BSF FY 2025 Report

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LETTER FROM THE Chief Vision Officer

Sustainability is a shared effort, and one of the things I value most about our work at BSF is the opportunity to pursue it alongside so many committed partners.

Across our supply chain, we work with people and organizations who bring different perspectives, capabilities, and responsibilities to the table, but who are often working toward the same fundamental goals: protecting natural resources, supporting people and communities, operating with integrity, and building a stronger food system for the future.

Collaboration is critical. The challenges facing our industry are complex, and lasting progress depends on relationships built on trust, transparency, and a willingness to keep improving together. We are proud of the partnerships that help us strengthen responsible sourcing, advance traceability, improve efficiency, and raise expectations throughout the value chain.

This report highlights the progress BSF is making, but it also reflects the contributions of the many partners who make that progress possible. We are grateful to be part of a broader community working toward shared sustainability goals and values.

Mark Frisch

Mark Frisch
Chief Vision Officer
BSF

ABOUT BSF

BSF is a leading importer, exporter, manufacturer, and distributor of quality seafood and meat products sourced from the United States and across the globe.

Consistently ranked among the top five seafood companies in North America, we deliver trusted products to foodservice and retail customers throughout the United States, the Caribbean, the European Union, and markets worldwide.

As one of the most extensive seafood importers in the United States, we handle over 100 million pounds of product annually through a combination of global imports and exports, distributing to customers worldwide from our nationwide network of facilities.

For over seven decades, BSF has worked toward a single goal: to lead the industry by setting the standard for excellence in quality, service, and product diversity. Today, that commitment is visible in every part of our operations.

Our position in the middle of the global supply chain means we work with a wide range of fisheries and producers to meet customer demand—balancing sustainability priorities with availability, quality, and market realities. BSF's strong reputation is built on consistently delivering exceptional quality with efficient, attentive service, guided by one enduring 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

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

Industry leader among top five North American seafood companies

Headquartered in Jacksonville, Florida with over 460 employees

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

Our Products

As a proven leader in the frozen seafood industry, BSF delivers exceptional service and quality to both foodservice 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.

BSF delivers a full portfolio of quality proteins: beef, pork, poultry, and lamb—including custom cuts through HF's Outstanding Brand; retail seafood with value-added and specialty items under Sea Best®; and premium Bahamian lobsters and conch through our Island Queen and Island Prince brands.

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

Our Locations

Headquartered in Jacksonville, Florida, BSF leverages a vertically integrated supply chain and the advantage of both on-site and offshore processing capabilities.

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

Some of our core item selections include:

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

Vision, Mission, and Values

Vision

To be known as the industry's essential partner in seafood.

Mission

To make seafood simple with reliable and transparent supply, excellent service, and trusted expertise.

Values

Prioritize People

We treat teammates, customers, and suppliers with respect, care, and empathy. We communicate vulnerably, authentically, and openly, and we encourage diverse perspectives. We build long-term relationships rooted in collaboration, transparency and shared goals. We honor the legacy that built us while staying nimble, flexible and responsive to what people need today.

Do the Right Thing

We lead with integrity even when it's not the easiest path, upholding responsible stewardship and ethical sourcing. We make every interaction easier through straight-forward communication, clear processes and intuitive solutions.

Own the Outcome

We follow through on every detail and every deadline, taking complete responsibility for the outcome. We solve problems proactively and work as one team, because success depends on each of us being accountable for our part.

Improve Relentlessly

We hold ourselves to the highest standards so quality and reliability are evident in everything we do. With excellence as our standard, we continually improve how we work, using expertise, data, and better processes to create a smarter and simpler seafood experience.

Approach to Sustainability

Business Ethics and Integrity

At BSF, we believe that good business ethics and integrity form the foundation of our long-term success and reputation. These principles guide how we operate—responsibly, transparently, and in ways that maintain the trust of our stakeholders.

Our role in the global seafood and meat supply chain requires us to work with a diverse network of suppliers and customers, each with their own standards and expectations. Within this complexity, we apply our ethical commitments consistently, ensuring that every decision reflects our values while recognizing the operational realities of our industry.

We maintain a comprehensive set of policies covering compliance, business ethics, sustainable supply chains, social responsibility and fair labor, and environmental practices. These policies—referenced throughout this report—serve as both a framework and a benchmark for our actions, wherever and however we operate.

Anti-Bribery and Corruption

BSF strictly prohibits any form of bribery or corruption. This includes offering, giving, soliciting, or receiving anything of value—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.

Operating in a complex, global supply chain means engaging with diverse markets, regulatory environments, and business cultures. Our Anti-Bribery Policy ensures that, regardless of location or circumstance, our actions reflect the same uncompromising commitment to ethical conduct.

By upholding this policy, we protect our reputation, maintain the trust of our stakeholders, and contribute to a fair and competitive business environment. This consistency in ethical behavior also helps reinforce our credibility with both suppliers and customers, enabling us to navigate challenging market conditions without compromising our values.

Key provisions in our Anti-Bribery 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 VP of Quality & Sustainability, who plays a crucial role in driving our sustainability agenda forward.

Our VP of Quality & 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 VP of Quality & Sustainability reports directly to the Chief Vision Officer 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 Chief Vision Officer 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 focus on a set of material topics that are central to both our sustainability strategy and our long-term business success. These topics represent the areas where our actions can have the greatest impact and create meaningful opportunities for positive change. They reflect the priorities of our stakeholders—customers, employees, suppliers, and the communities where we operate—and guide how we target our efforts within the realities of our role in the global supply chain.

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

BSF is proud to collaborate with many well-respected sustainability organizations to extend our influence and amplify our impact on environmental and social responsibility. Partnerships allow us to leverage collective expertise, resources, and innovative solutions to address critical issues such as sustainable seafood sourcing, ethical labor practices, and environmental conservation.

Given our position in the middle of the supply chain, these collaborations are essential to driving change beyond our direct operations. By working alongside leaders in sustainable practices, we can support improvements at the fishery and farm level, align with evolving customer expectations, and help shape the broader industry toward more responsible and transparent practices.

