



HIGH LINER FOODS

Corporate Human Resources Policy
Policy 142- Corporate Social Responsibility
Approved: December 15, 2017 Effective: December 18, 2017

Corporate Social Responsibility Policy

High Liner Foods works to ensure that the way we procure, produce, and distribute seafood is good for our planet and for the people employed by our industry. This Corporate Social Responsibility (CSR) Policy outlines our commitments to responsibly sourced seafood, responsible manufacturing practices, and reducing our environmental impact.

Responsible Sourcing

High Liner Foods continues to take a lead role in wild-capture fishery and aquaculture improvement projects. We use peer-reviewed science and technology collaboration with other stakeholders to drive continuous improvement in commercial fishing and aquaculture practices. To demonstrate our commitment to responsible sourcing, we will:

1. Never buy from illegal, unregulated or unreported (IUU) fisheries; and
2. Establish long-term goals to procure, value-add (manufacture), and supply our customers with responsibly sourced seafood that is:
 - a. Certified by internationally-recognized entities by the Global Sustainable Seafood Initiative (GSSI);
 - b. In a credible Fishery Improvement Project (FIP), or Aquaculture Improvement Projects (AIP); or
 - c. Recommended as a best choice or good alternative by Monterey Bay Aquarium® Seafood Watch® program or Vancouver Aquarium's® Ocean Wise® program.

Traceability

Traceability is key to ensure that High Liner Foods provides safe, high-quality seafood from legal and responsible fisheries. High Liner Foods employs food safety and logistics professionals with extensive experience who ensure that:

For wild seafood, we track the country of catch, fishery, gear type and certification/FIP status for every seafood lot we buy;

For farmed seafood, we track the country of farming, production method and certification/AIP status of every lot; and

We work with industry, academia, and non-governmental organizations (NGOs) to improve methods and design new technology that continually improve the traceability of the seafood we source, both wild and farmed.

Corporate Social Responsibility Reporting

Transparent reporting of our environmental goals and progress against our targets to our investors, customers and consumers is essential to demonstrate our CSR commitments. We will publish an annual CSR report and, by 2019, this report will be prepared in accordance with the Global Reporting Initiative (GRI) core reporting requirements.

Product Design

Packaging is an essential element in providing safe, quality products to our customer. At High Liner Foods, we are committed to using packaging that not only protects product quality for our customers, but also limits the impact on the environment. We will:

1. Continue working to reduce the amount of packaging used in our operations through innovative product design and new packaging technologies; and
2. Continue working to increase the recyclability of our packaging by using materials commonly accepted by municipal recycling programs.

Waste Management and Resource Efficiency

Optimization of resources is one of our top business priorities and key to reducing our environmental impact. We will:

1. Monitor, track and record environmental data at all of our production facilities, including water use, waste stream, energy use, etc.;
2. Work to identify opportunities to reduce the percent of our waste stream sent to landfills; and
3. Reduce edible food waste 50% by 2030.

Global Impact and Responsibility

We recognize the impact our Company's energy use and greenhouse gas production has on the global environment. To reduce these impacts we will:

1. Decrease energy rate (use per pound of product produced) 25% by 2030; and
2. Identify opportunities to collaborate with other companies - such as through the Global Compact Project or the Carbon Disclosure Project - to improve the overall environmental impact of High Liner Foods' business operations in North America.

Corporate Social Responsibility Education

It is essential that all of our employees and partners are engaged with and committed to meeting our CSR goals. To that end, the Sustainability Manager, in collaboration with leadership, will work to ensure that, at a minimum, the following stakeholder groups are trained on the Company's CSR policies:

1. Senior leadership of the Company, defined as Vice President level and above, by April 2018;
2. All employees of the Company by December 2018; and
3. All of the Company's direct suppliers by 2020.