelagic sharks that will clearly ban retention and sale of same. Also urged the development of a swordfish management framework, possibly included in the tuna management framework. December 2020

### ***Social Responsibility***

- Sea Delight, through its participation in the Executive Working Group, helped shape the current 2nd draft of the Global Sustainable Seafood Initiative (GSSI), Consumer Goods Forum Sustainable Supply Chain Global Benchmark for At Sea Social Responsibility. Ongoing
- Sea Delight provided comments to FisheryProgress.org on their proposed Social Responsibility Policy for FIPs. This is an ongoing process until the final SR Policy is released. Ongoing
- Sea Delight requires all partner/suppliers processing facilities to have current valid audits for Social Responsibility using the SEDEX/SMETA standard or equivalent. Ongoing
- A Sea Delight representative was invited to be a speaker and panelist at the International Labor Organization, OXFAM and Vietnam Tuna Association in-person meeting on labor rights, social responsibility and work conditions at sea in Vietnam's fisheries. Sea Delight spoke on the "Best Practice" for social responsibility in fisheries, especially artisanal and small-scale fisheries. Dec. 2020

### ***Marketing Outreach***

- Updated all "FIP Pages" and completely re-designed the Sea Delight website to better communicate all products available and sustainability and social responsibility work

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### Sustainable Seafood Policy & Progress

Sea Delight was one of the first seafood distributors in North America to develop a comprehensive sustainability policy. The policy reflects Sea Delight's longstanding responsible seafood practices and provides a framework to maintain a high level of performance over time. Importantly, the policy outlines specific, measurable goals that Sea Delight can track progress against annually. The full version of Sea Delight's sustainability policy, as it appears on the Sea Delight website, is shown below:

1. Sea Delight is committed to ensuring seafood remains a secure resource for future generations to enjoy.
2. We use our buying power and position in the seafood industry to employ and promote responsible practices globally. Our own principles, including strategic sourcing and research, leverage positive change in our suppliers and customers.
3. Our informed choices are strengthened by establishing transparency in our supply chains and collecting data so we can eliminate illegal, unreported and unregulated (IUU) seafood from our supply. We are active participants in the US NOAA SIMP mandatory anti-IUU traceability program. We educate our employees, suppliers, and customers by sharing supply chain and traceability information to tell the story of the products we offer and to help create a more conscious industry.
4. We extend our commitment beyond our own practices and across commercial, governmental, and civil sectors. We engage in advocacy, education, and direct investment through the funding of and participation in fishery improvement projects (FIPs). These FIPs improve the environmental, economic, and social aspects of fisheries and communities across the world.

Our sustainable seafood policy is the foundation for Sea Delight's future business and is intended to inspire positive change throughout the seafood industry. The following outlines how this policy is put into action:

#### Sourcing Strategy

Environmentally responsible seafood is fished or farmed in a way that safeguards future seafood supplies while minimizing impacts on surrounding ecosystems. Sea Delight preferentially sources and sells environmentally responsible seafood and aims to increase the percentage of products offered from fisheries and farms that improve environmental performance over time. Sea Delight relies on the following to assess seafood purchases:

1. GSSI-benchmarked eco-certifications such as Marine Stewardship Council, Marine Eco-Label Japan, Global GAP, Best Aquaculture Practices and Aquaculture Stewardship Council.
2. Transparent presentation of information on credible progress of FIPs available through internationally recognized websites such as Fishery Progress.org, the SFP Fish Source website and independent conservation NGO websites.
3. Sustainability ratings of credible independent bodies such as Monterey Bay Aquarium Seafood Watch, Vancouver Aquarium Ocean Wise, and SeaChoice.

Sea Delight does not require products be certified but requires products to meet Sea Delight criteria for food safety, quality,



improvement of responsible practice and social responsibility. If eco-certifications are available, all relevant certification information is documented as required by the Certification Body. Sea Delight is ASC and MSC CoC Certified. Sea Delight also preferentially sources products from FIPs that are rated "C" or higher on the Fishery Progress.org website.