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. BSF 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 Seafood Task Force (STF) leverages collective purchasing power to work with the Thai government and Department of Fisheries to implement internationally verified track-and-trace systems, advance globally recognized Thai Port Codes of Conduct, and support Fishery Improvement Projects in the Gulf of Thailand and Andaman Sea—all to protect labor rights, reduce illegal fishing, and expand these efforts to other Southeast Asian countries, including 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 collaborates with leading global organizations that rate and certify seafood for environmental sustainability. The platform aligns our product sources with this information and provides timely updates, ensuring our staff and customers always have access to the most current data. FishChoice has become one of the most comprehensive online resources for seafood company and product information, covering sustainability data for over 700 species and more than 4,000 wild and farmed seafood sources.

The Stronger America Through Seafood initiative is driven by industry leaders from diverse backgrounds united by a common goal. With corporate support, the initiative seeks to establish a predictable, affordable, and efficient permitting framework to expand U.S. seafood production, including aquaculture, through Executive Action and comprehensive federal legislation. Together, we aim to build a stronger America by increasing the availability 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 commitment to safe, responsible, and sustainable seafood sourcing extends beyond our own operations and into every part of our supply chain. Central to this commitment is our Supplier Code of Conduct, which all suppliers must read and acknowledge. This code sets clear expectations for ethical and responsible business practices and requires adherence to nine core principles as a minimum standard.

Compliance with Laws

Suppliers must fully comply with all applicable national and local laws and regulations, including those relating to labor, immigration, health and safety, and the environment. This strict compliance ensures that operations are both legally sound and ethically conducted.

Voluntary Labor

BSF's dedication to high-quality seafood begins with fair labor practices. All labor must be voluntary, with a strict prohibition on slave, child, underage, forced, bonded, or indentured labor. Suppliers must have measures in place to ensure compliance with anti-slavery and human trafficking laws, and workers must retain control of their identity documents at all times. We maintain a zero-tolerance policy for forced or bonded labor—any such discovery results in the immediate termination of the supplier relationship.

Labor Hours

Suppliers must provide adequate rest days and ensure that working hours comply with legal limits. Reasonable working hours are essential to a healthy, productive workforce.

Hiring and Employment Practices

Suppliers must verify workers' legal right to work and age before employment. All employment terms—including hiring, pay, training, promotion, termination, and retirement—must be based solely on an individual's ability and willingness to perform the job.

Compensation

Workers must receive wages, overtime premiums, and benefits that meet or exceed legal requirements or collective agreements—whichever is higher. We also encourage suppliers to provide wages that meet local industry standards, support basic needs, and allow for discretionary income.

Discrimination and Harassment

All workers must be treated with respect and dignity. Discrimination or harassment of any kind is prohibited. Suppliers must:

1. **Prohibit Discrimination** – Ensure employment decisions are based on ability and qualifications, not personal characteristics or beliefs.

2. **Prevent Harassment** – Implement policies to prevent harassment, bullying, and abuse, with clear reporting processes free from retaliation.

Freedom of Association and Collective Bargaining

Suppliers must respect the right of workers to form or join trade unions of their choosing and to bargain collectively, exercising these rights lawfully and peacefully.

Health and Safety

A safe and healthy workplace is essential. Suppliers must proactively prevent hazards and strictly follow safety protocols.

Dormitories and Canteen

Residential and dining facilities provided to workers must be safe, healthy, and sanitary, ensuring a comfortable and secure living environment.

Environment

Suppliers must comply with environmental laws relating to waste disposal, emissions, discharges, toxic substances, and hazardous waste. All input materials and components must be sourced from permissible harvests, in alignment with international treaties, protocols, and local laws.

CASE STUDY

Restoring Mangroves Through Seafood Supply-Chain Collaboration

Mangrove forests are among the world's most productive coastal ecosystems. They store carbon, protect shorelines from erosion and storms, provide habitat for fish and wildlife, and support food sources and livelihoods for coastal communities. In Ecuador, however, mangroves have experienced extensive historical losses linked to illegal logging, urban expansion and aquaculture development. The Nature Conservancy estimates that the country has approximately 150,000 hectares of mangroves remaining and has identified more than 300 hectares of shovel ready potential restoration sites in the Gulf of Guayaquil.

BSF is participating in a multistakeholder initiative led by The Nature Conservancy to help restore this important habitat. The work is connected to the North Star Shrimp Initiative, which brings together shrimp farmers, feed producers, distributors and retailers to reduce the environmental impacts of farmed shrimp. A portion of the value generated through participating shrimp purchases supports place-based mangrove restoration in Ecuador, creating a direct connection between seafood purchasing and coastal conservation.

By the middle of 2025, five hectares of mangroves had been restored, and work had begun on an additional 10 hectares. Restoration involves far more than planting seedlings. TNC's approach includes establishing community nurseries, preparing sites, planting and replacing trees, maintaining restored areas for three years to maximize plant survival and ensure successful restoration, and monitoring and verifying progress. Local communities play a central role in implementation, nursery management, maintenance and long-term stewardship.

The project has also demonstrated that successful restoration depends on predictable funding, consistent demand and long-term planning. "Mangrove restoration is not a one-time planting activity," said Antonio Santa Marta, TNC's global shrimp strategy lead. "Everything that sets us up for long-term success—selecting appropriate sites, coordinating with local communities, and planning for long-term maintenance and monitoring—requires visibility into available funding and purchasing volumes." For BSF, improving that connection between commercial activity and conservation outcomes is a central priority. "Our role is to help create a clearer link between customer demand and what can be accomplished on the ground," said Casey Marion, head of sustainability at BSF. "By strengthening data collection, reporting and communication across the supply chain, we can help TNC plan restoration more effectively while giving customers a better understanding of the impact their purchases support."

TNC's broader Ecuador strategy aims to restore 300 hectares and conserve 30,000 hectares of mangroves by 2033, in partnership with local communities. BSF's participation contributes to this larger effort and demonstrates how seafood companies can use purchasing relationships to support measurable, place-based conservation.

For more information about how North Star Shrimp purchases support mangrove restoration, see page 17.

