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BUMBLE BEE[®]
SEAFOOD COMPANY

Seafood Future

**2022 SUSTAINABILITY
IMPACT & PROGRESS REPORT**

OUR VISION FOR SUSTAINABILITY

The Bumble Bee Seafood Company's journey began over 120 years ago. As food insecurity has been on the rise in many areas of the globe¹, our belief in our role and vision for impact has also grown.

Ultimately, everything we do is grounded in a greater purpose: to feed lives through the power of the ocean. For our team at The Bumble Bee Seafood Company, the past year proved how much our people, partnerships and purpose matter.

We have continued to invest and work on some of the biggest challenges in the sustainability space through new and extended partnerships and through ongoing collaboration with organizations in the areas of Fish, Ocean and People. In our Fish pillar, we're excited to report that 71% of our seafood supply is externally recognized as sustainable or moving towards certification by 2025, up from 42% just last year. In our Ocean pillar, we've extended our partnership with the Global Ghost Gear Initiative to collect lost and abandoned fishing equipment as a part of our five year, one-million-dollar commitment to Ocean Conservancy. We also moved the needle on our readily recyclable packaging from 96% to 98%. And in our People pillar, we are proud to now be a member of The Consumer Goods Forum (CGF) as well as an active member of the CGF Human Rights Coalition.

Our greatest accountability is to protect the resources we all share so that our grandkids and their grandkids can still have a healthy ocean, and The Bumble Bee Seafood Company can continue to produce nutritious, affordable seafood for years to come. Thank you for joining us on this important journey.



We're here to help feed the world and protect our ocean - and we know we can't do the first without focusing on the second.

Leslie Hushka

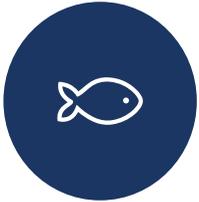
SVP, Global Corporate Social Responsibility



1. The State of Food Security and Nutrition in the World 2021. Food and Agriculture Organization of the United Nations.

OUR COMMITMENT TO FISH, OCEAN AND PEOPLE

In 2020, we announced a \$40 million commitment to a five-year accelerator program aimed at closing the gap on some of the biggest sustainability challenges impacting our business. The program was designed to implement our objectives under the three pillars of Fish, Ocean and People and includes a mix of internal initiatives and external projects and partnerships. To qualify for this program, initiatives must be new, extend beyond base activities, and contribute significantly to our goals.



FISH



OCEAN



PEOPLE



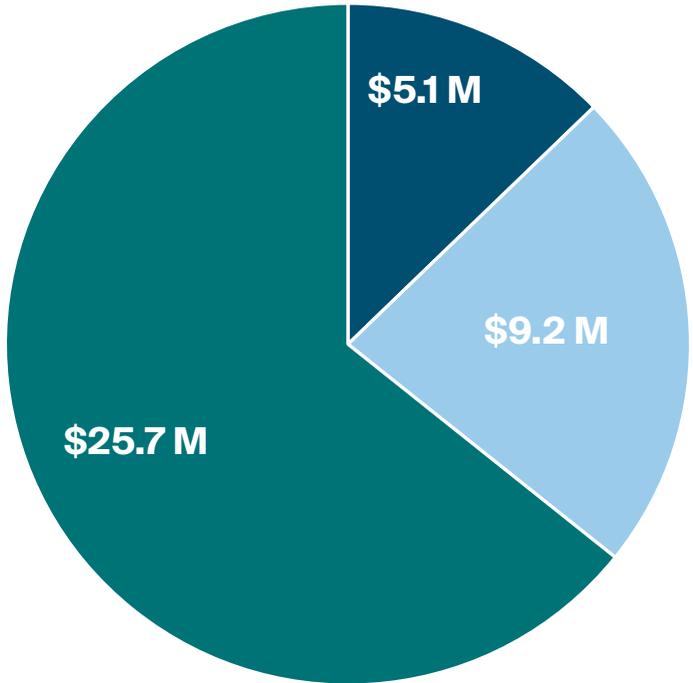
Protecting our oceans is the right thing to do for the planet, the billions of people who rely on seafood for sustenance and for the long-term success of our business.