### ***Data Collection, Assessment and Reporting***

Sea Delight works closely with suppliers to collect detailed information needed to assess the sustainability of seafood products procured and sold by the company. Specific information collected includes, but is not limited to:

- Common and scientific names
- Country of origin, FAO fishing area, and region of catch
- Wild or farmed designation
- Fishing gears or aquaculture production methods used
- Producers and/or processors
- Volume of product purchased
- Eco-certification (MSC, MEL, GAP, BAP, ASC, etc.)
- Supporting documentation for FIPs (e.g. action plan, timeline, budget, progress report, etc.)

Sea Delight conducts regular reviews to assess and monitor this data and to create an evaluation framework to track milestones and impacts over time. This analysis also helps identify species/products suitable for targeted improvement and/or promotion.

Sea Delight is committed to providing customers with credible sustainability information regarding its seafood products and to providing a summary of the company's sustainability progress annually. Furthermore, Sea Delight continuously improves company systems to trace seafood back to its harvest location and to ensure the legality of seafood product.

### ***Fisheries Improvement***

Sea Delight is committed to supporting and improving its source fisheries through a variety of actions, including:

- Creation of FIPs for source fisheries
- Direct implementation of FIP activities
- Financial contribution to FIPs
- Employing on-the-ground staff to coordinate FIP activities
- Working with Sea Delight suppliers to improve fishery practices, social responsibility and overall fishery performance





### **Reform and 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 will advocate legitimate efforts to strengthen fisheries policy and management to improve environmental and social outcomes.

### **Education**

Sea Delight trains employees on seafood sustainability, social responsibility, and fishery improvement efforts so staff may confidently assist customers in selecting environmentally responsible seafood. Sea Delight is committed to working with suppliers in its supply chain to improve fishery practice through training, workshops, video productions, and educational materials.

### **Partnership**

Sea Delight actively engages all stakeholders to improve the sustainability of its seafood supply. Sea Delight partners with multiple NGOs and organizations to address different aspects of seafood sustainability. Sea Delight currently partners with World Wildlife Fund (WWF), CeDePesca, and IPNLF to work on-the-ground with suppliers for the improvement of source fisheries. Sea Delight is also engaged in an active role as contributing members of the Global Dialogue on Seafood Traceability (GDST) and the Global Sustainable Seafood Initiative (GSSI). Sea Delight also works closely with the Vietnam Tuna Association (VINATUNA) in supporting the work of the Vietnam Handline and Longline Tuna FIP and the Vietnam Handline Swordfish FIP. This work included the July 2019 production of the short documentary video "Lines of Change" (production costs shared by IPNLF). The video tells the story of how a discovery of better way of catching yellowfin tuna led to the fishery converting from longline fishing to 100% handline fishing.

## **Our Measurable Goals for 2019/2020**

1. Sea Delight will source XX% of its seafood, at minimum, from fisheries meeting the definition of "responsibly sourced\*".
2. Sea Delight will publicly support a minimum of 5 reform and advocacy activities on an annual basis.
3. Sea Delight will provide a publicly available summary of the company's sustainability and social responsibility progress on an annual basis.

\* Responsibly Sourced: Seafood products that are certified to an environmental sustainability standard benchmarked and recognized by the Global Sustainable Seafood Initiative (GSSI), or sourced from credible, time-bound improvement projects, including FIPs that meet independent 3rd party standards for progress and/or from fisheries or production rated as either Green 'Best Choices' or Yellow 'Good Alternatives' by the Monterey Bay Aquarium's Seafood Watch program