Human Rights in the Supply Chain

Through our rigorous Supplier Code of Conduct, BSF fosters a supply chain that is both ethically and environmentally responsible. Recognizing that human rights issues require collaborative solutions, we partner with leading organizations dedicated to ensuring that workers are treated fairly and with dignity across the global seafood industry.

Project Issara Partnership

BSF has been a strategic partner of the Issara Institute since its inception, beginning with shrimp sourcing in Thailand in 2015. The Issara Strategic Partners Program engages global brands and retailers in a united effort to address trafficking and forced labor risks, delivering measurable improvements in working conditions. Our collaboration with Issara focuses on two core priorities:

Empowering Workers

- **Information Access:** We ensure that workers—particularly migrant workers—have access to accurate, up-to-date information to make informed decisions, avoid trafficking risks, and choose safe employment opportunities.
- **Worker Rights:** By equipping workers with knowledge of their rights, we help foster a transparent, fair, and respectful workplace culture.

Strengthening Supply Chains

- **Improved Systems:** We work to enhance labor recruitment and management practices throughout our supply chains, promoting ethical standards from recruitment to day-to-day employment.
- **Behavioral Change:** Our partnership aims to drive positive change among employers, government agencies, global brands, and retailers, creating a united front against labor exploitation.

Seafood Task Force (STF) Involvement

BSF is also an active member of the Seafood Task Force, which leverages the collective purchasing power of its members to influence meaningful change in the Southeast Asian seafood sector. Our participation focuses on securing labor rights, improving supply chain transparency, and reducing illegal, unreported, and unregulated (IUU) fishing. Key initiatives include:

Track and Trace Systems

- **International Verification:** Implementing end-to-end traceability—from feed mill to vessel—ensuring accountability and transparency.
- **Verification Standards:** Maintaining high integrity through internationally recognized verification processes.

Thai Port Codes of Conduct

- **International Recognition:** Supporting the adoption of Thai Port Codes of Conduct that align with global labor and fishing standards.

Fishery Improvement Projects (FIPs)

- **Regional Impact:** Advancing sustainable fishing practices and protecting marine ecosystems in the Gulf of Thailand and the Andaman Sea.

Policy on Forced Labor and Responsible Recruitment

BSF is committed to the highest standards of ethical conduct across our supply chain, with particular focus on the recruitment and fair treatment of migrant workers. Our Policy on Forced Labor and Responsible Recruitment affirms our dedication to eliminating forced labor and ensuring that recruitment practices are fair, transparent, and respectful of human rights.

Understanding Modern-Day Slavery

Human trafficking—often referred to as modern-day slavery—takes many forms, including forced labor, bonded labor, prison labor, sex trafficking, and domestic servitude. BSF views these practices as severe violations of human rights. We are committed to identifying, minimizing, and remediating any instance of forced labor or human trafficking in our supply chain.

Addressing the Exploitation of Migrant Workers

Migrant workers can be especially vulnerable to exploitation by unethical recruitment agencies and labor brokers—a major driver of modern slavery across industries. To combat this risk, BSF follows the International Labour Organization's (ILO) 2014 recommendations on protecting individuals from abusive and fraudulent recruitment practices, and the ILO's 2016 guidelines on fair recruitment, which emphasize human rights due diligence in all recruitment activities.

Commitment to Fair Treatment and Ethical Recruitment

We are committed to ensuring 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. BSF also supports the Dhaka Principles for Migration with Dignity, which promote the rights of migrant workers from recruitment through employment, and onward to further employment or safe return home.

Our Supplier Code of Conduct, based on the Global Social Compliance Programme (GSCP), establishes international standards for fair labor conditions and fundamental rights. These standards include a prohibition on forced labor and a requirement for responsible recruitment practices, and apply equally to all workers—permanent, temporary, agency, piece-rate, salaried, hourly, part-time, night shift, home-based, young, and migrant workers.

In September 2023, BSF further strengthened its commitment by signing the Manufacturing, Warehousing, and Fair Labor Association (FLA) industry pledge, committing to:

1. **No Worker Pays for Their Job** – Workers are not charged fees or costs to secure employment.
2. **Control of Travel Documents** – Workers retain possession of their travel documents and have full freedom of movement.
3. **Informed Employment Terms** – Workers are informed of the terms of employment before leaving their home country.

Responsible Seafood and Meat

We have built a strong reputation as experts in the foodservice industry, and with the creation of our Sea Best® retail brand, we have become a leading name in the frozen seafood category. Sea Best reflects decades of industry experience and our ongoing commitment to delivering the highest quality frozen seafood, while introducing consumers to new products at exceptional value.

We actively collaborate with supply chain partners and standard-setting organizations to promote responsible and sustainable sourcing. Our partners include the Global Seafood Alliance, which sets the industry benchmark for Best Aquaculture Practices, and the Marine Stewardship Council (MSC), the leading global standard for wild, sustainable fishery certification. Through our work with the Sustainable Fisheries Partnership, we have developed and implemented numerous Fishery Improvement Projects (FIPs) that enhance the environmental and social performance of seafood production for both wild-caught and farm-raised species.

Wild Caught

We partner with the Marine Stewardship Council (MSC) on a range of projects that help fisheries work toward achieving MSC certification. Beaver Street Fisheries is MSC supply chain certified, giving our customers confidence that we can verify seafood sourced from MSC-certified sustainable fisheries.

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 is based on three core principles: the sustainability of wild fish stocks, the health of marine ecosystems, and the effectiveness of fishery management. 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.

Sustainability-certified seafood

BSF is an active participant in the Global Dialogue on Seafood Traceability (GDST), an international business-to-business platform that develops and promotes standards for interoperable seafood traceability. Through this collaboration, BSF supports the global effort to improve the reliability, transparency, and efficiency of seafood supply chains.

Our VP of Quality & Sustainability serves on the GDST Technical Council, helping to shape the technical foundations that enable the secure exchange of key data across the industry. By aligning with GDST standards, BSF strengthens its commitment to responsible sourcing and ensures that traceability remains at the core of our sustainability practices.