Ray Clarke

VP, Fisheries Management & Government Affairs



Accelerator Program



■ 2020/2021 ■ 2022 ■ Future Spend

To date, we have committed over \$14 million. This report highlights the work done from June 2021-2022 to advance our Seafood Future goals. In particular, we profile the external projects and partnerships that are central to our efforts. We continue to leverage this program to support our vision for sustainability and social impact.



Fish

PROVIDING SEAFOOD FROM SUSTAINABLE SOURCES



SUSTAINING FISH STOCKS

The responsible management of fisheries from which we source is central to our programs. We supply products from [sustainable](#), healthy fisheries and from areas that have action plans to return the fishery to a thriving state.

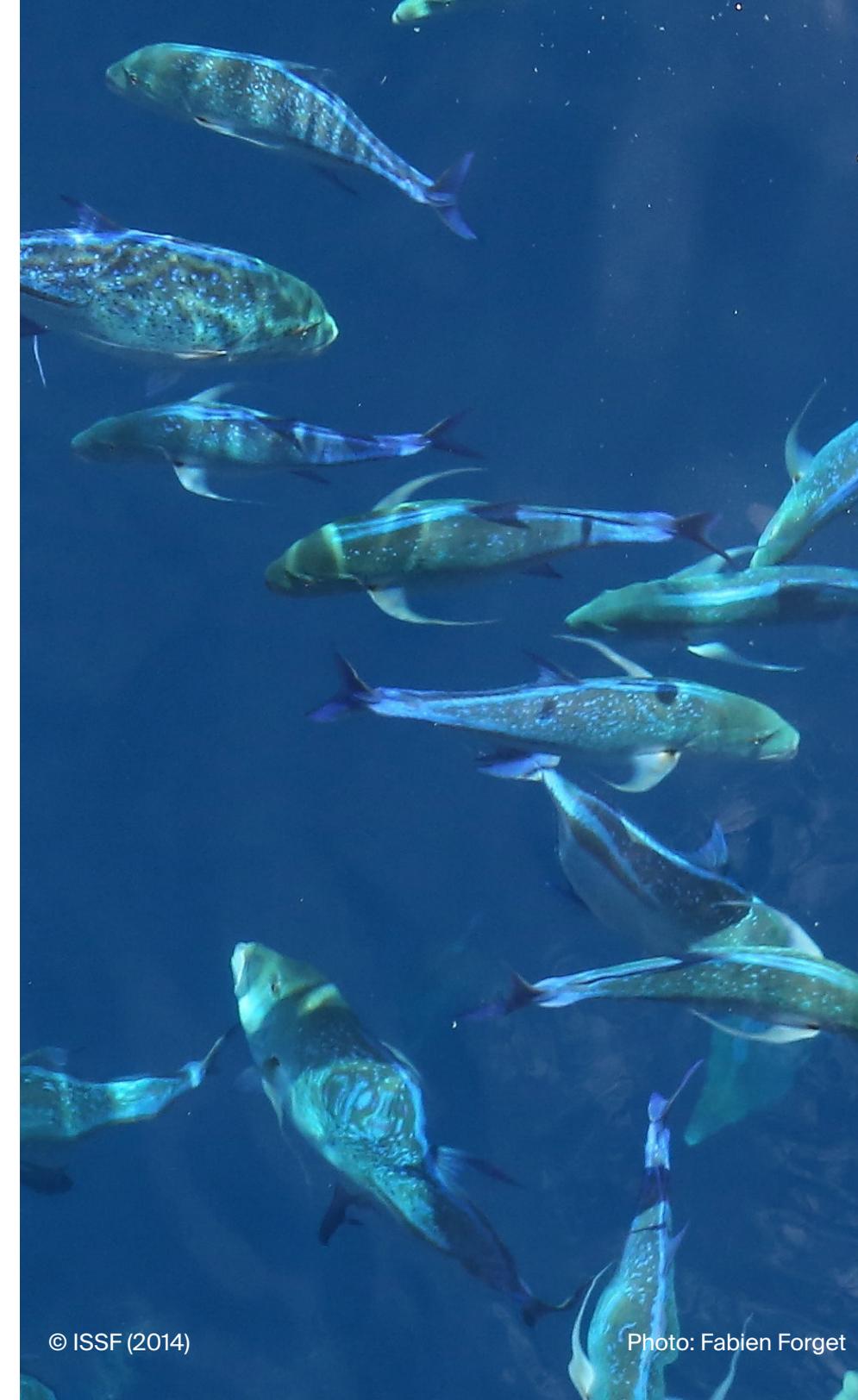
OUR COMMITMENT

All seafood sourced will be externally recognized as sustainable or in a formal program moving towards certification by 2025.

THE CATCH OF TODAY

71%

of our supply (by volume) meets this goal based on 2021 data, up from 42% reported last June.



PARTNERING TO ENSURE OCEAN ABUNDANCE AND DIVERSITY

We work within our complex and global industry, and with NGOs and government, to ensure ocean abundance and diversity so that seafood can remain a long-term source of nutrition.