## Our Performance Against the Measurable Goals Set for 2020

2020 Goals	Progress
<p>1. Sea Delight will source 85% of its wild seafood, at minimum, from fisheries meeting the definition of “responsibly sourced”.</p>	<p>Sea Delight sourced an overall percentage of 95% of responsibly sourced wild seafood, 10% percent above the goal set.</p>
<p>2. Sea Delight Will publicly support a minimum of 5 reform and advocacy activities on an annual basis</p>	<p>Signed the SFP open letter to Peruvian government and fisheries authorities urging them to adhere to the National Action Plan for mahi.</p> <p>Sea Delight sent an email to SFP for the Indonesian Long Line Tuna FIP to include swordfish. The FIP has since been revised to include swordfish.</p> <p>Signed the SFP letter to RFMO’s to find a way to quickly return international fishery observers to work safely as the COVID-19 pandemic continues.</p> <p>Sea Delight secured the support of its mahi suppliers in Peru to sign a letter to Peruvian government and fisheries authorities to support the Peru Mahi FIP.</p> <p>Sent a letter to FisheryProgress.org commenting on the proposed Social Responsibility Policy.</p> <p>Signed the SFP letter to Indonesian government and fishery authorities urging improvement of demersal fish management policies.</p> <p>Addressed University of Nha Trang Students in a one-hour seminar on sustainability and social responsibility in fisheries. Urged the students to join government fishery management ministries and to advocate the sustainable and precautionary approach to fisheries management. July 2020</p> <p>Initiated a program to of cooperation with a Sea Delight supplier of vacuum packaging for frozen seafood to create samples of bags with an added compound rendering the bags recyclable, aerobically biodegradable and landfill compostable. This is an ongoing program July 2020</p> <p>Met with Vietnam fishery researchers to urge a clear policy on pelagic sharks that will clearly ban retention and sale of same. Also urged the development of a swordfish management framework, possibly included in the tuna management framework. December 2020</p>
<p>3. Sea Delight will provide a publicly available summary of the company’s sustainability progress on an annual basis.</p>	<p>The 2021 Sea Delight Annual Report will be released on the company’s U.S. website as a publicly available summary of the company’s sustainability progress.</p>



Through continued collaboration with seafood industry stakeholders, conservation groups, and certification bodies, Sea Delight remains committed to its sustainable, responsibly sourced, seafood and traceability policies, helping drive source fisheries towards a more sustainable future.

## Traceability and Social Responsibility Policy & Progress

In 2020, Sea Delight publicly released its revised Traceability Policy as part of Sea Delight's continuous effort to improve the quality, integrity, and environmental responsibility of its products. The Traceability Policy reflects Sea Delight's commitment to improving traceability and transparency throughout its supply chains and the broader seafood industry. The traceability and social responsibility goals Sea Delight is working towards further strengthen the company's Sustainable Seafood Policy. The full version of the 2020 Traceability and Social Responsibility Policy, as it will appear on the Sea Delight website, is shown below.

Sea Delight recognizes the importance of traceability and social responsibility in seafood supply chains for verifying the legality, integrity, and quality of our products. We are dedicated to continually improving our traceability practices for more robust tracking of products from the source to our customers. We are also actively working with our suppliers to ensure they are part of traceable, transparent, responsibly sourced and legal supply chains. Our suppliers must be able to share documentation to demonstrate legality, social responsibility and traceability to the source when requested. We are committed to transparency in our practices and will report publicly on our progress towards this policy annually.

### ***Traceability Commitment 2021:***

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 will publicly report on our annual progress regarding these efforts. Specific time-bound goals for Sea Delight include:

1. Continue to improve data collection by building upon work underway with our active support of sea trials and deployment of electronic data collection and traceability applications for Android.
2. Maintain MSC Chain of Custody certification for Sea Delight LLC.
3. Encourage collaboration within the seafood industry to promote interoperability of traceability systems through use and promotion of GDST 1.0.
4. Actively track developments of important emerging topics related to traceability, and anti-IUU measures on an ongoing basis.