MSC certified products

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

Aquaculture

As a leader in the seafood industry, we understand our responsibility to protect and sustain the world's ecosystems. Committed to sustainability and responsible sourcing, we work closely with our supply chain partners to advance solutions that meet the increasing demand for responsibly produced seafood. One key partner is the Global Seafood Alliance, whose internationally recognized Best Aquaculture Practices (BAP) program ensures that aquaculture products are produced responsibly—covering environmental stewardship, social responsibility, food safety, and animal welfare

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's Jacksonville packaging plant was the world's first seafood repackaging facility to earn certification under the Aquaculture Certification Council's (ACC) Best Aquaculture Practices (BAP) program.

CASE STUDY

North Star Shrimp: Improving Sustainability Across the Value Chain

Farmed shrimp's environmental impacts do not come from a single source. Feed production, energy-intensive farm operations and historical mangrove conversion can all contribute to its climate and biodiversity footprint. Addressing these issues therefore requires coordinated action across the supply chain—not only from shrimp farmers, but also from feed producers, distributors, retailers and foodservice companies.

Through participation in The Nature Conservancy's North Star Shrimp Initiative, BSF is helping connect leading producers implementing improved practices with customers seeking more sustainable seafood. The initiative focuses on three major areas: improving feed ingredients, reducing energy use and emissions on farms, and supporting mangrove restoration. Feed improvements include carbon footprint reductions, sourcing soy that does not contribute to deforestation or ecosystem conversion and using more responsibly sourced fishmeal and fish oil. On farms, the program encourages greater operational efficiency, lower energy consumption and a shift towards renewable energy.

BSF's position between producers and customers is central to this work. Producers need sufficient and predictable demand to justify changes in farm operations and feed purchasing. At the same time, customers need credible information showing how products were produced and what environmental improvements were made. BSF helps connect these needs through purchasing relationships, supplier engagement and communication with retail and foodservice customers.

Scaling the program will depend on continued collaboration and broader customer participation. By helping translate customer demand into purchasing activity, BSF can support the industry transition to lower-impact shrimp.

For more information about how North Star Shrimp purchases support mangrove restoration, see page 12.

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.

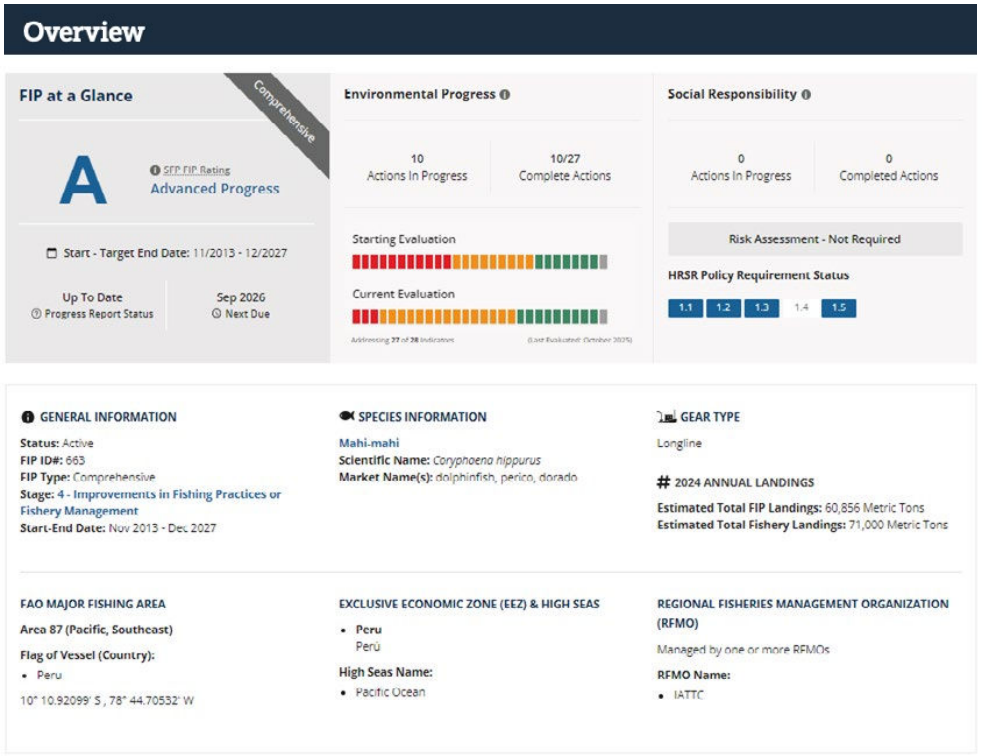
BSF has partnered with groups like WWF, CeDePesca, and Sustainable Fisheries Partnership (SFP) to develop and implement FIPs for various species. This collaboration focuses on:

- 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 (MSC certified)



One of the many FIP projects we support is the Peruvian mahi-mahi fishery, involving over 10,000 fishermen and recognized as the world's leading mahi-mahi producer. This fishery faces challenges due to limited management of this highly migratory species and insufficient data on impacts to endangered species like turtles and sharks. Thie Fishery Improvement Project (FIP) is working to address these issues with the goal of aligning the fishery with the Marine Stewardship Council (MSC) standard by 2026 and pursuing full MSC certification thereafter.

CASE STUDY

Better Salmon Starts with Better Feed

The Nature Conservancy's Better Aquafeed Blueprint brings together companies across the salmon supply chain to accelerate the production and adoption of more sustainable feed. The initiative focuses on practical sourcing criteria that can be applied by feed producers, salmon farmers, seafood companies and retailers. These include using certified and electronically monitored marine ingredients, sourcing verifiable deforestation- and conversion-free soy, assessing the environmental impacts of new feed ingredients, reducing dependence on forage fish, and consistently measuring feed-related carbon emissions.

TNC's analysis indicates that these improvements are feasible, with sufficient supplies of certified marine ingredients and deforestation- and conversion-free soy already available. TNC estimates that full implementation may increase salmon-production costs by approximately 1.4% to 2.2%— an increase that is smaller than the cost fluctuations producers routinely experience, but still significant enough to require coordinated action across the supply chain so that the costs, as well as the benefits, of the transition are shared.

BSF is working with TNC to explore how distributors can support this transition through supplier engagement and stronger signals from retail and foodservice customers. Positioned between salmon producers and buyers, BSF can help communicate emerging sourcing expectations upstream while helping customers understand the operational and financial requirements of more sustainable feed.