We supply products from [sustainable, healthy fisheries](#) and from areas that have action plans to return the fishery to a recovered and sustainable state. As a founding participant of [International Seafood Sustainability Foundation \(ISSF\)](#), we follow their best practices in sustainable fishing and independent science-based research data to validate our approach. As a participating company, we are helping to develop an updated strategic plan for the organization that furthers fishery sustainability and engages governments and regional fishery management organizations to incorporate these best practices into regulatory frameworks.



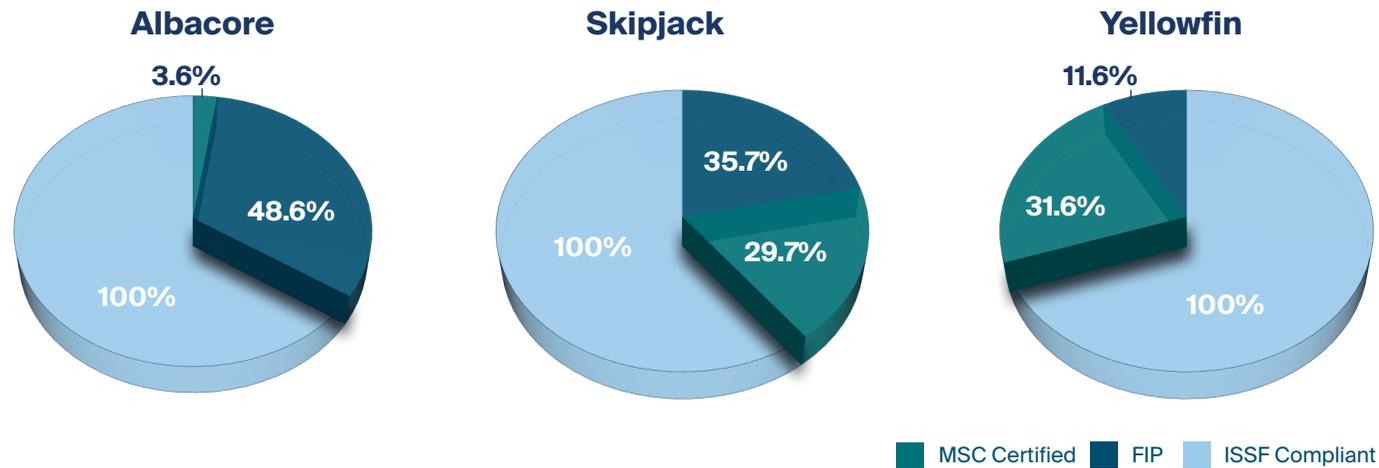
Bumble Bee was one of the first companies to establish a full traceability program for our tuna products in 2015 with our [Trace My Catch](#) system. Since this time, we have helped to drive advancements across the industry and value chain by our efforts with the [Global Dialogue on Seafood Traceability \(GDST\)](#). Convened and facilitated by World Wildlife Fund and the Institute of Food Technologists, the GDST was established to create the first-ever global industry standards for seafood traceability. The Bumble Bee Seafood Company is part of GDST's [recent programs](#) on the interoperability of traceability software, focused on standardizing communication between blockchain systems, with the first use of this system expected in 2022.



