



FY 2023 Sustainability Report

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THIS SUSTAINABILITY REPORT IS DEDICATED TO THE MEMORY OF HARRY FRISCH.



Harry Frisch, was the founder and chairman of Beaver Street Fisheries (BSF). Harry passed away on January 13, 2023, at the age of 99, surrounded by his family. His visionary leadership and unwavering commitment to integrity and excellence have been the foundation upon which BSF was built. From its humble beginnings as a small store in Jacksonville, Florida, Harry's dedication transformed BSF into one of the largest seafood and meat processors and distributors in the United States.

Harry's business philosophy was simple yet profound: "Pay your bills on time, don't owe money and don't lie, cheat or steal." This straightforward approach to business was instrumental in shaping BSF's values and operational standards. Harry was known for saying, "You've got to do whatever it takes for your customers. When the customer needs it, they get it. If you can't handle the business, you don't need to be

in the business." This customer-first mentality drove BSF's growth and reputation for reliability and quality.

Harry's legacy extends beyond his business acumen. He was deeply committed to giving back to the community, supporting numerous philanthropic organizations such as the River Garden Hebrew Home, Mayo Clinic in Florida, St. Vincent's Hospital, and Baptist Hospital. His contributions were recognized with numerous awards, including the Lifetime Achievement Award from Junior Achievement and the Humanitarian Award, Silver Medallion from OneJax. Harry's life and work exemplify the values of hard work, integrity, and community service. His enduring legacy continues to inspire all of us at BSF to uphold these principles in everything we do.

LETTER FROM EXECUTIVE VICE PRESIDENT



I'm proud to introduce Beaver Street Fisheries' first sustainability report, highlighting our collective efforts to integrate sustainable practices into every facet of our operations while staying true to our mission of delivering high-quality seafood and meat products.

One of the most significant achievements this year was our participation in Fishery Improvement Projects (FIPs) strategic to our supply chain and our partnerships with organizations like the Sustainable Fisheries Partnership. These collaborations have resulted in environmental improvements in multiple fisheries around the world, ensuring that our sourcing practices are not only responsible but also support long-term ecosystem health.

We continue to focus on reducing the environmental impact of our direct operations. In 2023, we completed our second carbon footprint analysis, enabling us to identify areas where we can further improve efficiency and reduce emissions. For example, our Styrofoam recycling initiative alone has led to annual savings of approximately 70 tCO₂e.

In 2023, we also focused on social responsibility by engaging with local communities, donating over 18,000 pounds of food to local food banks and wildlife sanctuaries. This effort not only reduces waste but also ensures that we contribute positively to the well-being of both people and animals in need.

Looking ahead, we remain committed to driving positive change across our entire value chain. From improving seafood traceability through blockchain technology to expanding our partnerships in sustainable sourcing, our goals for 2024 are ambitious yet achievable. Together, we will continue to lead by example and ensure that BSF remains a sustainability-driven industry leader.

Thank you for your continued support.

Sincerely,

A handwritten signature in blue ink that reads "Mark Frisch". The script is fluid and cursive.

Mark Frisch
Executive Vice President
Beaver Street Fisheries



ABOUT BEAVER STREET FISHERIES

Beaver Street Fisheries (BSF) is a leading importer, exporter, manufacturer, and distributor of quality seafood and meat products sourced from the United States and around the world.

Among the top five seafood companies in North America, we deliver quality products to foodservice and retail customers with sales in the United States, the Caribbean, the European Union, and worldwide.

We are an extensive seafood importer in the United States, with over 100 million pounds directly imported each year. We export globally and sell over 137 million pounds of products to our customers each year from distribution points nationwide.

For nearly seven decades, BSF has operated with one goal in mind: to become a leader in the industry by defining excellence in quality, service and diversity. Today, that level of excellence is displayed in every part of our business.

The success and reputation that BSF enjoys is attributed to its dedication to undeniable quality, efficient, and attentive service and the disciplined exercise of a single principle, “Treat the customer as you would a friend and all else will follow.”

Seafood Expertise and Dedication to Excellence



Family-owned company established in 1950 offering decades of foodservice and retail expertise



Headquartered in Jacksonville, Florida with over 460 employees



Industry leader among top five North American seafood companies



One of the largest variety seafood importer in the nation with over 2,000 SKUs stocked year-round



Import into the top 10 ports of entry around the country with sourcing from over 50 countries

Our Products

BSF is a proven leader within the frozen seafood industry, servicing both food service and retail sectors. With multiple brands, we are well positioned to meet the demands of wholesale, retail, institutional, and food service needs.

In 1979, our flagship Sea Best® brand was introduced, and today ranks as one of the top frozen seafood brands in the marketplace. Our seafood items are sourced consciously and safely through all waters around the globe, wild caught or farmed, once and twice frozen. With over 2000 SKUs in our product listing, and buying power to purchase from certified plants, we can safely say, if it swims in an ocean we sell it.

In addition to our wholesale seafood selections, BSF offers a full line of beef, pork, poultry, and lamb products; retail seafood specialty items under our Sea Best® brand; custom cut meats through our HF's Outstanding Brand; and Bahamian Lobsters and Conch. With a vertically integrated supply chain, we maintain a wide variety of quality products with very competitive pricing.

Today, we are able to provide our customers with one of the largest seafood offerings available in the United States.

Some of our core item selections include:

- Shrimp
- Scallops
- Farm Raised Fish
- Wild Caught Fish
- Lobster Tails & Meat
- Crab
- Value Added Seafood
- Breaded & Battered Seafood
- Specialty Seafood
- Beef
- Pork
- Veal



Our Locations

With headquarters in Jacksonville, Florida, a vertically integrated supply chain, and the advantage of both on-site and off-shore processing capabilities, Beaver Street Fisheries offers a wide variety of products, competitive pricing, and can satisfy the needs of wholesale, retail, institutional and foodservice operators.

We source domestically and import from the Caribbean, South America, New Zealand, Europe and Asia.





Our Mission and Values

Mission Statement

BSF is committed to providing quality food products on a global basis, while exercising excellence in business practices – from sourcing to delivery.

Core Values

People

We recruit, hire and develop the best people and challenge them to deliver maximum value to our customers within a positive, collaborative, supportive, and goal oriented environment. We embrace the many perspectives, experiences, and skills derived from a diverse workforce. We foster mutual respect, dignity, and consideration between our people and those people interacting, directly or indirectly, with our company.

Value

We deliver value to our customers by timely and competitively providing quality products paired with extraordinary service. Our value is built upon broad general and deep specialty knowledge and experience, extensive resources and capabilities, a flexible and agile culture, and cost effective sourcing. Utilizing a wide range of feedback, we continuously challenge ourselves to provide maximum value for our customers.

Community

We appreciate the support we receive from the community and greater society within which we exist. We are committed to contributing back to our community a portion of the blessings bestowed upon us. We do this by committing resources of our company and our people toward making the world a better place.

Quality

We always strive to market quality that meets or exceeds our partners' expectations and requirements. We incorporate quality in every process and practice we utilize and instill it into every aspect of our relationships. We measure our quality by the satisfaction of our Constituents.

Integrity

We operate our business with integrity. The company and its associates adhere to the highest standards of ethical behavior and principles. We endeavor to deal honestly, forthrightly and without deception. We work hard to maintain and uphold superior business practices and to earn the trust of all.

APPROACH TO SUSTAINABILITY

Business Ethics and Integrity

At Beaver Street Fisheries (BSF), we believe that good business ethics and integrity are the foundation of our success and reputation. Our commitment to these principles ensures that we operate responsibly, transparently, and in a manner that earns the trust of our stakeholders.

We have an extensive set of policies that set out our expectations around compliance, business ethics and integrity, sustainable supply chains, social responsibility and fair labor, and environmental practices. These policies are referenced throughout the report.

Anti-Bribery and Corruption

BSF strictly prohibits any form of bribery or corruption. This includes offering, giving, soliciting, or receiving any form of bribe, whether directly or indirectly, to or from any person or entity, including public officials, private individuals, or organizations, in order to gain an improper advantage or influence business decisions.