The Blueprint's pre-competitive working group will allow participating companies to address shared challenges, including ingredient traceability, data verification and access to preferred raw materials. Members will work toward full implementation of the criteria by 2030. For BSF, the initiative represents an opportunity to help translate voluntary sustainability goals into practical sourcing expectations that can be adopted across the industry.

Did you know?

Feed represents the largest opportunity to reduce the environmental impact of farmed salmon, typically accounting for about 70% of salmon's carbon footprint. Soy production can contribute to deforestation and the conversion of important ecosystems, while fishmeal and fish oil may place pressure on wild fish populations and the marine species that depend on them.

Sustainable Packaging

Our commitment to sustainability extends beyond sourcing and production into how our products are packaged. We continually explore innovative, responsible packaging solutions that reduce environmental impact without compromising quality.

Styrofoam Recycling and Repurposing

Recognizing the environmental challenges posed by Styrofoam, BSF operates a comprehensive recycling program. We collect, recycle, and sell Styrofoam used in our packaging processes, keeping it out of landfills and contributing to a circular economy by giving the material a second life.

SFI-Certified Materials

For our internal box use, we source materials certified by the Sustainable Forestry Initiative (SFI), ensuring they come from responsibly managed forests and support sustainable forestry practices, while reducing our carbon footprint.

Meeting Customer Sustainability Goals

We work closely with customers—particularly for private label products—to meet their sustainable packaging specifications. By tailoring packaging to align with their environmental objectives, we help them achieve their goals while protecting product quality.

Reducing Plastic Use

To further minimize our environmental footprint, we have eliminated overwrapping with cellophane and shrink wrap, significantly reducing plastic use.

Best-By Dates to Prevent Waste

All BSF products feature best-by dates, helping consumers enjoy peak quality while reducing unnecessary food waste. This simple step supports responsible consumption and maximizes the value of food resources.

Food Safety and Quality

At BSF, our people are the driving force behind our Food Safety and Quality programs. We dedicate the necessary human and financial resources to implement, train, manage, and continually improve these systems.

Our Quality Assurance team is made up of highly skilled food scientists, regulatory compliance experts, and seafood and nutrition specialists who oversee BSF's Food Safety & Quality Management Systems—ensuring food safety, legality, and quality remain top operational priorities.

We adhere to stringent standards aligned with the Global Food Safety Initiative (GFSI) and the Global Seafood Alliance's Seafood Processing Standard. Our HACCP-approved, USDA-inspected facility operates with permanent USDC and USDA inspectors on-site during all operational hours. Our seafood processing plants hold a "Class 1" rating from the U.S. Department of Commerce, certifying that our products are safe, wholesome, and accurately labeled. The HACCP system addresses all potential hazards and undergoes annual internal and third-party reviews, along with daily, monthly, and quarterly audits to ensure the highest levels of safety and quality are maintained.

Our sanitation program employs aqueous ozone technology—reducing reliance on traditional cleaning and sanitizing chemicals while achieving exceptional cleanliness standards. Microbiological testing is a key component of our program, supported by routine environmental monitoring of equipment and personnel, as well as ATP Bioluminescence testing as part of our validation process.

CASE STUDY

Building a More Connected and Traceable Seafood Supply Chain

BSF's traceability efforts are creating a reliable digital record that follows seafood from its source through processing, distribution and delivery to the customer. This detailed information supports faster product investigations, more efficient audits and stronger verification of environmental and social sourcing claims.

Seafood traceability is especially complex because the supply chain includes thousands of vessels, farms, processors, importers, distributors, retailers and foodservice businesses. BSF operates at a critical point between these upstream producers and downstream customers—what the project team describes as the narrow "center of the hourglass" of the supply chain. This is critical because information at this point enables data to be linked throughout the wider supply chain.

Moving from records to usable data

BSF is implementing end-to-end traceability system, connecting data from suppliers, to its internal operations, and on to customers. The initiative is designed to automate data movement from the receipt of imported goods and raw materials through BSF's facilities and onward to customers. Rather than relying on separate paper records, spreadsheets and manual data requests, authorized users will eventually be able to locate relevant product information down to a lot level within seconds.

The work also prepares BSF for the U.S. Food and Drug Administration's Food Safety Modernization Act Section 204 traceability requirements, commonly known as FSMA 204. However, BSF's approach extends beyond basic compliance.

Customers may use different identifiers, labeling systems and data formats, and many have developed requirements that go beyond the regulation itself. The system must therefore be flexible enough to capture multiple forms of information while supporting BSF's existing operational processes.

BSF is working with traceability technology provider Wholechain to provide this connectivity. The platform can exchange information through desktop tools, mobile applications and application programming interfaces, or APIs. It is based on standards including the Global Dialogue on Seafood Traceability and GS1's Electronic Product Code Information Services, known as EPCIS. In practical terms, these standards provide a shared data language: suppliers and customers can use different technology systems while still exchanging information in a consistent format.

Building capacity across the supply chain

Technology integration is only one part of the effort. Many seafood suppliers continue to rely on paper-based or partially digital processes. BSF must help suppliers understand what information is required, how it should be recorded and how it can be transferred as products are purchased and shipped.

BSF has begun by onboarding several larger suppliers. This initial phase allows the team to test processes, resolve technical issues and develop a model that can be expanded more quickly across the supply chain. Suppliers are not required to use the same platform as BSF; those with compatible systems can transmit standardized data directly, while suppliers with fewer digital capabilities can use alternative tools and receive additional onboarding support.

The initiative has required close collaboration across BSF. Keith Tesori, Manager of Application Development, has led technical integration work, including the development and implementation of APIs connecting internal and external systems. Marie Leavitt and Jun Loeffler of the Vendor Compliance Team have strengthened supplier communications, onboarding and internal compliance processes.

Over time, the same traceability foundation could support a wider range of sustainability information. Once product movement is consistently documented, BSF can connect additional data concerning responsible labor practices, fishing and farming methods, feed ingredients, deforestation and mangrove impacts, sustainability certifications and supply-chain emissions. The result is a system designed not only to show where a product has been, but also to provide stronger evidence of how it was produced.