There is a myriad of certification systems developed by formal certification organizations, companies, and other scientific institutions. We rely on recognized certification systems that have been validated by the [Global Sustainable Seafood Initiative \(GSSI\)](#). Governed by a board representing the full seafood value chain, companies including The Bumble Bee Seafood Company, NGOs, governments, and international organizations – such as the United Nations Food and Agriculture Organization (FAO) – GSSI evaluates certification systems and develops benchmarking tools to improve sustainable seafood assessments and claims. The organization recognizes top sustainability certification schemes, including Marine Stewardship Council (MSC) and Aquaculture Stewardship Council (ASC), and ensures confidence in the supply and promotion of certified seafood as well as promotes improvement efforts in seafood sustainability globally. Progress towards meeting our goals is summarized on the next page.

PROGRESS BY SPECIES

All of our tuna supply chain is compliant with ISSF conservation measures. Percentage of supply that has been externally recognized is indicated in the pie charts.



In our 2021 report, we highlighted our efforts to accelerate our progress towards certification within our tuna supply chain – albacore, skipjack and yellowfin. For albacore, we are advancing two of the largest MSC assessments to date that will account for 50% of our supply. These assessments have encountered challenges with collection of fishery specific data from multiple governments that have delayed the listing.

We also fully transitioned all of our albacore sourcing from Fishery Improvement Projects (FIPs) at the end of 2021, along three ocean areas ([Indian](#), [Atlantic](#), [Pacific](#)) and resulted in meeting this species goal three years ahead of schedule. For skipjack, our transition to MSC products has begun and will continue into 2023. Yellowfin has also been incorporated into these programs and we did not source from Indian Ocean fisheries in 2021.

The Canadian Bay of Fundy herring fishery supplies raw material that we process into various sardine products at our Blacks Harbour cannery. The annual stock assessments in recent years have indicated a declined trend in abundance that led us and industry to voluntarily withdraw our MSC certification and developed a FIP and reduced harvesting to rebuild the stock.

Other Species	Status
 Wild Salmon - MSC as of 2021	 Completed
 Sardines - 79% meets goal New FIP programs launched	 On Track
 Quahog Clams - MSC as of 2017	 Completed
 Specialty product species - 0% meets goal (Baby Clams, Mussels, Oysters, Shrimp, Mackerel, Trout)	 Behind target
 Surimi (Pollock & Pacific Whiting) - MSC as of 2019	 Completed

Ocean

CREATING HEALTHIER MARINE ECOSYSTEMS



PARTNERING TO PROTECT AND RESTORE OCEAN HEALTH

We know that to continue to feed an increasing population, we first must make protecting and nurturing the ocean central to everything we do as a company, something we cannot do alone. Partnerships with NGOs, collaborative groups, and scientific organizations are the cornerstone of the Ocean pillar. Here, we've engaged in three major areas of tackling plastic waste, reducing bycatch and regeneration/restoration of marine ecosystems.

