



Lusamerica Foods Inc. Sustainability Policy

Updated 6/13/2023

At Lusamerica Foods, Inc., we recognize the importance of sustainable practices in the seafood industry to protect and preserve marine ecosystems for future generations. We are committed to continuously improving the sourcing of our seafood, both in terms of environmentally and socially, to help drive sustainability throughout the seafood industry. This sustainability policy outlines our guiding principles and commitments:

Responsible Sourcing

We will continue to increase the amount of seafood from suppliers who demonstrate a commitment to sustainable fishing and aquaculture practices. To help determine the level of sustainability of a product, we utilize a number of science-based third-party entities including:

- a. The Monterey Bay Aquarium Seafood Watch program
 - a. Other ratings programs may be considered who are part of the Global Seafood Ratings Alliance (GSRA)
- b. Third-party eco-certifications including:
 - a. Marine Stewardship Council (MSC)
 - b. Aquaculture Stewardship Council (ASC)
 - c. Best Aquaculture Practices (BAP)
 - d. Fair Trade USA
 - e. Other entities recognized by the Global Sustainable Seafood Initiatives (GSSI)

Traceability

Tracking seafood throughout the supply chain is an integral part of maintaining the accuracy and credibility of data to help inform sustainability levels and ensure food safety protocols. At Lusamerica, we use SAP as our in-house tracking system to trace seafood throughout our warehouses. Sustainability data is associated with each incoming batch and is available upon request. We also utilize Trace Register as a third party system available as a means to transmit data securely. Key data elements tracked on our seafood includes, but is not limited to:

- A. Common name
- B. Scientific name/Latin Name
- C. Country of Origin
- D. FAO Fishing Area
- E. Fishing or farming method
- F. Eco-certification numbers, if applicable
- G. Fishery Improvement Project details, if applicable (FIP name and participant)

We are also starting to track vessel level information for West Coast groundfish and key tuna products.

Strategic Partnerships & Resources

We actively collaborate with industry partners and non-profit entities to promote sustainable fishing and aquaculture practices. The resources and partners below also keep us informed about scientific research and advancements in sustainable fishing and aquaculture so we can stay on top of the latest issues and solutions.

- a. Partnerships:
 - a. The Conservation Alliance for Seafood Solutions:
 - b. The Global Tuna Alliance
 - c. The Coalition for Sustainable Aquaculture
 - d. FishChoice
 - e. Marine Stewardship Council
 - f. Aquaculture Stewardship Council
 - g. Global Seafood Alliance
- b. Additional Resources:
 - a. FishWise
 - b. FisheryProgress
 - c. Sustainable Fisheries Partnership

Employee Education and Engagement

We will provide ongoing training and educational resources to our employees to raise awareness about sustainability issues in the seafood industry. We will also foster a culture of environmental responsibility and sustainability within our organization.

Continuous Improvement

- a. We will regularly review and assess the effectiveness of our sustainability practices and make necessary improvements. To accomplish this, we review and focus on the largest volume products in our portfolio. We also are actively helping our largest customers meet their sustainability goals which naturally improves the sustainability of our seafood on an ongoing bases.
- b. We will actively seek feedback from our customers, suppliers, and stakeholders to identify areas for improvement and implement appropriate measures.
- c. We will remain open to adopting new technologies and innovative approaches that promote sustainability in the seafood industry.
- d. We will utilize the Roadmap for Improving Seafood Ethics (RISE) platform created by FishWise to identify high-risk fisheries and countries where we need to dig into our supply chains for a deeper dive. The RISE platform aims to promote human rights and decent work environments for individuals working in the seafood industry.

By adhering to this sustainability policy, we aim to contribute to the long-term health and vitality of marine ecosystems, promote responsible fishing and aquaculture practices, and ensure the availability of seafood for future generations.