Health and Nutrition

At BSF, we believe great seafood should nourish both people and the planet. Our products are carefully sourced and prepared to meet the highest standards of quality, taste, and sustainability—while also delivering powerful health benefits. Seafood is naturally rich in essential nutrients, making it a cornerstone of a balanced diet.

Nutritional Powerhouse

Seafood provides a unique combination of health-supporting nutrients, including:

- **Omega-3 Fatty Acids** – Known for promoting heart health, reducing inflammation, and supporting brain function.
- **High-Quality Protein** – Essential for building and repairing muscle, and for keeping you feeling full and energized.
- **Vitamins and Minerals** – Such as Vitamin D, B-complex vitamins, selenium, and iodine, which are vital for bone health, energy production, and healthy thyroid function.

Benefits for Every Stage of Life

- **Heart Health** – Omega-3-rich fish like salmon, mackerel, and sardines can help lower blood pressure, reduce triglycerides, and decrease the risk of heart disease.
- **Brain Health** – Omega-3s are critical for cognitive function and development, making seafood an important food for growing children, working adults, and aging seniors alike.
- **Weight Management** – Lean, protein-rich seafood increases satiety and supports healthy weight loss or maintenance without compromising nutrition.
- **Bone and Joint Strength** – Vitamin D, calcium, and other nutrients in seafood help maintain strong bones and joints, reducing the risk of osteoporosis and arthritis.
- **Immune Support** – Minerals like selenium and zinc boost immune defenses, helping the body fight infections and maintain overall wellness.

From supporting heart health to strengthening immunity, seafood is one of nature's most complete and versatile foods. At BSF, we are proud to provide options that help our customers enjoy these benefits as part of a sustainable and healthy lifestyle.

Green Operations

Carbon and Climate

Understanding and managing our carbon footprint is an essential part of BSF's sustainability journey. We have now been tracking our carbon footprint for three consecutive years, building a clearer picture of our environmental impacts and progress over time. This multi-year data allows us to identify where emissions remain steady, where they fluctuate, and where opportunities exist to make meaningful reductions.

Like many companies in the seafood and meat industries, the majority of our emissions occur beyond our direct operations. Our suppliers operate across the globe, using a variety of fishing, farming, and processing methods. Factors such as fishing gear, aquaculture feed production, livestock rearing, and long-distance transportation significantly influence the total carbon footprint of our products.

Given these realities, our strategy is centered on influence rather than direct control—working collaboratively with suppliers, partners, and industry groups to reduce emissions across the value chain. Our approach includes:

- **Sustainable Sourcing –** Partnering with suppliers that follow responsible fishing and farming practices to minimize environmental impacts from the start.
- **Supplier Engagement –** Maintaining active dialogue with suppliers to share best practices, encourage energy efficiency, reduce waste, and promote the use of sustainable feed.
- **Clear Standards –** Setting and monitoring sustainability expectations aligned with global best practices and certifications, while supporting supplier progress through training and capacity building.

- **Innovative Solutions –** Investing in technology for better traceability and transparency, helping ensure that sustainable practices are upheld throughout the supply chain.
- **Industry Collaboration –** Participating in initiatives such as the Global Dialogue on Seafood Traceability and Fishery Improvement Projects to drive collective, system-wide change.

By combining accurate measurement with targeted collaboration, BSF is building the foundation for meaningful carbon reduction—recognizing that progress depends on shared responsibility across our entire supply chain.

We recognize that the overwhelming majority of our carbon footprint—95%—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 2023	FY 2024	FY 2025
Scope 1	**386**	**449**	**291**
Stationary	26	23	23
Mobile	251	210	271
Fugitive	109	217	0
Scope 2	**2,577**	**2,608**	**2,524**
Electricity	2,577	2,608	2,524
Scope 3	**715,902**	**310,018**	**271,457**
Cat 1 – Purchased Goods	649,457	247,601	205,500
Cat 2 – Capital Goods	3,051	5.3	66
Cat 4 – Upstream Transportation	28,570	33,783	38,715
Cat 5 – Waste	368	485	560
Cat 6 – Business Travel	141	127	131
Cat 7 – Employee Commuting	5,000	3,445	5,686
Cat 8 – Upstream Leased Assets	13,234	4,996	3,489
Cat 9 – Downstream Transportation	15,028	18,387	16,269
Cat 12 – Product End of Life	1,052	1,188	1,043

Learn more about Scopes of Carbon Emissions here.

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 2023	FY 2024	FY 2025
Natural Gas (mmBTU)	490	433	437
Propane (mmBTU)	46	65	76
Gasoline (gallons)	240	240	137
Diesel (gallons)	24,112	19,930	25,944
Electricity (MwH)	6,959	7,150	6,917

Waste and Water

BSF's waste reduction initiatives demonstrate both our commitment to sustainability and our willingness to invest in innovative solutions.

Styrofoam Recycling Initiative

To address one of the more challenging packaging materials, BSF installed specialized equipment in 2022 to compress Styrofoam for recycling. The compressed material is sold to a recycling company, where it is repurposed for secondary uses. This program has delivered measurable benefits—reducing landfill waste, avoiding approximately 70 tCO_2e annually, and paying back the initial investment within a short time frame. While entirely voluntary, the initiative underscores our proactive approach to waste management.

Food Donation Partnership with Local Food Banks

Through a partnership with local food banks, BSF donates products that have passed their "best by" dates but remain safe and high-quality. This effort diverts organic waste from landfills, provides nutritious food to individuals and families in need, and demonstrates how waste reduction can create meaningful community impact. While it carries no direct financial gain, the social return is significant.

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

Founded in 2001, EARS is a nonprofit in Citra, Florida dedicated to caring for malnourished, abused, and abandoned big cats and other exotic and domestic animals. BSF supports this mission by donating surplus food—an effort that:

1. **Reduces Food Waste –** Keeping edible food out of landfills and aligning with our environmental goals.
2. **Supports Animal Welfare –** Providing nutritious meals that contribute to the health and longevity of exotic animals.
3. **Engages the Community –** Strengthening connections to causes that matter, including wildlife conservation.