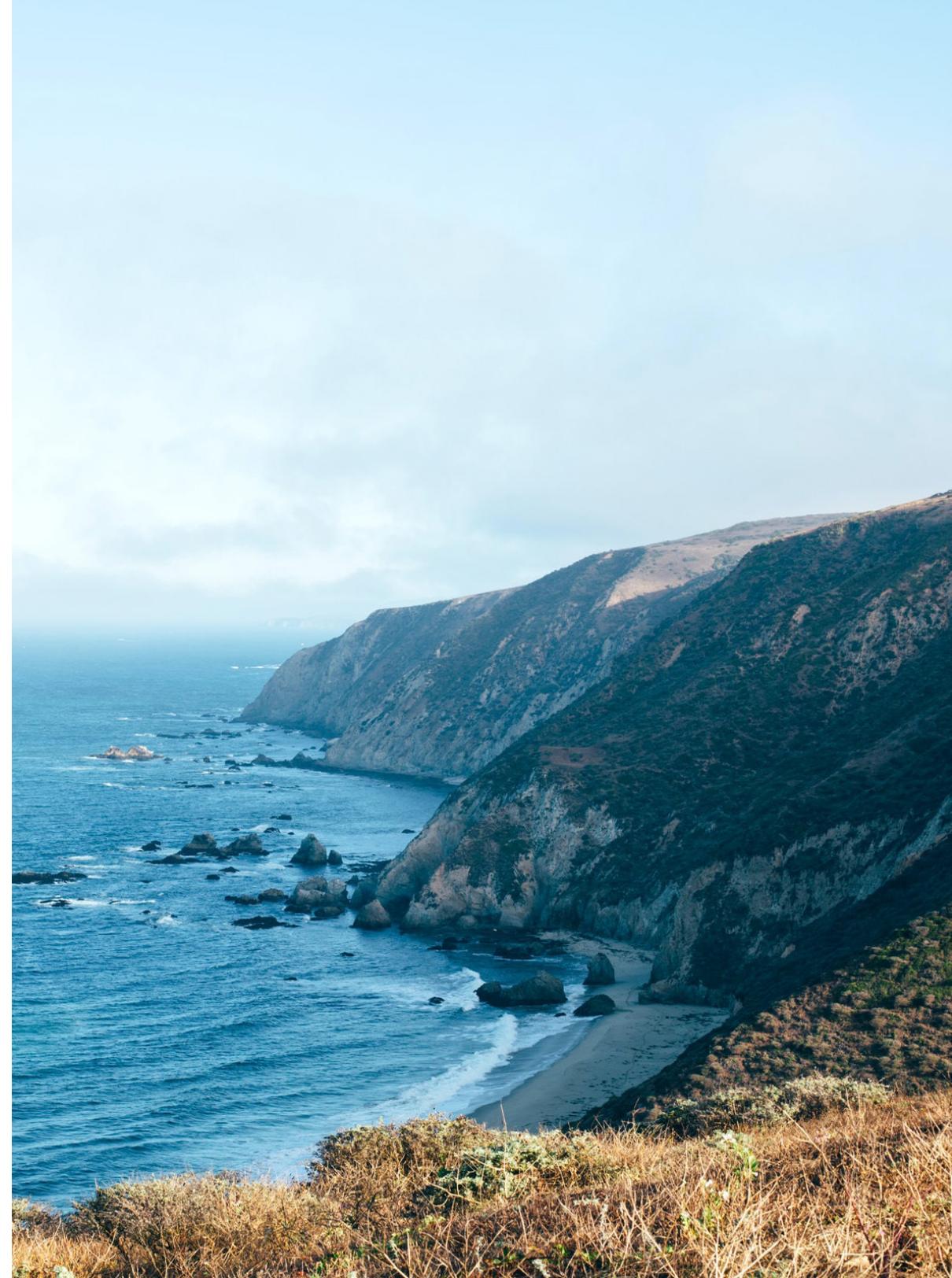
TACKLING PLASTIC WASTE



REDUCING BYCATCH



REGENERATION & RESTORATION



TACKLING PLASTIC WASTE

EXTENDED PARTNERSHIP WITH THE GLOBAL GHOST GEAR INITIATIVE



\$1 MILLION
OVER
5 YEARS

We have been a Global Ghost Gear Initiative (GGGI) member since 2018, first supporting the Ghost Gear Prevention, Retrieval, and Net Recycling Project in Indonesia. This year, we are thrilled to expand our partnership. Over the next five years, the key objective will be to not only reduce and remove fishing gear from our ocean, but to identify root causes to prevent it in the first place.

We will support upgrades to the Initiative's Ghost Gear Data Portal, which allows evidence to be built effectively at a global scale and across different fisheries. We will back the next evolution trash capture, gear tagging and retrieval projects. Together, we will conduct surveys across components of The Bumble Bee Seafood Company supply chain in various geographies to better assess causes of gear loss and implement locally sustainable solutions. We will also support surveys and gear removal in the Bay of Fundy.

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Partnering with the GGGI in The Bay of Fundy is an important step to improve the health of the ecosystem and to safeguard the livelihoods of fishers and those who rely on critical herring stocks.

