

# SEAFOOD FUTURE

Sustainability Impact & Progress Report 2023

THE  
**BUMBLE BEE**<sup>®</sup>  
SEAFOOD COMPANY





# OUR VISION

**Bumble Bee Seafoods was established over 120 years ago. As food insecurity has been on the rise, we believe our role and vision is to work to have a positive impact as this world-wide concern has grown.**



Ultimately, everything we do is grounded in a greater purpose: to feed lives through the power of the ocean. For our team at Bumble Bee Seafoods, during the past year (2022) we believe we have proved how much our people, partnerships and purpose matter.

We continue 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 **88%**<sup>1</sup> of our seafood supply is externally recognized as sustainable<sup>2</sup> or moving towards certification<sup>3</sup> by 2025, up from **71%** 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 are working with other groups on efforts to ameliorate the negative impacts of fishing in the areas where we obtain our raw materials.

Our Seafood Future goals are a call to action with clear goals, strategies and accountabilities. One of our greatest responsibilities is to protect the resources we all share so that our grandkids and their grandkids can still enjoy a healthy ocean, and Bumble Bee Seafoods can continue to produce nutritious, affordable seafood for years to come. Thank you for joining us on this important journey.

<sup>1</sup>As measured in weight.

<sup>2</sup>MSC or ASC.

<sup>3</sup>Fishery Improvement Project or MSC ITM.