Our Anti-Bribery Policy reflects our dedication to preventing corruption and promoting transparency in all aspects of our business. By adhering to this policy, we aim to safeguard our reputation, uphold the trust of our stakeholders, and contribute to a fair and competitive business environment. Key provisions in this policy include:

- Gifts and Hospitality
- Grants, Donations and Sponsorships
- Rules Related to Public Officials
- Political Contributions
- Lobbying
- Prohibition on Facilitation Payments
- Engaging with Third Parties
- New Business and Joint Ventures
- Records and Internal Controls

Sustainability Management and Oversight

At BSF, the management and oversight of our sustainability initiatives are central to our commitment to responsible business practices. These efforts are led by our Director of Sustainability, who plays a crucial role in driving our sustainability agenda forward.

Our Director of Sustainability is responsible for developing and implementing sustainability strategies that align with BSF's core values and business objectives. This role involves:

- **Strategic Planning:** Crafting long-term sustainability plans that address environmental, social, and economic impacts.
- **Program Management:** Overseeing sustainability programs and initiatives across the company, ensuring they meet our high standards and goals.
- **Stakeholder Engagement:** Collaborating with internal and external stakeholders, including employees, suppliers, customers, and community partners, to promote and enhance sustainability efforts.

The Director of Sustainability reports directly to the President of BSF, ensuring that sustainability remains a top priority at the highest levels of our organization. This direct reporting line facilitates:

- **Accountability:** Ensuring that sustainability goals are integrated into the overall strategic direction of the company and that progress is regularly monitored and reported.
- **Visibility:** Providing the President and executive team with timely updates on sustainability initiatives, challenges, and achievements.
- **Integration:** Promoting the integration of sustainability into all aspects of our operations, from supply chain management to product development and community engagement.

Our Board of Directors has ultimate oversight of our sustainability strategy and performance, including, but not limited to:

- Providing guidance on the development of our sustainability goals and targets
- Ensuring the integration of sustainability topics into our business strategy to meet evolving stakeholder needs
- Monitoring the progress of our sustainability performance, with a special focus on climate and carbon issues

Material Topics

At BSF, we prioritize a range of material topics that are crucial to our sustainability strategy and overall business success. These topics reflect the areas where we have the most significant impacts and opportunities for positive change. They are essential to our stakeholders, including customers, employees, suppliers, and the communities in which we operate.

Environmental Stewardship

1. **Sustainable Sourcing:** Ensuring that all seafood is sourced responsibly to protect marine ecosystems and maintain healthy fish populations.
2. **Energy and Emissions:** Reducing greenhouse gas emissions and energy consumption through efficient operations and the adoption of renewable energy sources.
3. **Waste Management:** Minimizing waste generation and promoting recycling and reuse, including innovative packaging solutions.

Product Responsibility

1. **Product Quality and Safety:** Maintaining the highest standards of product quality and safety, ensuring that our seafood is safe, nutritious, and responsibly processed.
2. **Health and Nutrition:** Delivering healthy food to our customers, so that they thrive in body and mind.
3. **Innovation and Technology:** Investing in research and development to drive innovation in sustainable seafood practices and improve operational efficiencies across sourcing, packaging, logistics and traceability.



Good Governance

1. **Ethical Business Practices:** Adhering to strict ethical standards, including anti-bribery and anti-corruption policies, to maintain integrity in all business dealings.
2. **Compliance and Regulation:** Complying with all relevant local, state, and federal regulations, as well as industry standards and certifications.
3. **Transparency and Accountability:** Ensuring transparent business practices, ethical governance, and regular reporting on our sustainability performance.

Social Responsibility

1. **Labor Practices and Human Rights:** Upholding fair labor practices, ensuring safe working conditions, and respecting human rights throughout our supply chain.
2. **Community Engagement:** Actively participating in and contributing to the communities where we operate, supporting local initiatives and economic development.
3. **Employee Well-Being:** Fostering a healthy, inclusive, and supportive work environment with a focus on employee engagement, development, and wellness.

Partnerships

Beaver Street Fisheries (BSF) is proud to partner with many well-respected sustainability organizations to amplify our impact on environmental and social responsibility. By collaborating with leaders in sustainable practices, we are able to leverage collective expertise, resources, and innovative solutions to address critical issues such as sustainable seafood sourcing, ethical labor practices, and environmental conservation.



Sustainable Fisheries Partnership (SFP) is a U.S.-based nonprofit with initiatives to combat overfishing, environmental destruction, and social issues associated with fishing and aquaculture. SFP is dedicated to protecting seafood supplies and the livelihoods of the people who supply it by working with businesses to identify the challenges in seafood sourcing and to mobilize positive change through practical improvements. Beaver Street Fisheries collaborates with SFP on several projects to help develop and implement fishery improvement projects, and fully supports their Target 75 initiative.



The World Wildlife Fund (WWF) works with farms, fisheries, governments, industry and others to reduce the impacts of fishing and aquaculture on the environment. WWF uses a five step process called a Fishery Improvement Plan (FIP) to identify the issues within a fishery, to implement improvements and to report on results.



The Goal of the Seafood Task Force (STF) is to collectively use purchasing influence to engage with the government of Thailand to drive change

through the Department of Fisheries by implementing track and trace systems with international verification from feed mill to vessel, by driving Thai Port Codes of Conduct with international recognition and by the implementation of Fishery Improvement Projects in the Gulf of Thailand /Andaman Sea. This is all done in an effort to secure labor rights in the seafood supply chain and to significantly reduce the level of illegal fishing (IUU) in the seas around Thailand with goals of expanding in other SE Asian countries like India, Indonesia, and Vietnam.



Issara's Strategic Partners Program engages global brands and retailers in a collaborative approach to address risks of trafficking and forced labor, with measurable results. Through our partnership with the Issara Institute we aim to make an impact on two key areas; the empowerment of workers and the strengthening of global supply chains.



FishChoice partners with the leading global organizations that rate and certify seafood based on its environmental sustainability. FishChoice matches our product sources with that information and updates us when that information changes so we can make sure our staff and customers have the most current information readily available. The platform is becoming the most in-depth resource for seafood company and product information available online with sustainability data covering an estimated 700 species and over 4,000 sources of wild and farmed seafood.



The Stronger America Through Seafood initiative is led by industry members of various backgrounds with a common goal. With corporate support, the goal is to form a predictable, affordable and efficient permitting structure for the expansion of U.S. seafood production, to include aquaculture, through Executive Action and comprehensive federal legislation. Working together to secure a stronger America through increased U.S. production of healthful, sustainable, and affordable seafood.



Seafood Nutrition Partnership (SNP) is the leading 501(c)(3) nonprofit organization in the U.S. building awareness of the health and nutritional benefits of seafood. SNP addresses the country's public health crisis through education programs that inspire Americans to incorporate more seafood and omega-3s into their diets for improved health as per USDA Dietary Guidelines.

Extending Sustainability Into Our Supply Chain

Our dedication to safe, responsible, and sustainable seafood sourcing is unwavering. Central to this commitment is our stringent Supplier Code of Conduct, which all suppliers must read and acknowledge. This code outlines our expectations for ethical and responsible business practices and mandates adherence to the following nine principles as a minimum standard.

Compliance with Laws

Suppliers are required to fully comply with all relevant national and local laws and regulations. This includes but is not limited to, laws pertaining to labor, immigration, health and safety, and the environment. Strict compliance ensures that all operations are legally sound and ethically conducted.

Voluntary Labor

BSF prides itself on providing the highest quality seafood products, which begins with fair labor practices throughout our supply chain. All labor must be voluntary, with a strict prohibition on slave, child, underage, forced, bonded, or indentured labor. Suppliers are also mandated to implement procedures ensuring compliance with laws on slavery and human trafficking. Additionally, workers must retain control over their identity documents at all times. BSF's zero-tolerance policy towards forced or bonded labor reflects our commitment to ethical sourcing and human rights. Any discovery of such practices will result in immediate termination of the supplier relationship.