Tony Hooper

Resource & Fishery Advisor



Watch the [video](#) to learn more about this commitment.

PROJECT IN THE BAY OF FUNDY

The Bumble Bee Seafood Company and [GGGI](#) have contracted with CSR Geosurveys, a leading ocean mapping firm based in Halifax, Nova Scotia, to work directly with our Canadian affiliate, Connors Bros. We completed a side scan acoustic survey to determine the presence and location of any ghost nets and hope to execute initial retrieval trials this year to validate the specialized equipment needed.

TACKLING PLASTIC WASTE

READILY RECYCLABLE PACKAGING

In 2022, Bumble Bee became the first shelf-stable seafood brand to change multipack can product packaging from shrink wrap to Forest Stewardship Council™ certified paperboard made from 100% recycled material. This initiative marks a significant milestone in our commitment to keep plastic out of landfills and the ocean by making 98% of our packaging readily recyclable, up from 96% last year.



This consumer-friendly solution aims to make recycling as easy as possible for families across the U.S.

Jeanine Lewis-Canales
VP, Brand Marketing



23 MILLION

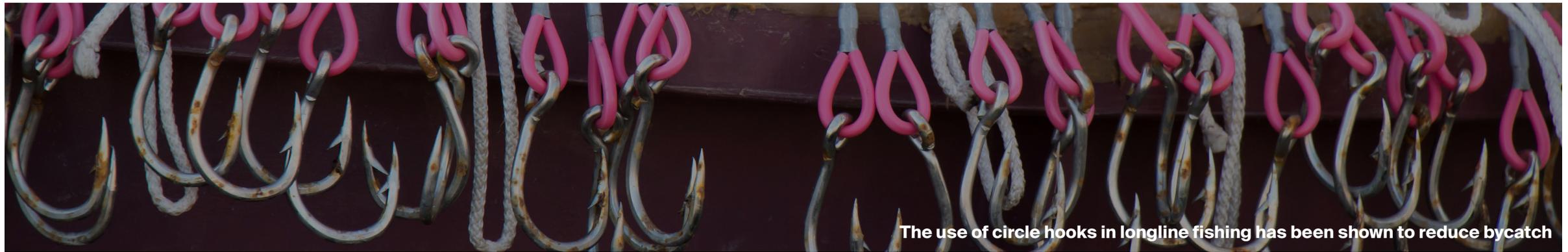
estimated pieces plastic waste per year eliminated



98% READILY RECYCLABLE PACKAGING

We are also in conversation with recycling industry experts and other brands on how to bring about structural changes in the U.S. recycling system so that all packaging types, including multi-layered plastics, can be recycled.

Watch the [video](#) to learn more about this initiative.



The use of circle hooks in longline fishing has been shown to reduce bycatch

REDUCING BYCATCH

IMPLEMENTING BEST PRACTICES

Since 2009, we have worked with ISSF to implement a number of best practices in longline and purse seine fishing. In this past year, we have advanced bycatch reduction – including sharks, birds, and turtles - through skipper training with both ISSF and in collaboration with individual FIPs.



© ISSF

Photo: Nando Rivero

Biodegradable FAD testing

REDESIGNING FADs

ISSF has also conducted extensive research on new fish aggregating devices (FAD) types, with small size mesh and jelly-fish designs, that significantly reduce animals becoming entrapped. It's estimated that around 7% - 22% of FADs end up stranded on beaches, reefs or ashore.² We continue to support ISSF's research on different designs of biodegradable FADs to replace those often made of plastic with the goal of avoiding accumulation of plastic at sea and damage on ocean ecosystems.