Water

We are committed to managing water responsibly across all our operations. Unlike some food processors, BSF does not add water to our products; instead, our usage is focused on critical cleaning and sanitation processes that uphold the highest standards of food safety and quality.

While our facilities are not located in regions of high water stress, we recognize that water is a shared and finite resource. We actively monitor consumption throughout the year, enabling us to detect and address leaks or unusual increases quickly. This vigilant approach helps us maintain operational efficiency while ensuring our water use remains as environmentally responsible as possible.

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. From fostering a culture of integrity, respect, and accountability to supporting employee wellbeing with paid leave for new parents, we strive to make a meaningful difference and set a standard for responsible business practices in the seafood industry.

Creating a Responsible Value Chain

Our customers expect the highest standards of social responsibility across their seafood supply chains, and we welcome the opportunity to demonstrate our commitment through regular third-party and customer-led audits. For example, each year customers conduct detailed assessments of our facilities against their supplier social sustainability requirements. These audits evaluate areas such as labor practices, workplace safety, and management accountability, confirming that our operations align with customer expectations for ethical and responsible sourcing.

BSF's strong audit performance reflects the systems we have in place, from our Quality Management System and HACCP programs to documented social accountability procedures. By engaging openly with customers during these reviews, we not only validate our compliance but also identify opportunities for continuous improvement. This collaborative approach strengthens customer confidence in our operations and reinforces our role as a trusted partner in advancing shared sustainability goals.

Health and Safety

At BSF, safety is everyone's responsibility. All employees are expected to work safely, follow local, state, and federal regulations, and be familiar with emergency procedures. Supervisors document all incidents, while our Security and Safety Manager oversees the company-wide safety program and the Director of Safety and Security provides annual training.

Drug-Free Workplace

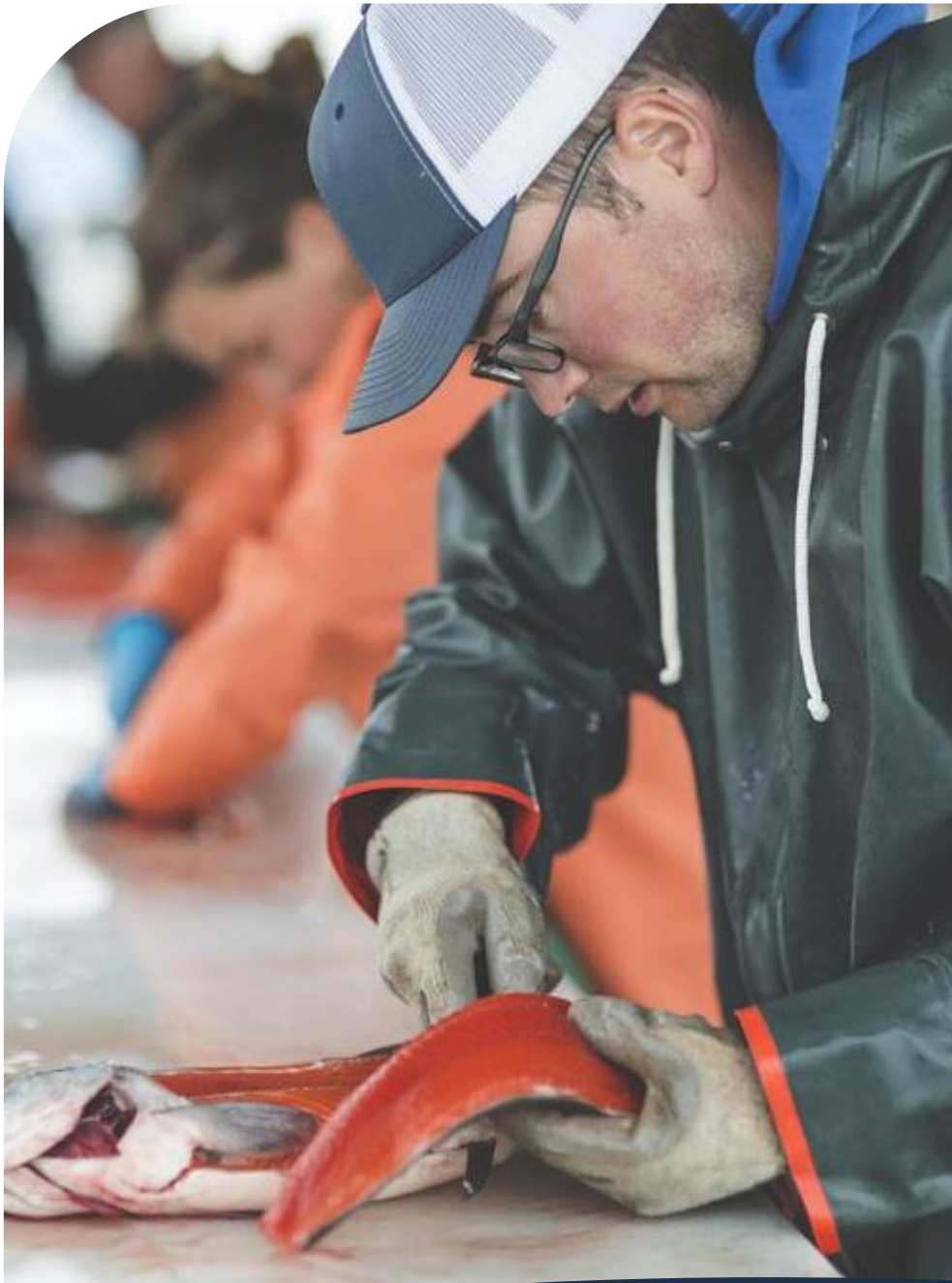
BSF maintains a strict Drug-Free Workplace policy that prohibits the use, possession, or distribution of drugs or alcohol in any form that could impair performance or compromise safety.

Workplace Violence

We have zero tolerance for workplace violence or threats of violence. Any such behavior will result in disciplinary action, up to termination, and may be referred to law enforcement. Employees are encouraged to report concerns without fear of retaliation.