Labor Hours

Suppliers must guarantee that workers are provided with adequate rest days and that working hours are legal and not excessive. Ensuring reasonable working hours is vital for maintaining a healthy and productive workforce.

Hiring and Employment Practices

Accurate verification of workers' age and legal right to work is essential prior to employment. Suppliers must ensure that all employment terms, including hiring, pay, training, promotion, termination, and retirement, are based solely on an individual's ability and willingness to perform the job.

Compensation

Suppliers are required to compensate workers with wages, overtime premiums, and benefits that meet or exceed legal standards or collective agreements, whichever

are higher. Furthermore, suppliers are encouraged to provide wages that meet local industry standards and are sufficient to meet workers' basic needs while also allowing for discretionary income for their families.

Discrimination and Harassment

BSF is committed to creating a work environment free from discrimination and harassment. Suppliers must ensure that all workers are treated with respect and dignity. Discrimination or harassment of any kind is strictly prohibited. Suppliers must:

- 1. Prohibit Discrimination:** Ensure that all employment decisions, including hiring, compensation, promotion, and termination, are based on the individual's ability and qualifications to perform the job and not on personal characteristics or beliefs.
- 2. Prevent Harassment:** Implement policies that prevent and address harassment, bullying, and any form of physical, sexual, psychological, or verbal abuse. Suppliers should have a clear process for workers to report harassment without fear of retaliation.

Freedom of Association and Collective Bargaining

The right of workers to form or join trade unions of their choosing and to bargain collectively must be respected. Suppliers must ensure that workers can exercise this right lawfully and peacefully.

Health and Safety

Suppliers must provide a safe and healthy work environment for all workers. This includes taking proactive measures to prevent workplace hazards and ensuring that all safety protocols are strictly followed.

Dormitories and Canteen

For suppliers providing residential and dining facilities, it is imperative that these facilities are safe, healthy, and sanitary. This ensures that workers have a comfortable and secure living environment.

Environment

Suppliers must ensure that all manufacturing facilities comply with environmental laws, including those related to waste disposal, air emissions, discharges, toxic substances, and hazardous waste disposal. It is also essential that suppliers validate that all input materials and components are sourced from permissible harvests, consistent with international treaties, protocols, and local laws and regulations.

Human Rights in the Supply Chain

Through our rigorous Supplier Code of Conduct, BSF aims to foster a supply chain that is both ethically and environmentally responsible. In addition, we are proud to partner with the following organizations focused on ensuring that human rights are protected in the seafood supply chain:

Project Issara Partnership

BSF has been a strategic partner with the Issara Institute since its inception, starting with shrimp sourcing in Thailand during 2015–2016. The Issara Strategic Partners Program engages global brands and retailers in a collaborative effort to address trafficking and forced labor risks, achieving measurable results. Through our partnership with Issara, we focus on two key areas: empowering workers and strengthening global supply chains.

Empowering Workers:

- **Information Access:** We ensure that workers have access to relevant, up-to-date information to make informed choices. This enables migrant workers to actively avoid trafficking risks and make safer employment decisions.
- **Worker Rights:** By providing critical information, we empower workers to understand and assert their rights, thereby fostering a more transparent and fair working environment.

Strengthening Supply Chains:

- **Improved Systems:** We work to enhance labor recruitment and management systems within our supply chains, promoting ethical practices from recruitment to employment.
- **Behavioral Change:** Our collaboration aims to drive positive changes in the behavior of employers, government agencies, global brands, and retailers, ensuring a collective effort towards ethical sourcing.



Seafood Task Force (STF) Involvement

The goal of the Seafood Task Force is to leverage the collective purchasing power of its members to influence change within the Southeast Asian seafood industry. BSF's participation in the STF involves several critical initiatives aimed at securing labor rights and reducing illegal, unreported, and unregulated (IUU) fishing.

Track and Trace Systems:

- **International Verification:** Implementing comprehensive track and trace systems from feed mill to vessel, ensuring transparency and accountability in the supply chain.
- **Verification Standards:** These systems are verified internationally to maintain high standards of integrity and reliability.

Thai Port Codes of Conduct:

- **International Recognition:** We work to drive the adoption of Thai Port Codes of Conduct that meet international standards, promoting responsible fishing practices and labor rights.

Fishery Improvement Projects:

- **Regional Impact:** Implementing Fishery Improvement Projects in the Gulf of Thailand and the Andaman Sea to enhance sustainable fishing practices and protect marine ecosystems.



Policy on Forced Labor and Responsible Recruitment

BSF is dedicated to upholding the highest standards of ethical conduct within our supply chain, particularly concerning the recruitment and fair treatment of migrant workers. Our policy on forced labor and responsible recruitment outlines our commitment to eradicating forced labor and ensuring responsible recruitment practices.

Understanding Modern-Day Slavery

Human trafficking, often referred to as modern-day slavery, encompasses various forms of coercion, including forced labor, bonded labor, prison labor, sex trafficking, and domestic servitude. BSF recognizes these practices as severe violations of human rights and is deeply committed to identifying, minimizing, and remediating any instances of forced labor and human trafficking within our supply chain.

Addressing the Exploitation of Migrant Workers

The exploitation of migrant workers, often by unethical recruitment agencies and labor brokers, is a significant driver of modern slavery across all economic sectors. To combat this, we adhere to the International Labour Organization's (ILO) 2014 recommendations, which emphasize the corporate responsibility to protect individuals, particularly migrant workers, from abusive and fraudulent practices during recruitment and placement.

Additionally, the ILO's 2016 guidelines on fair recruitment highlight the importance of human rights due diligence in recruitment procedures. These guidelines urge companies to address and mitigate any adverse human rights impacts associated with their recruitment practices.

Commitment to Fair Treatment and Ethical Recruitment

BSF is committed to the fair treatment of all workers in our manufacturing supply chains. This includes eliminating the practice of migrant workers paying recruitment fees to secure employment. We support the Dhaka Principles for Migration with Dignity, which advocate for the rights of migrant workers from recruitment through employment to either further employment or safe return.

Our Supplier Code of Conduct, based on the Global Social Compliance Programme (GSCP), sets forth international standards for fair labor conditions and fundamental labor rights, including the prohibition of forced labor and the promotion of responsible recruitment. These standards apply equally to all workers, whether permanent, temporary, agency, piece-rate, salaried, hourly, part-time, night workers, homeworkers, young workers, or migrant workers.

Additionally, in September 2023, Beaver Street Fisheries (BSF) committed to the Manufacturing, Warehousing, and Fair Labor Association (FLA) industry pledge, committing to:

- 1. No Worker Pays for Their Job:** Workers should not pay fees or costs to secure employment.
- 2. Control of Travel Documents:** Workers retain control of their travel documents and enjoy full freedom of movement.
- 3. Informed Employment Terms:** Workers are informed of employment terms before leaving their home country.

RESPONSIBLE SEAFOOD AND MEAT

We have proven our reputation as experts within the food service industry and through the creation of our Sea Best® retail brand, we have positioned ourselves as a top brand in the frozen seafood category. Our brand reflects decades-long experience in the industry and a continual goal of providing the highest quality frozen seafood and offering consumers new options at a great value.

We work closely with our supply chain partners and standard-setting organizations to support responsible and sustainable sourcing. Partners include the Global Aquaculture Alliance, setting the standard for Best Aquaculture Practices in the industry, and the Marine Stewardship Council (MSC), the leading global standard for wild, sustainable fishery certification. Our collaboration with the Sustainable Fisheries Partnership has helped us develop and implement numerous fishery improvement projects that impact seafood production's environmental and social quality for both wild and farmed-raised species.

Sustainability-certified seafood

BSF is proud to be a partner to FishChoice Partner Program, a global organization that rates and certifies seafood based on its environmental sustainability. FishChoice matches BSF product sources with up-to-date sustainability information and notifies us of any changes to a given seafood's sustainability rating. This ensures that both our staff and customers have access to the most current data.