2. Moreno, G., et al. (2021). [The Jelly-FAD: A Paradigm Shift in Bio-FAD Design](#). Working Party on Ecosystems and Bycatch (WPEB) Session 1702

REGENERATION

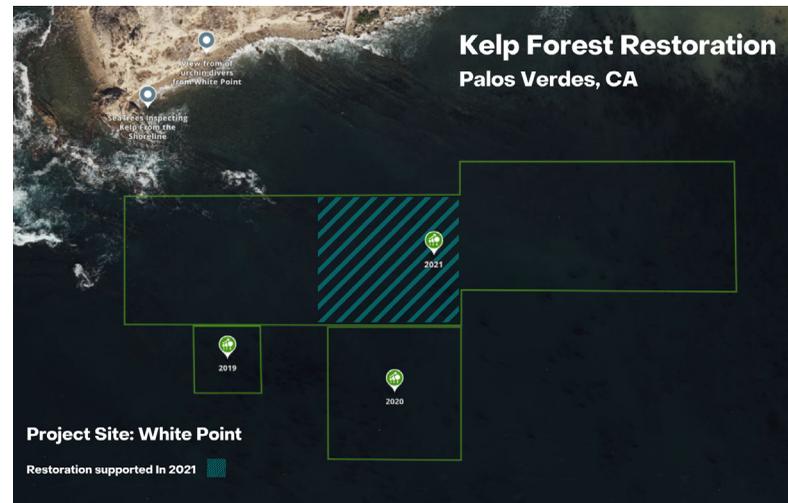
This past year, we continued to support ocean regeneration projects to maintain healthy ecosystems for the future.



Kelp forest ecosystems are known to be some of the most diverse and productive ecosystems in the world. They are vital for over 700 marine species, and pull in carbon dioxide from the ocean as they grow. Working with SeaTrees to restore kelp forests is an excellent way to help address climate change while enriching our ocean with life.³

In 2021, we helped [SeaTrees](#) restore 40,000 square feet of kelp forest in Palos Verdes, California – just a short drive away from our canning facility in Santa Fe Springs. With our support, SeaTrees and their project partners at The Bay Foundation were able to complete the first Palos Verdes kelp restoration site at White Point.

In 2022-23, our continued support will allow SeaTrees to start the Point Fermin restoration site with the goal of bringing back critical marine habitat.



This year, we helped the [Oyster Recovery Partnership \(ORP\)](#) replant an additional 500,000 oysters, bringing our total contribution over two years to one million oysters, a keystone species in the Chesapeake Bay.



³ [Kelp Forest Restoration Project](#). The Santa Monica Bay Foundation

People

PROMOTING SAFE AND FAIR TREATMENT OF ALL WHO ARE CONNECTED TO OUR BUSINESS



SOCIAL AUDIT PROGRAMS

Over the past year, we have updated the existing company policies on human rights to include requirements for worker grievance mechanisms for all suppliers.

Working with our parent company, FCF Co., Ltd., we have expanded social audit programs to include extensive training, a risk-based screening approach and third-party audits on tuna fishing vessels to identify and address issues and protect crew members, and created a worker's voice program that gives crew the opportunity to provide feedback anonymously and independently to a third-party NGO on their working environment and receive support to resolve complaints.

OUR COMMITMENT

We aim to have third-party assessments of worker safety and risk indicators by 2025 for all fleets from which we source.

SOCIAL AUDITS

36%

Tuna fleet coverage by third party audits - just under our target goal of 40% set last year.

WORKER'S VOICE

42%

Rolled out to fishing vessels in our tuna supply chain (by volume).

🌊 ADVOCATING FOR FISHERS

Responsible treatment of fishers at sea is a complex and industry-wide challenge and is one that we are committed to achieving. The Bumble Bee Seafood Company and FCF have worked collaboratively with multiple NGOs, cross-industry organizations and governments to advance this goal.



We joined the **Consumer Goods Forum (CGF) Human Rights Coalition (HRC)**, which is focused on driving action across major brands to implement Human Rights Due Diligence systems. These systems help to develop responsible recruitment markets and support a focused movement with all relevant stakeholders to jointly expedite the elimination of forced labor.



We worked with the **Seafood Task Force** to develop improvement programs, including auditing standards, corrective action programs and responsible recruitment training across the supply chain.



FCF is actively engaging with the **Indonesia Fisherman Association (INFISA)** on a Responsible Recruitment Project to educate local recruiting agencies. The goal of this partnership is to help these agencies understand and adopt industry best practices in supplying fishers to distant water fleets.