Wellness Program

BSF promotes employee well-being through a comprehensive wellness program focused on prevention and healthy lifestyles. Initiatives include participation in the First Coast Games, partnerships with the YMCA, and enrollment in a provider-led wellness program—where we've already achieved 7 of 9 health benchmarks. Additional support is available through our Employee Assistance Program and robust benefits package for associates working over 30 hours per week.



Employee Engagement and Development

At BSF, we believe our employees are our greatest asset, and we are committed to creating an environment where they can grow, lead, and thrive. Our approach combines leadership development, structured feedback, open communication, and continuous learning opportunities.

Behind the scenes, we're growing stronger with new hires, updated roles, better governance, and a data-driven approach to meet both customer and employee needs.

Leadership Development and Succession Planning

We prioritize succession planning to identify and nurture future leaders, ensuring our workforce is aligned with long-term business goals. Cross-training initiatives give employees exposure to new skills and responsibilities, while monthly manager training sessions provide tools to keep teams engaged, innovative, and motivated. This approach helps us maintain a dynamic leadership pipeline and a culture of continuous improvement.

Onboarding, Feedback, and Exit Interviews

New employees benefit from a structured onboarding process with feedback checkpoints at 30, 60, and 90 days, as well as 6 months and 1 year. These sessions allow us to address concerns early, reinforce strengths, and provide a clear pathway for growth. We also conduct exit interviews to capture insights from departing employees, using their feedback to refine our practices and enhance the employee experience.

Communication and Performance Reviews

We encourage open communication through our Open Door Policy, regular check-ins, and annual reviews. Managers are also supported in conducting 360-degree feedback sessions, helping them gain a well-rounded understanding of team performance and development needs.

Continuous Learning and Development

BSF invests in ongoing employee education, offering tuition reimbursement for courses that strengthen individual careers and company capabilities. Weekly "Lunch and Learn" sessions, led by our IT Director, provide accessible training on topics like computer literacy and cybersecurity, keeping employees current with essential skills in a rapidly changing business environment.

Collaboration and Company Goals

Achieving our goals requires teamwork, alignment, and open communication across all levels of the organization. Our Chief Operations Officer (COO) and Human Resources (HR) Department meet monthly with supervisors and managers to discuss priorities such as accountability, transparency, and progress toward company objectives. These sessions create clarity, reinforce shared responsibility, and ensure that every team member understands how their work contributes to overall success.

To further strengthen collaboration, BSF emphasizes cross-departmental engagement and breaking down silos, encouraging teams to share knowledge, coordinate efforts, and problem-solve together. This year, we established a dedicated Project Management Office (PMO) staffed with three professionals to support strategic planning and execution. The PMO enhances alignment across departments, improves project delivery, and helps ensure that company-wide initiatives move forward with efficiency and impact.

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. We are especially proud to provide paid maternity and paternity leave, reflecting our commitment to a supportive, family-friendly workplace.

Inclusion and Belonging

At BSF, we are committed to providing equal employment opportunities for all, regardless of race, religion, national origin, disability, marital status, sex, age, veteran status, or sexual orientation. This commitment extends across every stage of employment—hiring, promotion, training, compensation, and beyond—with decisions made solely on an individual's ability to perform the role.

Anti-Harassment and Reporting

We maintain a zero-tolerance policy toward harassment of any kind, including sexual harassment and behaviors that interfere with an employee's ability to work. Concerns can be raised with supervisors or HR without fear of retaliation, and violations are met with swift corrective action, up to and including termination.

Accessibility and Authorized Employment

BSF complies fully with federal and state laws on employing authorized workers and providing accommodations for individuals with disabilities. We work to ensure that all employees can perform their roles safely and effectively, offering reasonable accommodations wherever possible.

Fostering Belonging

Our goal is to create a workplace where every employee feels valued, respected, and supported. We emphasize collaboration, continuous learning, and professional growth, building a culture where diverse perspectives strengthen our team and drive shared success.

Diversity and Demographics

	2023	2024	2025
Gender			
Male (%)	62	65	63
Female (%)	38	35	24
Racial/Ethnic Demographics			
White (%)	58	55	57
Black or African American (%)	24	23	23
Hispanic or Latino (%)	13	14	8
Asian (%)	3	3	3
Other (%)	2	6	9

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 2025, 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.

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.

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, City Year member support, and career development activities, we aim to inspire and guide students towards fulfilling careers.

About This Report

This is BSF's third sustainability report, covering FY 2025 (June 1, 2024 – May 30, 2025). Where possible, data from previous years 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.

For More Information

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

Casey Marion, Vice President of Quality and Sustainability
cmarion@bsfseafood.com

Updates and Restatements

There are no updates or restatements from previous reports.

Limitations and Disclaimer

This Sustainability Report has been prepared 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.

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Sustainability Data Tables

Indicator	Unit	FY 2023	FY 2024	FY 2025
Total energy consumed (FB-PF-130a.1)	Gigajoules (GJ)	29,179	29,216	29,221
Percentage grid electricity	Percent (%)	86	88	85
Percentage renewable	Percent (%)	0	0	0
Total water withdrawn (FB-PF-140a.1)	Thousand cubic meters (m3)	See page 25		
Percentage in regions with high water stress	Percent (%)	BSF does not have operations in areas of high water stress.		
Total water consumed (FB-PF-140a.1)	Thousand cubic meters (m3)	See page 25		
Percentage in regions with high water stress	Percent (%)	BSF does not have operations in areas of high water stress.		
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations (FB-PF-140a.2)	Number (#)	0	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 25		
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 2023-FY2024, there was 1 major non-conformance, and 1 minor non-conformance. Both were resolved. In FY 2025, there were no non-conformances.		
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	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	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 22		

Indicator	Unit	FY 2023	FY 2024	FY 2025
Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO (FB-PF-270a.2)	$ USD	0, 0	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	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	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 20		
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 be cost are certified to either MSC or BAP. See pages 10-19 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 18 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 10-19		

Activity Metric	Unit of Measure	FY 2023	FY 2024	FY 2025
Weight of products sold (FB-PF-000.A)	Metric tons (t)	60,314	62,462	54,835
Number of production facilities (FB-PF-000.B)	Number	1	1	1