The FishChoice platform is becoming the most comprehensive online resource for seafood company and product information, offering sustainability data covering approximately 700 species and over 4,000 sources of wild and farmed seafood.



Wild Caught

We work with partners like the Marine Stewardship Council (MSC) on several projects helping to support fisheries in achieving MSC certification. Beaver Street Fisheries is MSC supply chain certified, providing our customers with the assurance that we can verify seafood from an MSC certified sustainable fishery.

Marine Stewardship Council (MSC) is an organization that promotes sustainable fishing practices through their fishery certification and supply chain certification programs worldwide. MSC fisheries certification relies on three main principles; the sustainability of wild fish stocks, the healthy ocean ecosystems and how effectively the fishery is managed. Seafood sold with the MSC logo can be tracked from the store that sold it to a certified sustainable fishery. Beaver Street Fisheries continues to support MSC certified fisheries in order to provide our customers with the best environmentally-sustainable seafood.

MSC certified products:

- | | |
|---------------------------|-------------------------|
| • Caribbean Spiny Lobster | • Sockeye Salmon |
| • Snow Crab | • Pink Salmon |
| • Southern King Crab | • Chum Salmon |
| • North American Lobster | • Tuna |
| • Atlantic Cod | • Flounder |
| • Pacific Cod | • Pollock |
| • Haddock | • Sole |
| • Hake | • Atlantic Sea Scallops |
| • Halibut | • Pacific Rockfish |
| • Hoki | • Patagonian Scallops |

Aquaculture

As a leader in the seafood industry, we understand our global responsibility to support and sustain the earth and its ecosystems. As part of our commitment to sustainability and responsible sourcing, we work closely with our supply chain partners to embrace strategies to support the ever-growing need for responsible seafood, like the Global Seafood Alliance, whose practices are recognized internationally as a means for ensuring the aquaculture industry is meeting the growing demand for seafood is produced using Best Aquaculture Practices.

Best Aquaculture Practices (BAP) is a third party certification program encompassing all aspects of the aquaculture process; from the hatchery and feed mill to the farm and processing plant.

Aquaculture Improvement Projects

- **Monterey Bay Aquarium** – Partnership Shrimp Aquaculture Improvement Project in Andhra Pradesh India
- **The Nature Conservancy** – Place Based Shrimp Project in Ecuador

Did you know?

BSF was the world's first seafood repackaging plant certified under the Aquaculture Certification Council's (ACC) Best Aquaculture Practices (BAP) program.



CASE STUDY: THE SEARCH FOR CARBON-NEUTRAL SHRIMP

As America's most popular seafood, shrimp is a key target for carbon reductions. Shrimp production emits about twice as much greenhouse gasses (GHGs) as salmon, with an average of 13 kg of CO2 equivalents per kilogram. When accounting for land conversion, its emissions can surpass those of beef production.

BSF is proud to partner with a coalition of stakeholders at a shrimp farm in Ecuador. Working with producers, buyers, retailers, worker collaboratives, and non-profit organizations, we're making meaningful progress in reducing shrimp's carbon footprint. This effort is focused on three key areas:

Sustainable Feed

About half of shrimp's carbon footprint is related to feed production. Shrimp diets are nearly 30% soy, which can be an environmentally problematic ingredient; the expansion of soybean farms is one of the leading drivers of land conversion and deforestation in South America. One way to reduce the carbon impact of feed is to simply use less of it. A high-quality feed can improve feed conversion ratios – meaning that shrimp can consume a smaller amount of food to grow to the same size. Soy-alternatives is another area of innovation, including shrimp feed made from insects and marine algae from Veramaris. One ton of the Veramaris algae oil is as rich in EPA & DHA as up to 66 tons of wild caught fish.

Sustainable Aquaculture

The other half of shrimp's carbon footprint comes from the energy used to mechanically pump and aerate water. New technology like smart aeration systems that automatically turn on and off can ensure optimal oxygen levels for shrimp, increasing survivability and growth rates while saving energy. Connecting to electrical grids to tap into renewable energy sources can also make significant improvements to carbon footprints.

Restoring Mangroves

Mangrove deforestation for shrimp ponds has been a major environmental issue. Mangroves sequester up to four times more carbon than terrestrial forests. While deforestation has slowed, the damage requires proactive restoration efforts. We're partnering with farmers in Ecuador to restore up to 70 hectares of mangroves. These mangrove restoration initiatives can recover vast areas of critical ecosystems.

In the first phase of the project focused on low-carbon feed, BSF saw a 15%–35% reduction in carbon per kilogram of shrimp. Additional electrification initiatives are expected to reduce the carbon footprint even further.

Fishery Improvement Projects

BSF is committed to enhancing the sustainability of our seafood sourcing through active partnerships and collaborative projects. One of our key initiatives involves Fishery Improvement Projects (FIPs), aimed at improving both wild and farmed seafood production.

BSF has partnered with groups like WWF, CeDePesca, and Sustainable Fisheries Partnership (SFP) to develop and implement FIPs for various species. This collaboration focuses on:

- **Stakeholder Engagement:** Bringing together common stakeholders, including fishers, farmers, processors, and environmental groups, to establish shared goals.
- **Best Practices:** Implementing best practices to improve the environmental and social quality of seafood production.
- **Sustainability Goals:** Setting and achieving specific sustainability goals to ensure the long-term viability of fisheries and aquaculture operations.

Through these FIPs, BSF and SFP work collaboratively to enhance the sustainability of seafood production, ensuring that our operations are environmentally responsible and socially equitable. Our FIPs report each year on their progress, with transparent ratings, at www.fisheryprogress.org.

Our Fishery Improvement Projects

- Indonesia Snapper & Grouper
- Peru Mahi & Jumbo Squid
- Vietnam Tuna
- Brazil Croaker
- Ropeless Gear Initiatives in Crab & Lobster Fisheries
- Bahama Lobster Fishery (now MSC certified)

Overview

FIP Description

The Peruvian mahi-mahi fishery includes over 10,000 fishermen and is one of the country's most important artisanal fisheries. Worldwide, Peru is known as the leading international mahi-mahi producer.

[MORE](#)

FIP Objective(s)

The objective of the Peru mahi-mahi FIP is to advance the fishery in a gradual approach towards meeting the Marine Stewardship Council (MSC) standard by the end of 2026, and to enter the full assessment process to achieve MSC certification thereafter.

FIP Type

Comprehensive

FIP Stage

Stage 4: Improvements in Fishing Practices or Fishery Management

Start and Projected End Dates

November 2013 - December 2026

Update

The FIP end date has been extended from December 2023 to December 2026 because of delays in advancing FIP actions due to changes in government authorities over the past year. We will be conducting a 3-year audit for the FIP which will be completed by September 2024 which may adjust the dates again based on the results of the audit and updated FIP actions, but for now our estimated end date is December 2026.

[Follow this FIP](#)

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FIP at a Glance

ENVIRONMENTAL

[View current status](#)

Starting Evaluation: November 01, 2013

39% 32% 25% 4%

Progress Rating

A

ADVANCED
PROGRESS

Actions Complete



● Complete ● Incomplete

Next Update Due

SEP 2024

Target End Date

DEC 2026

Additional Impacts:

[TRACEABILITY](#) [SAU](#) [ROUNDABLE](#)

SOCIAL

Risk Assessment : Not Required

Type :

Due Date : -

FIP Leads

Organization Name
WWF-US

Organization Type
NGO

Sustainable Packaging

We are committed to sustainability not only in our sourcing and production practices but also in our packaging solutions. We continuously seek ways to minimize our environmental impact through innovative and responsible packaging methods.

Styrofoam Recycling and Selling

Recognizing the environmental challenges posed by Styrofoam, BSF has implemented a comprehensive recycling program. We recycle and sell Styrofoam used in our packaging processes, ensuring that it is repurposed and kept out of landfills. This initiative helps reduce waste and supports a circular economy by giving new life to used materials.