The Presbyterian Church in Taiwan Seamen and Fishermen's Service Center (PCTSFSC) is an independent organization leading FCF's worker's voice program by providing direct consulting services and continuous support for fishers and will handle each individual fisher complaints for all Taiwan owned vessels.

CARING FOR OUR COMMUNITIES

With "Feeding People's Lives Through the Power of the Ocean" at the core of our company's foundation, we are dedicated to supporting the communities and coastal environments in the areas we operate and beyond.



FUNDING BIPOC SCHOLARSHIPS

In 2021, we announced a [partnership with The San Diego Foundation](#) created to award local Black, Indigenous, and people of color (BIPOC) students with academic scholarships on an ongoing basis, beginning with the 2022-2023 school year.

Each year, four students will be awarded a \$2,500 scholarship to help increase access to affordable education with the potential for renewal for an additional year. Our intention is to open a path to achievement and advancement for students of color and to help take steps toward breaking cycles of inequality in academics.



The scholarship is a tangible way that our company can demonstrate our 'Show Love' value to the people in the community where we live and work.

Pat Menke

SVP, Human Resources



ANOVA

CLEAN WATER FOR KIDS

For over a decade, our Anova team in Bali, Indonesia has provided access to clean water by installing reverse osmosis water filtration systems in orphanages across the island, including testing and maintaining the water regularly.

TODAY, THE PROGRAM IMPACTS

400
CHILDREN

CARING FOR OUR COMMUNITIES

We partnered with Dole Packaged Foods (DPF) as the exclusive seafood partner for the [Sunshine for All Cities](#)[®] program that brings healthy foods and educational opportunities to those who lack access in Jackson, Mississippi - the state with the highest food insecurity rate in the country.⁴

We supplied product and funding to support key program initiatives including the Kids Cooking Camp, pop-up farmers' markets, and recipe development. Bumble Bee's team of chefs and nutritionists will create healthy, seafood-centric recipes to be included in DPF's Women, Infants, and Children (WIC) Recipe Booklet, distributed in communities throughout the U.S.



As a company, we believe that everyone deserves to be able to enjoy healthy, delicious and nutritious foods - no matter what.

Connie Shepherd
SVP, Strategy and Commercialization



PROVIDING NUTRITION

INCREASED FEEDING AMERICA PRODUCT DONATIONS

\$2 M

Worth of product donated to food security organizations, including [Feeding America](#) Food Banks in our operating areas. We donated the equivalent of 3.8 M servings, an increase of over 33% over the prior year.

TOOK IMMEDIATE ACTION TO HELP UKRAINE

200,000

Cans of sardines donated to the Polish Red Cross. Bumble Bee and Clover Leaf worked with our manufacturing partner Graal in Poland to respond to the Ukrainian refugee crisis.

ACTED LOCALLY

16,500

Lbs of food distributed to the San Diego community by the [Jacobs & Cushman Food Bank](#). Bumble Bee team members packed 600 boxes of food for seniors in need.

HELPED STUDENTS

\$ 75 K

Donated by Clover Leaf to [After the Bell](#) and [Toonies for Tummies](#) programs. These programs help feed hungry school-age children across Canada.

4. [Prevalence of Food Insecurity is Not Uniform Across the Country](#), Economic Research Service of the U.S. Department of Agriculture

CARING FOR OUR COMMUNITIES

🌊 CLEANING UP COASTAL ENVIRONMENTS

Throughout 2021, team members of The Bumble Bee Seafood Company spent over 100 hours participating in 28 different coastal and community cleanups around the world. As a result, we retrieved over 11,000 pounds of trash and recycling and prevented it from reaching our ocean. A majority was retrieved in the Great Fundy Coastal Cleanup, an annual event where members of our facility in Blacks Harbour collaborate closely on with the [Nature Trust of New Brunswick](#).

28 CLEANUPS	192 VOLUNTEERS	100 HOURS	11,000 LBS TRASH & RECYCLING COLLECTED
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Our Work Continues

Our sustainability and social impact journey began years ago, but now is the time to push forward on our vision: championing sustainable fishing and advocating for fishers, setting tomorrow's standards through our actions today.



ANOVA



Beach
Cliff™