### ***Social Responsibility Commitment 2021:***

1. Sea Delight will continue to require a commitment to social responsibility from all processors providing our products including providing transparent documentation of progress towards credible social responsibility 3rd party verification against recognized international standards such as SEDEX/SMETA, AMFORI, BSCI, SA8000 or other programs recognized by the Sustainable Supply Chain Initiative.



2. Sea Delight will publicly support the efforts of international, government, public, non-governmental and private organizations currently working to establish a credible, GSSI-benchmarked, international 3rd party verification standard for assessing labor rights and social responsibility onboard fishing vessels in both large scale industrial fisheries and small-scale community-based fisheries.
3. Sea Delight will continue to collect and track key information on each supplier's responsible sourcing of products and social responsibility in the processing facility and at the source of raw material.

### ***Progress Against the 2020 Traceability and Social Responsibility Commitments:***

<b>Traceability Commitment</b>	<b>Progress</b>
1. Continue to improve data collection by building upon work underway with our tuna, mahi mahi, swordfish, crab and snapper sources by December 31, 2020.	<p>All species are now included in the detailed mandatory traceability reporting regulation NOAA SIMP. Sea Delight is 100% compliant with this requirement and has passed recent NOAA audits of all species.</p> <p>In addition, trials are underway testing the new Vietnam Electronic Traceability app and the E Logbook App. Sea Delight helped with the development of these app based on previous work using paper-based trace codes developed as part of the Vietnam Tuna and Swordfish FIPs. These apps will be expanded to use in more fisheries as working versions 1.0 reach completion.</p>
2. Secure MSC Chain of Custody certification for Sea Delight LLC by December 31, 2020.	MSC CoC certification has been awarded to Sea Delight.
3. Encourage collaboration within the seafood industry to promote interoperability of traceability systems.	As a full-term EWG member of GDST Sea Delight contributed to the development of the GDST 1.0 standard. Sea Delight is also a signatory of the GDST Adoption Letter that has been used widely to promote interoperable traceability throughout the seafood industry, conservation NGO's and National Governments.
4. Actively track developments of important emerging topics related to traceability, and anti-IUU measures on an ongoing basis.	Sea Delight actively attends webinars and receives industry newsletters and online magazines. Sea Delight is also actively involved in engagement with fishery authorities in the FIPs we source from in order to improve Vessel Monitoring System coverage and Monitoring Control and Surveillance of possible IUU activities.



Social Responsibility Commitment	Progress
<p>1. Sea Delight will continue to require a commitment to social responsibility from all processors providing our products including providing transparent documentation of progress towards credible social responsibility 3rd party verification against recognized international standards such as SEDEX/SMETA, AMFORI, BSCI, SA8000 or other programs recognized by the Sustainable Supply Chain Initiative.</p>	<p>Sea Delight continues this policy.</p>
<p>2. Sea Delight will publicly support the efforts of international, government, public, non-governmental and private organizations currently working to establish a credible international 3rd party verification standard for assessing labor rights and social responsibility onboard fishing vessels in both large scale industrial fisheries and small-scale community-based fisheries.</p>	<p>Sea Delight participated as an Executive Working Group (EWG) member of the Global Sustainable Seafood Initiative (GSSI), Consumer Goods Forum Sustainable Supply Chain Global Benchmark for At Sea Social Responsibility (GSSI ASO/SR) Benchmarking Standard. The Draft Standard is now in its second phase of public comment.</p> <p>Sea Delight will continue to support this work and will phase in GSSI-benchmarked robust 3rd-party at sea social responsibility auditing and verification systems once they become available with a target for trial implementation in at least 1 fishery by Q4 2021.</p>
<p>3. Sea Delight will continue to collect and track key information on each supplier's responsible sourcing of products and social responsibility in the processing facility and at the source of raw material</p>	<p>Through phone calls, by email and in cooperation with partner NGOs Sea Delight has gathered information from suppliers on their social responsibility status. We have also strived to help our suppliers be aware of the requirement to avoid the worst SR and labor situations. We strive to help suppliers learn about the work GSSI has completed towards an international ASO/SR benchmark.</p>



## 2020 Data Analysis

In-depth analyses were conducted on Sea Delight's entire 2017 product portfolio.