SFI-Certified Sourcing

For our internal use of boxes, we source materials certified by the Sustainable Forestry Initiative (SFI). This ensures that our packaging is derived from responsibly managed forests, promoting sustainable forestry practices and reducing our carbon footprint.

Meeting Customer Specifications

BSF collaborates closely with our customers to meet their sustainable packaging specifications, particularly for private label products. By tailoring our packaging solutions to align with our customers' sustainability goals, we help them achieve their environmental objectives while maintaining the integrity and quality of our products.

Reducing Plastic Use

To further our commitment to sustainability, we have ceased overwrapping our products with cellophane and shrink wrap. This reduction in plastic use helps decrease our environmental impact and aligns with our efforts to minimize waste.

Best-By Dates to Reduce Food Waste

BSF utilizes best-by dates on our products to help reduce food waste. By clearly indicating the optimal period for consumption, we ensure that our customers enjoy the highest quality while also promoting the responsible use of food resources.

Food Safety and Quality

At BSF, our people are central to our Quality and Food Safety programs. We are dedicated to providing the necessary human and financial resources to implement, train, manage, and continually improve our systems.

The Quality Assurance team is a highly-skilled group of food scientists, regulatory compliance experts, nutritional and seafood specialists, who manage BSF's Food Safety & Quality Management Systems – ensuring food safety, legality and quality are a top operational priority.

BSF follows stringent food safety and quality standards aligned with the GFSI (Global Food Safety Initiative) and the Global Seafood Alliance's Seafood Processing Standard.

We operate a HACCP-approved, USDA-inspected facility, with permanent USDC and USDA inspectors on-site during operational hours. Our seafood processing plants maintain a "Class 1" rating from the US Department of Commerce, certifying our products as safe, wholesome, and properly labeled. Our HACCP system addresses all potential hazards and is reviewed and validated both internally and by third parties annually. Routine (daily, monthly, and quarterly) system audits are conducted to monitor and maintain our system to ensure the highest levels of food safety and quality are being met.

Our sanitation program utilizes an aqueous ozone technology which underscores our commitment to the highest standards of cleanliness and reduces the amount of cleaning and sanitizing chemicals used in traditional processing facilities.

Microbiological testing is integral to our food safety program and as part of our validation process, we conduct routine environmental monitoring of equipment, personnel as well as the use of ATP Bioluminescence.





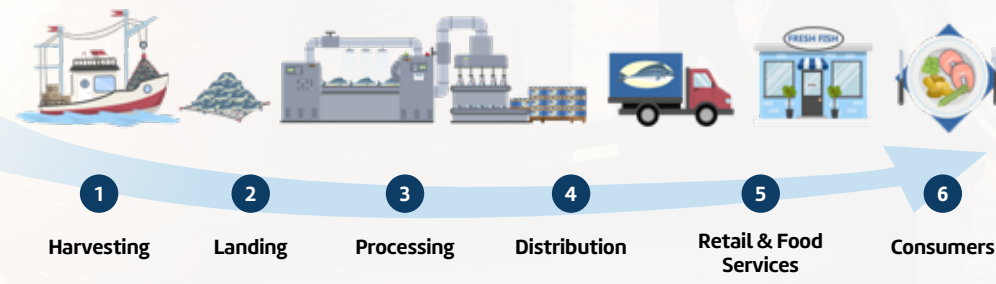
Commitment to Traceability

Traceability is the backbone for responsible sourcing and ensures accountability and transparency in critical areas like food safety, quality, sustainable fisheries management, and environmental & social responsibility. Over the past several years there have been increasing regulatory requirements focused on traceability such as NOAA's Seafood Import Monitoring Program (SIMP) and FDA's Food Safety Modernization Act (FSMA) 204 Rule as well as customers demanding more specific details about where their seafood is sourced.

Enhancing Traceability at Critical Tracking Events (CTE's) & Management of Key Data Elements (KDE's) to our Customers

At BSF, we pride ourselves on leading the way in seafood traceability through embracing global standards, investing in solutions to gather "first mile" data, capacity building with our supply chain, and enhancing our internal systems to manage and pass forward key data elements to our customers.

Global Standards: Both GS1 & the Global Dialogue on Seafood Traceability (GDST) have developed a common language for the seafood industry to inter-operably exchange Key Data Elements (KDEs) across the Critical Tracking Events (CTEs) of a particular supply chain. BSF has followed GDST from the beginning and just recently became a partner to further demonstrate our commitment to traceability.



Blockchain Technology: investing in blockchain template solutions allows us to capture KDEs from the "first mile" of our supply chain ensuring data can be recorded and tracked from the beginning of the supply chain.

Capacity Building: ensuring our supply chain partners are knowledgeable on FDA's new era of traceability, the defined KDEs for specific items, and understand BSFs processes for capturing and inputting these key data elements into our system.

Internal Systems: Additional development of our Enterprise Resource Planning (ERP) system ensures KDEs critical to seafood traceability can be managed and exchanged through our system using various methods of data exchange (e.g. ASN via EDI (or) EPCIS via API), at both the receiving and shipping CTEs.

Health and Nutrition

We are dedicated to providing high-quality seafood that not only meets the highest standards of taste and sustainability but also contributes to the health and well-being of our customers. Seafood is a rich source of essential nutrients and plays a crucial role in a balanced diet, including.

- **Omega-3 Fatty Acids:** Essential for heart health, reducing inflammation, and supporting brain function.
- **Protein:** High-quality protein that is crucial for muscle building and repair.
- **Vitamins and Minerals:** Including Vitamin D, B-complex vitamins, selenium, and iodine, which are vital for bone health, energy production, and thyroid function.

Heart Health

Regular consumption of seafood has been linked to numerous heart health benefits. Omega-3 fatty acids found in fish such as salmon, mackerel, and sardines can help lower blood pressure, reduce triglycerides, and decrease the risk of heart disease.

Brain Health

Omega-3 fatty acids also play a significant role in brain health. They are essential for cognitive function and development, making seafood an important dietary component for all ages, from developing children to aging adults.

Weight Management

Seafood is a low-calorie, high-protein food that can help with weight management. The high protein content helps increase satiety, reducing overall calorie intake, and aiding in weight loss and maintenance.

Bone and Joint Health

The vitamins and minerals found in seafood, particularly Vitamin D and calcium, are important for maintaining strong bones and joints. Regular seafood consumption can help prevent conditions like osteoporosis and arthritis.

Immune Support

The rich nutrient profile of seafood, including selenium and zinc, supports a healthy immune system. These nutrients are crucial for fighting off infections and maintaining overall health.



GREEN OPERATIONS

Carbon and Climate

In 2023, we embarked on our first comprehensive carbon footprint calculations to understand our environmental impacts and identify opportunities to improve our sustainability performance over time. In 2024, we completed our second footprint (for FY 2023). Having multiple years of data aids us in understanding where emissions are likely to hold steady, and where they may fluctuate from year-to-year.

The nature of our industry means that a substantial portion of our environmental impact is beyond our immediate operational control. Our suppliers, located across various regions worldwide, engage in diverse practices that contribute to greenhouse gas emissions. Factors such as fishing methods, feed production, livestock rearing, and transportation all play critical roles in determining the carbon footprint of the products we source.

Given these challenges, BSF focuses on collaboration and partnership to drive sustainability throughout our supply chain. We are committed to working closely with our suppliers to implement and promote sustainable practices that can reduce overall emissions. Our efforts include:

Sustainable Sourcing

Partnering with suppliers who adhere to sustainable fishing and farming practices, ensuring that the seafood and meat we procure are produced with minimal environmental impact.

Supplier Engagement

Engaging in regular dialogue with our suppliers to share best practices and encourage the adoption of more efficient and eco-friendly methods. This includes promoting the use of sustainable feed, improving energy efficiency, and reducing waste.

Sustainability Standards

Setting clear sustainability standards and expectations for our suppliers, aligned with global best practices and certifications. We monitor compliance and support suppliers in achieving these standards through training and capacity building.

Innovative Solutions

Exploring and investing in innovative solutions for better traceability and transparency, ensuring that sustainable practices are maintained throughout the supply chain.

Collaborative Initiatives

Participating in industry-wide initiatives and partnerships, such as the Global Dialogue on Seafood Traceability and Fishery Improvement Projects, to collectively address environmental challenges and drive broader change.



We recognize that the overwhelming majority of our carbon footprint—97%—originates from our upstream value chain, primarily from the emissions associated with seafood and meat production. This significant percentage highlights the challenges we face in directly controlling our carbon footprint, as it is heavily influenced by the practices and operations of our global network of suppliers.

Greenhouse Gas (GHG) Emissions

	FY 2022	FY 2023
Scope 1	347	386
Stationary	22	26
Mobile	306	251
Fugitive	19	109
Scope 2	2,658	2,577
Electricity	2,658	2,577
Scope 3	717,971	715,902
Cat 1 – Purchased Goods	651,194	649,457
Cat 2 – Capital Goods	1,085	3,051
Cat 4 – Upstream Transportation	31,568	28,570
Cat 5 – Waste	147	368
Cat 6 – Business Travel	90	141
Cat 7 – Employee Commuting	5,901	5,000
Cat 8 – Upstream Leased Assets	12,123	13,234
Cat 9 – Downstream Transportation	15,147	15,028
Cat 12 – Product End of Life	715	1,052

Energy Use

Within our direct operations, our largest sources of energy consumption come from electricity to power our facilities and diesel to fuel our vehicles. We regularly look for ways to further improve our energy efficiency, including a significant upgrade to our cool room in 2022.

Energy Use

	FY 2022	FY 2023	Unit of Measure
Natural Gas	414	490	mmBTU
Propane	47	46	mmBTU
Gasoline	240	240	gallons
Diesel	29,500	24,112	gallons
Electricity	7,008	6,959	MwH

Waste and Water

In FY 2023, BSF had several active waste reduction initiatives that not only promote sustainability but also demonstrate our commitment to innovative waste management solutions.

Styrofoam Recycling Initiative

In 2022, BSF introduced new equipment designed to compress Styrofoam, a common packaging material. This compressed Styrofoam is then sold to a recycling company, which repurposes it for secondary uses. By implementing this system, we have made a significant impact on reducing waste generated in our operations. Although the initial investment for this equipment was substantial, it has already paid for itself. This voluntary initiative not only mitigates our waste impact but also contributes to approximately 70 tCO₂e savings annually.

Food Donation Partnership with Local Food Banks

BSF has established a partnership with local food banks to donate products that are past their “best by” dates but are still safe and suitable for consumption. This initiative significantly reduces organic waste by diverting it from landfills and providing nutritious food to community members affected by hunger. While this waste reduction effort does not involve direct costs or generate monetary savings, its impact is profound. This partnership exemplifies our commitment to social responsibility and sustainability by turning potential waste into a valuable resource for those in need.

Reducing Food Waste in Partnership with the Endangered Animal Rescue Sanctuary (EARS)

Founded in 2001, EARS is a not-for-profit organization in Citra, Florida that exists specifically to provide excellent living conditions for previously malnourished, abused and even abandoned big cats and other domestic and exotic animals. BSF is proud to partner with EARS, donating excess food to the exotic animals.

- 1. Reduction of Food Waste:** By donating surplus food, BSF significantly reduces the amount of food waste generated, aligning with our sustainability goals and environmental responsibility.
- 2. Support for Exotic Animals:** The donated food helps provide nutritious meals to the animals at EARS, supporting their health and well-being.
- 3. Community Engagement:** This partnership reflects BSF’s dedication to giving back to the community and supporting important causes such as wildlife conservation and animal welfare.

In FY 2023, BSF donated 18,068 pounds of food to EARS.

Water

We are committed to responsible water use and management in our operations. Unlike some food processors, BSF does not use water as an additive in our food products. Instead, our water usage is primarily dedicated to essential cleaning and hygiene processes to maintain the highest standards of food safety and quality.

Although our facilities are not located in areas with high-water stress, we understand the importance of conserving this valuable resource. We take proactive measures to monitor our water use throughout the year. By closely tracking our water consumption, we can quickly identify and address any unexpected increases or leaks, ensuring that our operations remain efficient and environmentally responsible.

SOCIAL RESPONSIBILITY

At BSF, our commitment to social responsibility is a cornerstone of our business philosophy. We recognize that our actions have a profound impact on the communities we serve and the lives of our employees. Therefore, we strive to operate ethically and sustainably, ensuring that our practices contribute positively to society. Our approach to social responsibility encompasses a broad range of initiatives, from ethical labor practices and community engagement to supporting employee well-being. By fostering a culture of integrity, respect, and accountability, we aim to make a meaningful difference in the world and set a standard for responsible business practices in the seafood industry.

Open Door Policy

We strive to cultivate a culture that values honest, open feedback and communication. We believe that the best way to resolve misunderstandings is through immediate and honest communication. Our Open Door Policy ensures that all employees feel comfortable discussing their opinions, problems, suggestions, or comments with any member of management.

Paid Leave for New Parents

BSF is committed to supporting our employees through significant life events such as the birth or adoption of a child. Our Maternity/Paternity Leave Policy provides paid leave for these occasions, ensuring that employees can spend valuable time with their new family members without financial concerns.

Leave Entitlement

- Maternity Leave: Eligible employees are entitled to 12 weeks of paid leave.
- Paternity Leave: Eligible employees are entitled to 2 weeks of paid leave.

Compensation

- Less than One Full Year of Service: 60% of salary
- After One Full Year of Service: 100% of salary

This policy reflects BSF's commitment to fostering a supportive and family-friendly work environment, recognizing the importance of parental bonding during the early stages of a child's life.



Health and Safety

At BSF, safety is a collective responsibility. Each employee must conduct tasks safely and efficiently, adhering to all local, state, and federal safety regulations. Employees must also familiarize themselves with the emergency plan for their specific work area, which outlines procedures for handling emergencies such as fires, weather-related events, and medical crises.

Supervisors are responsible for completing an Accident and Incident Report for each safety and health incident. All associates are expected to follow company safety guidelines and avoid behaviors that put themselves, clients, or company property at risk.

The Security and Safety Manager is tasked with developing and implementing the safety and health program to ensure a safer work environment. In addition, the Director of Safety and Security conducts annual training to ensure that employees understand and follow safety protocols.

Drug-Free Workplace

BSF is dedicated to providing a safe, healthy, and productive work environment by maintaining a Drug-Free Workplace. This policy strictly prohibits the use, sale, distribution, manufacture, or possession of alcohol, drugs, or related paraphernalia. Being under the influence of alcohol or drugs to the extent of impairment is also prohibited.

Workplace Violence

We are committed to preventing workplace violence and expressly prohibits any acts or threats of violence. Prompt remedial action, including termination, will be taken against any associate who engages in threatening or violent behavior. In appropriate cases, such actions will be referred to law enforcement authorities.

Each BSF associate is responsible for reporting any suspicious activities, threats, or incidents of violence to management. This includes aggressive behavior, offensive acts, and any threatening or offensive comments. BSF will not tolerate any form of retaliation against associates for making reports under this policy.

Wellness Program

BSF is dedicated to promoting the health and well-being of our associates through an active and comprehensive wellness program. Our goal is to reduce insurance premiums and provide the best possible benefits package by encouraging a healthy and active lifestyle.