Data elements collected included:

- Product code, description, & volume in 2017
- Species common & scientific name
- Harvest country & region (FAO area)
- Wild/farmed production & harvest method
- Fishery improvement project information
- Certification type & chain of custody numbers

All Sea Delight seafood products are assessed against the following 3 indicators of environmental performance:

### **1. Sustainability Certifications:**

GSSI benchmarked sustainability certification schemes assess fisheries or farms against environmental, social responsibility and traceability factors. Certifications such as Marine Stewardship Council, Marine Eco-Label Japan, Global GAP, Best Aquaculture Practices and Aquaculture Stewardship Council provide customers with assurance about the source of the seafood products they chose.

### **2. Fishery Improvement Projects (FIPs):**

FIPs are multi-stakeholder projects to improve the environmental sustainability of a fishery. The scope of a FIP can either be 'comprehensive,' addressing the full range of environmental challenges for a fishery to achieve a high level of sustainability, or 'basic,' addressing specific environmental challenges.

### **3. Monterey Bay Aquarium's Seafood Watch Ratings:**

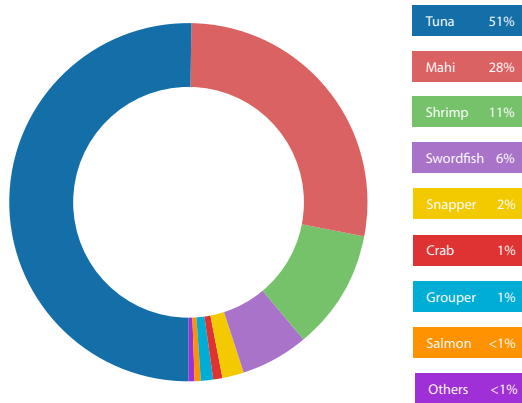
The Seafood Watch program analyzes seafood sources worldwide and uses a simple "traffic light" system to indicate to buyers and consumers which seafood products are recommended; Green rated 'Best Choice', Yellow rated 'Good Alternative', or Red rated 'Avoid'.

The results of the data analysis outlined within the Annual Report provides insight into the overall sustainability of Sea Delight's inventory and the importance of certified sustainable, FIP-sourced and Seafood Watch rated products to the company.

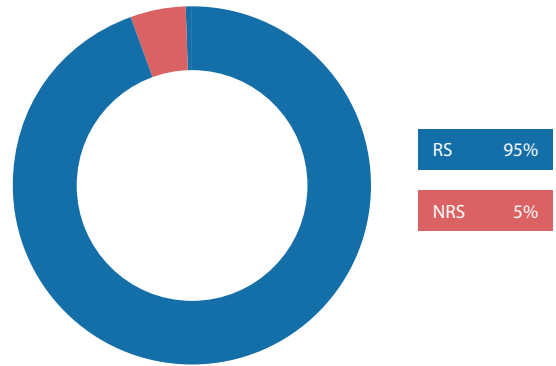


# Sea Delight Data Analysis

Total Sourcing Volume – Percentage by Species (%)



Responsible Sourced – Percentage of Total Volume



In 2020, Sea Delight U.S. sourced over 99% of its total volume from wild fisheries. In total, 95 % of 2020 Sea Delight U.S. sourcing (wild and farmed) meets our definition of 'Responsibly Sourced' seafood: Seafood products that are rated as either certified to an GSSI benchmarked sustainability standard, sourced from credible, time-bound fishery improvement projects or those rated Green 'Best Choices' or Yellow 'Good Alternatives' by the Monterey Bay Aquarium's Seafood Watch program.