- **Activities and Partnerships:** BSF collaborates with various outside vendors to promote good health and physical activity among our employees. This includes participation in First Coast Games, which features activities such as softball, pickleball, dodgeball, and volleyball. We also partner with the YMCA to provide additional health and fitness opportunities.
- **Wellness Program Participation:** This year, BSF has enrolled in a wellness program with our health provider. To qualify for a specific renewal rate, we must achieve specific health and wellness elements. We are proud to have already accomplished 7 out of 9 required elements, including wellness exams. Our focus is on prevention and education to ensure long-term health benefits for our associates.
- **Employee Assistance Program (EAP):** Our Employee Assistance Program (EAP) is designed to support the mental health and well-being of our associates. The EAP offers resources and services to help employees manage stress, mental health issues, and overall well-being.
- **Benefits Guide:** BSF's benefit guide applies to all employees working over 30 hours per week. Our commitment to health and wellness ensures that our associates have access to comprehensive benefits and support, promoting a healthier, more productive workforce.

Employee Engagement and Development

Our commitment to employee engagement and development is reflected in our comprehensive programs designed to cultivate talent, foster leadership, and ensure continuous growth.

Succession Planning and Leadership Development

We place a strong emphasis on succession planning, focusing on identifying and nurturing potential leaders to align with our business goals and objectives. Cross-training initiatives are in place to prepare employees for future growth opportunities, ensuring they are challenged and motivated to reach their full potential. Monthly training sessions for managers are designed to keep them engaged and prevent stagnation, encouraging a dynamic and innovative leadership team.

Structured Onboarding and Feedback

Our structured onboarding process includes 30, 60, 90-day, 6-month, and 1-year feedback sessions to ensure new employees are well-integrated and supported throughout their initial period. This approach helps us to address any concerns early and provides a clear pathway for growth and development.

Open Door Policy and Regular Check-ins

We promote a culture of open communication through our Open Door Policy, encouraging employees to share their thoughts and concerns freely. Every employee receives an annual review, supplemented by regular check-ins to ensure continuous feedback. Managers are encouraged to conduct 360-degree feedback sessions to gain comprehensive insights into their team's performance and development needs.

Continuous Learning and Skill Development

BSF supports ongoing education and skill development through tuition reimbursement for courses related to employees' fields or areas beneficial to the company. Weekly "Lunch and Learn" sessions hosted by our IT Director cover topics such as computer literacy and cybersecurity, ensuring our employees stay current with essential skills.

Collaboration and Company Goals

Our Chief Operations Officer (COO) and our Human Resources (HR) Department meet monthly with supervisors and managers to align on company priorities and goals, discussing important topics such as accountability and transparency. This collaborative approach ensures that everyone is working towards common objectives and understands their role in the company's success.

Training and Development Programs

We offer annual refresher training in various critical areas, including:

- **Quarterly Cybersecurity:** Keeping employees informed about the latest cyber threats and best practices.
- **Customer Service Skills:** Enhancing the ability to provide exceptional service.
- **Workplace Safety:** Ensuring a safe working environment.
- **Title IX Civil Rights Act:** Educating employees on their rights and responsibilities.

Community and Engagement Activities

As we emerge from the pandemic, we are reintroducing community-building activities such as company picnics, BBQs, and health fairs starting in 2024. These events help create a sense of community and belonging among our employees.

Employee Benefits

Employees are eligible to purchase products directly from the company at a discounted rate, providing an added benefit and strengthening their connection to the products they help create.



Diversity and Inclusion

BSF is dedicated to providing equal employment opportunities to all applicants and employees, irrespective of race, religion, creed, color, national origin, disability, marital status, sex, age, veteran status, or sexual orientation, in line with applicable federal, state, and local laws. This policy encompasses all aspects of employment, including hiring, placement, promotion, termination, leaves of absence, compensation, and training. Employment decisions are based solely on the ability to perform the essential functions of the job.

Anti-Harassment Policy

BSF strictly prohibits any form of unlawful harassment based on race, color, religion, sex, national origin, age, marital status, disability, or any other protected class. Any behavior that interferes with an associate's ability to perform their duties is not tolerated. Sexual harassment or any other form of harassment is unacceptable and will be met with disciplinary action, up to and including termination.

Reporting and Resolution

Employees with concerns or questions about discrimination or harassment are encouraged to report these issues to their immediate supervisor or the Human Resources department without fear of reprisal or retaliation. BSF will take appropriate disciplinary action against anyone found to be engaging in unlawful discrimination or harassment.

Commitment to Authorized Employment

BSF is committed to employing individuals authorized to work in the United States and does not discriminate based on citizenship or national origin.

Accommodations for Individuals with Disabilities

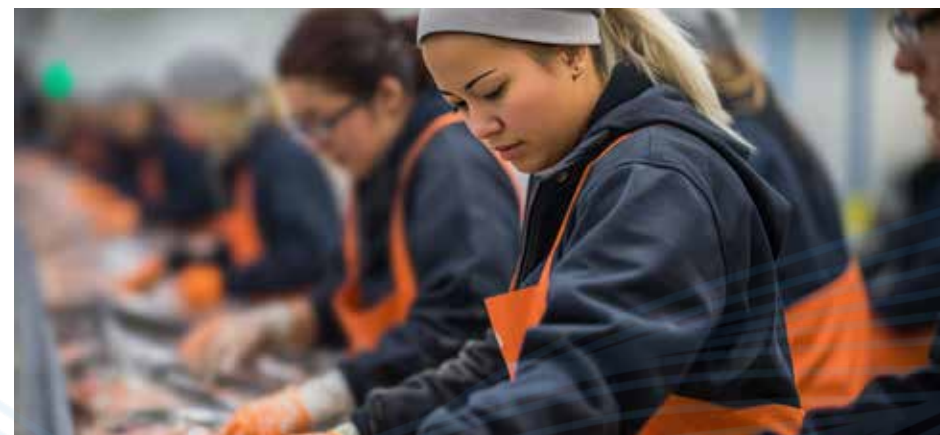
We comply with all federal and state laws regarding the employment of individuals with disabilities, adhering to the regulations and guidance of the Equal Employment Opportunity Commission (EEOC). The company does not discriminate against qualified individuals with disabilities in any employment-related activities.

BSF will provide reasonable accommodations to qualified individuals with disabilities to perform essential job functions unless such accommodations pose a direct threat that cannot be mitigated or cause undue hardship to the company.

We aim to create a welcoming environment where every employee can focus on their best work. Talent management is based on the willingness to learn, collaborate, and develop. Our goal is to ensure that all employees feel valued and supported, fostering a culture of respect and inclusion..

Diversity and Demographics

	Unit of Measure	2022	2023
Gender			
Male	%	64	62
Female	%	36	38
Racial/Ethnic Demographics			
White	%	57	58
Black or African American	%	25	24
Hispanic or Latino	%	14	13
Asian	%	2	3
Other	%	2	2





Giving Back

We believe in the importance of giving back to the communities that support us. Our commitment to social responsibility extends beyond our business operations to actively engaging in charitable activities and supporting organizations that make a positive impact.

Food Donations

In FY 2023, BSF continued this tradition of generosity by donating food to several local organizations that serve various community needs.

1. Hubbard House, Jacksonville

Hubbard House provides shelter and support services for survivors of domestic violence. Our food donations help ensure that residents have access to nutritious meals, contributing to their overall well-being and recovery.

2. Wolfson Children's Hospital via The Women's Board, First Coast Design Show Annual Event

Wolfson Children's Hospital offers critical care to children in need. By supporting their events with food donations, BSF helps raise funds and awareness for pediatric healthcare, ensuring that children receive the best possible medical care.

3. United Against Poverty

United Against Poverty works to alleviate poverty through various programs, including food assistance. Our donations help provide essential nutrition to families and individuals struggling with food insecurity, aiding in their journey towards self-sufficiency.



4. City Rescue Mission

City Rescue Mission provides food, shelter, and recovery programs for the homeless and those in need. Our food contributions support their mission to offer hope and a path to recovery for the vulnerable populations in Jacksonville.

5. EARS Endangered Animal Rescue Sanctuary

EARS cares for exotic and endangered animals that have been rescued from various situations. Our donations of food help ensure these animals receive the necessary nutrition, supporting their health and well-being while reducing food waste.

6. Farmshare

Farmshare is dedicated to distributing surplus food to those in need, promoting food security across Florida. Our contributions help Farmshare in its mission to prevent food waste and provide nutritious food to underserved communities.



Our commitment to community giving extends well beyond food donations. We are dedicated to fostering a positive impact through a variety of initiatives that support education, career development, community engagement, and charitable activities. Here are some of the key programs and partnerships we proudly support:

Educational and Career Development Programs

1. Facility Tours for Students

We facilitate tours of our facilities for high school students through partnerships with Fresh Ministries and the Jacksonville Jaguars Foundation. These tours aim to encourage career-mindedness and provide students with insights into the seafood industry and potential career paths.

2. City Year

BSF supports City Year, an organization dedicated to helping students and schools succeed. Our involvement includes volunteer hours, classroom support, and participation in career development activities.

3. MLK Day of Service

On Martin Luther King Jr. Day, BSF employees participate in service projects that benefit the community, reflecting Dr. King's legacy of service and civic engagement.

4. Seafood & Nutrition Education After-School Events

We organize educational events to teach students about seafood and nutrition, promoting healthy eating habits and awareness of the seafood industry.

5. Student Career Development Lunch & Learns

These sessions provide students with valuable information about various career opportunities, helping them make informed decisions about their future paths.

6. Teacher Appreciation Luncheons

BSF hosts luncheons to show appreciation for teachers, recognizing their hard work and dedication to educating the next generation.



Community Engagement and Support

1. Gift Card / Supply Donations

We provide gift cards and supply donations to support local schools and organizations, helping them meet their needs and enhance their programs.

2. Donation Drives

BSF organizes donation drives for various items, including student school supplies, food for student pantries, toilet paper, paper towels, and student dictionaries.

3. School Garden Projects

We support school garden projects, providing resources and volunteer hours to help create and maintain these educational and sustainable gardens.

4. Volunteer Hours

Our employees dedicate their time to support various community projects, including in-classroom support, helping with teacher classroom setup, greeting students on the first day of school, and improving school grounds.

5. Career Development

Through our involvement in student facility tours, CY member support, and career development activities, we aim to inspire and guide students towards fulfilling careers.

Charitable Partnerships

1. Feeding Northeast Florida

BSF is actively involved with Feeding Northeast Florida, organizing food donation drives and volunteering hours to sort and box donated goods, helping to alleviate hunger in our community.

2. Ronald McDonald House

We support Ronald McDonald House through financial donation drives and volunteer hours, including cooking meals for families staying at the house, providing comfort during challenging times.

Engagement Activities and Facility Support

1. Food Box Gifting and Engagement Activities

We engage in activities such as food box gifting and organizing events and dinners to support and connect with the community.

2. Donation of On-Site Space

BSF donates on-site space for large meetings, providing a venue for community organizations to gather and collaborate.

Through these diverse initiatives, BSF demonstrates a strong commitment to community giving and support. We believe in the power of collective effort and strive to make a meaningful difference in the lives of those we serve. Our ongoing dedication to education, career development, and community engagement reflects our core values and our mission to foster a better, more supportive society.

ABOUT THIS REPORT

This is BSF's first sustainability report, covering FY 2023 (July 1, 2022 – June 30, 2023). Where possible, data from FY 2022 has been provided to aid in trend analysis.

Boundaries and Methodology

This report has been prepared in alignment with the SASB "Processed Foods" industry standard, supplemented by other commonly-included sustainability disclosures. We have used an operational control approach to determine boundaries, and followed the GHG Protocol in calculating our carbon footprint. 100% of our facilities are included in the scope of our disclosures, unless otherwise noted.

Updates and Restatements

As this is Beaver Street Fisheries' first sustainability report, there are no corrections or restatements from prior years.

For More Information

We welcome your feedback on this report, as well as our sustainability policies, programs and performance more generally.

Casey Marion
Director of Sustainability
cmarion@seabest.com

Limitations and Disclaimer

This Sustainability Report has been prepared by Beaver Street Fisheries (BSF) to provide information about our sustainability initiatives, performance, and future commitments. The data and information contained in this report are based on our current practices, policies, and available data as of the date of publication.

Accuracy and Completeness: While we strive to provide accurate and up-to-date information, we acknowledge that some data and information in this report may be subject to change. We make no representations or warranties, express or implied, as to the accuracy, completeness, or timeliness of the information contained herein.

Third-Party Information: This report may contain information provided by third parties. BSF is not responsible for the accuracy or completeness of such information and does not endorse any third-party information.

Non-Financial Data: The non-financial data included in this report, such as sustainability metrics and performance indicators, are subject to measurement uncertainties resulting from limitations inherent in the nature and methods of determining such data.

By reading this report, you agree to the terms of this disclaimer. BSF reserves the right to modify, amend, or update this report and this disclaimer at any time without prior notice.

SUSTAINABILITY DATA TABLES

Indicator	Unit	FY 2022	FY 2023
Total energy consumed (FB-PF-130a.1)	Gigajoules (GJ)	30,066	29,179
Percentage grid electricity	Percent (%)	84%	86%
Percentage renewable	Percent (%)	0	0
Total water withdrawn (FB-PF-140a.1)	Thousand cubic meters (m3)	Not tracked	
Percentage in regions with high water stress	Percent (%)	N/A - we are not located in areas of high water stress	
Total water consumed (FB-PF-140a.1)	Thousand cubic meters (m3)	0	0
Percentage in regions with high water stress	Percent (%)	N/A	N/A
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations (FB-PF-140a.2)	Number (#)	0	0
Description of water management risks and discussion of strategies and practices to mitigate those risks (FB-PF-140a.3)	Discussion and analysis	See page 23	
Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances (FB-PF-250a.1)	Rate	BSF consistently maintains a GFSI non-conformance rate of <3%. In FY 2022-FY2023, there were zero major non-conformances, and all minor non-conformances were addressed through a corrective action plan and closed.	
Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program (FB-PF-250a.2)	Percentage (%) by cost	We estimated that approximately 95% of our ingredient cost is sourced from Tier 1 Suppliers certified to GFSI.	
(1) Total number of notices of food safety violation received, (2) percentage corrected (FB-PF-250a.3)	Number, Percentage (%)	0, N/A	0, N/A
(1) Number of recalls issued and (2) total amount of food product recalled (FB-PF-250a.4)	Number, Metric tons (t)	0, 0	0, 0
Revenue from products labeled and/or marketed to promote health and nutrition attributes (FB-PF-260a.1)	\$ USD	As a privately held company, we do not disclose revenue numbers. However, seafood makes up approximately 90% of our sales and is marketed as a healthy and nutritious source of protein.	
Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers (FB-PF-260a.2)	Discussion and analysis	See page 20	
Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines (FB-PF-270a.1)	Percentage (%)	0, 0	0, 0

Indicator	Unit	FY 2022	FY 2023
Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO (FB-PF-270a.2)	\$ USD	0, 0	0, 0
Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes (FB-PF-270a.3)	Number	0	0
Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices (FB-PF-270a.4)	\$ USD	0	0
Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable (FB-PF-410a.1)	Metric tons (t), Percentage (%)	We do not track packaging on a company-wide basis, but do provide this level of information on a customer-by-customer basis.	
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle (FB-PF-410a.2)	Discussion and analysis	See page 18	
Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard (FB-PF-430a.1)	Percentage (%) by cost	We estimate that approximately 85% of our food ingredients by cost are certified to either MSC or BAP. See pages 14–15 for more information.	
Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances (FB-PF-430a.2)	Rate	We do not conduct our own supplier audits, but do participate in fishery and aquaculture project and frameworks that include a social and/or environmental component. See page 17 for an example of these audit scorecards done through FisheryProgress.org.	
Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress (FB-PF-440a.1)	Percentage (%) by cost	Not tracked	
List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations (FB-PF-440a.2)	Discussion and analysis	See pages 14–17	

Activity Metric	Unit of Measure	FY 2022	FY 2023
Weight of products sold (FB-PF-000.A)	Metric tons (t)	64,789	60,314
Number of production facilities (FB-PF-000.B)	Number	1	1