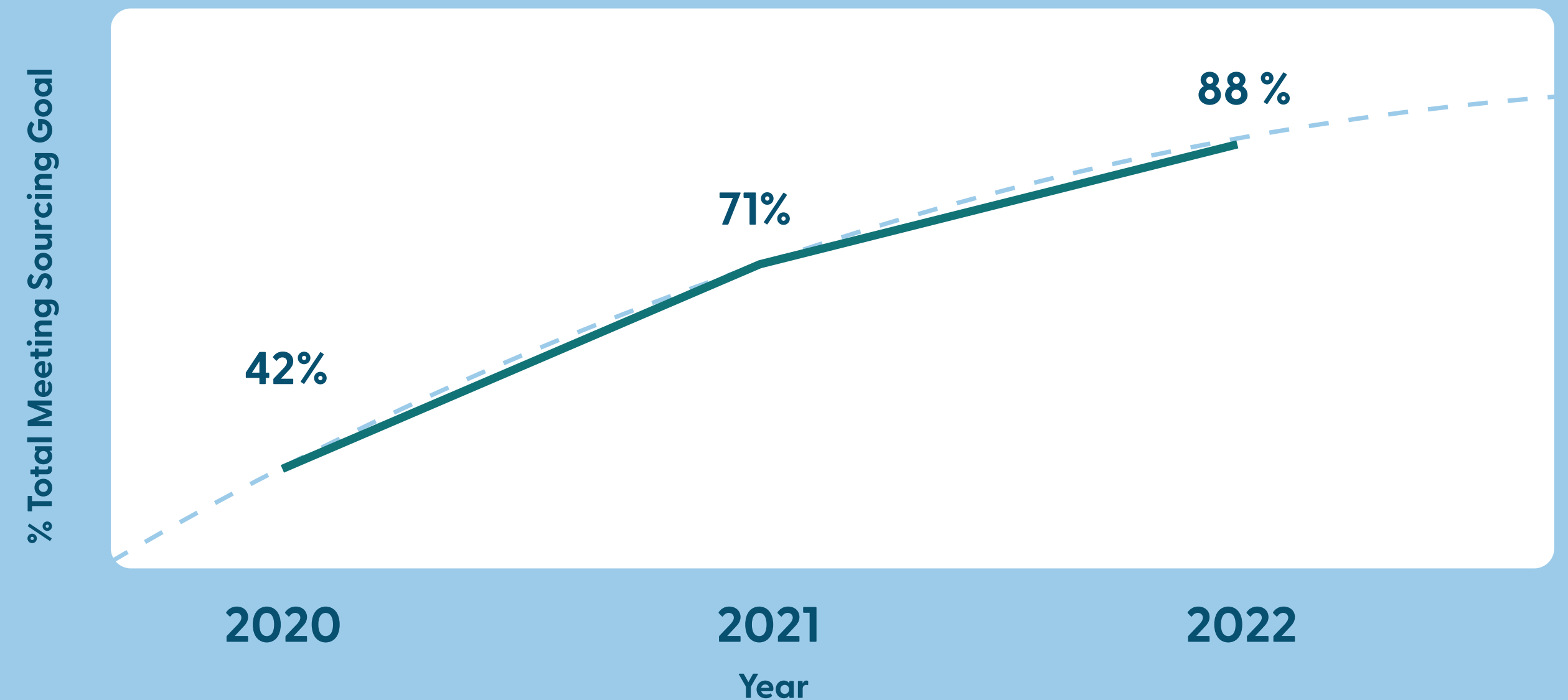


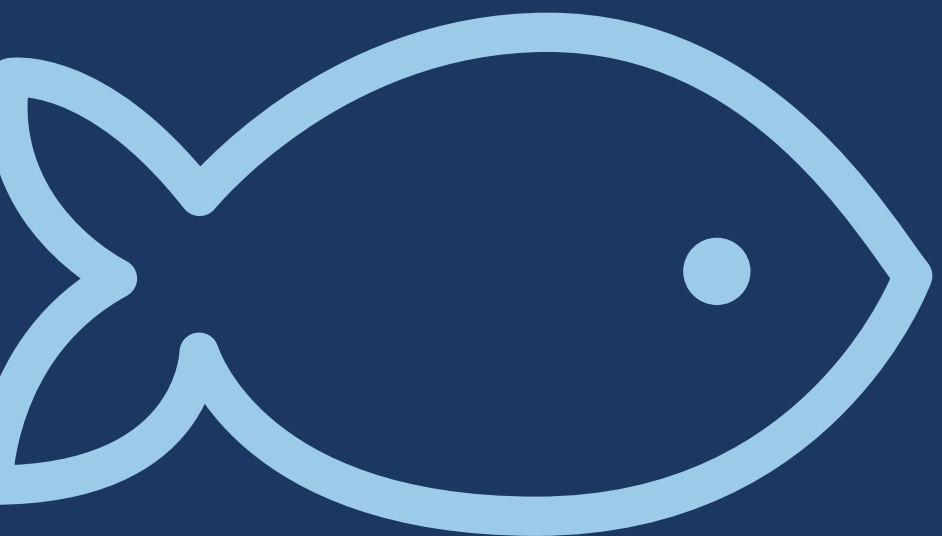
# OUR COMMITMENT TO FISH, OCEAN AND PEOPLE

For several years now we have made a commitment to working toward closing the gap on some of the biggest sustainability challenges impacting our business. We developed a program to implement our objectives under the three pillars of **Fish, Ocean and People**. This includes a mix of internal initiatives and external projects and partnerships.

This report highlights the work done from January 2022 – December 2022 to achieve 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 achieve our vision for sustainability and social impact.

## Progress Towards Sustainability Commitment





# FISH

Providing Seafood From  
Sustainable Sources



# SUSTAINING FISH STOCKS

## 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

~88%

of our supply meets these goals based on 2022 data, up from **71%** reported in June 2021 and **42%** the year before (2020).





# ABUNDANCE AND DIVERSITY

**We work closely with our global industry partners, and along with NGOs and governments, to maintain ocean abundance and diversity so that seafood can remain a long-term source of nutrition.**

We strive to supply products from well-managed, healthy fisheries and from areas that have action or recovery plans to return the fishery to a sustainable<sup>4</sup> state. As a founding member of [International Seafood Sustainability Foundation \(ISSF\)](#), we follow their best practices as defined by agreed upon management measures and independent science-based research data to validate our approach.

Bumble Bee staff are active participants in ISSF deliberations, and we helped update a new strategic plan for the organization that furthers fishery sustainability and engages governments and regional fishery management organizations to drive these best practices into regulatory frameworks.

To support and guide our activities there are 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, 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 helps ensure confidence in the supply and promotion of certified seafood. Progress towards meeting our goals is summarized in the following pages.



<sup>4</sup>“Sustainable” within this report means to establish reference points or metrics that are considered acceptable proxies established by the cognizant management authority or arrangement.



# ABUNDANCE AND DIVERSITY

In 2015, Bumble Bee was one of the first companies to establish a traceability program for our tuna products with our internet accessible [Trace My Catch](#) system. This system was upgraded in 2022 and further advancements and elements will be added in 2023.

Bumble Bee invests in science to support our sustainability commitment through the Science Center for Marine Fisheries (SCMFIS), a National Academy of Science Cooperative Research Center. SCMFIS brings together science and industry in support of sustainable fisheries. Through the University of Southern Mississippi and the Virginia Institute for Marine Science, Bumble Bee has funded important research into the biology and life cycle of the Atlantic ocean quahog, the clam used in our Cape May, NJ clam factory.

Prioritizing the responsible conservation and management of fisheries from which we source is central to our programs. Bumble Bee staff engage in regional fisheries management organizations (RFMOs) deliberations by participating on national delegations and advisory bodies. We will participate in domestic management bodies and provide input when solicited by the relevant management organizations and agencies. We strive to supply products from sustainable, well-managed, healthy fisheries and from areas that have action plans to return or rebuild the fishery to a sustainable state.



## A FOCUS ON OCEAN QUAHOGS

The ocean quahog is a long-lived species, frequently reaching ages over 200 years old, which presents unique management challenges. In 2022, SCMFIS researchers collected and aged a male quahog over 310 years old! Research has shown that the clam reproduces at age 6 but does not reach a commercially harvestable size until 20 years of age. Findings like this help inform our management approach to ensure the sustainability of this tremendous resource.

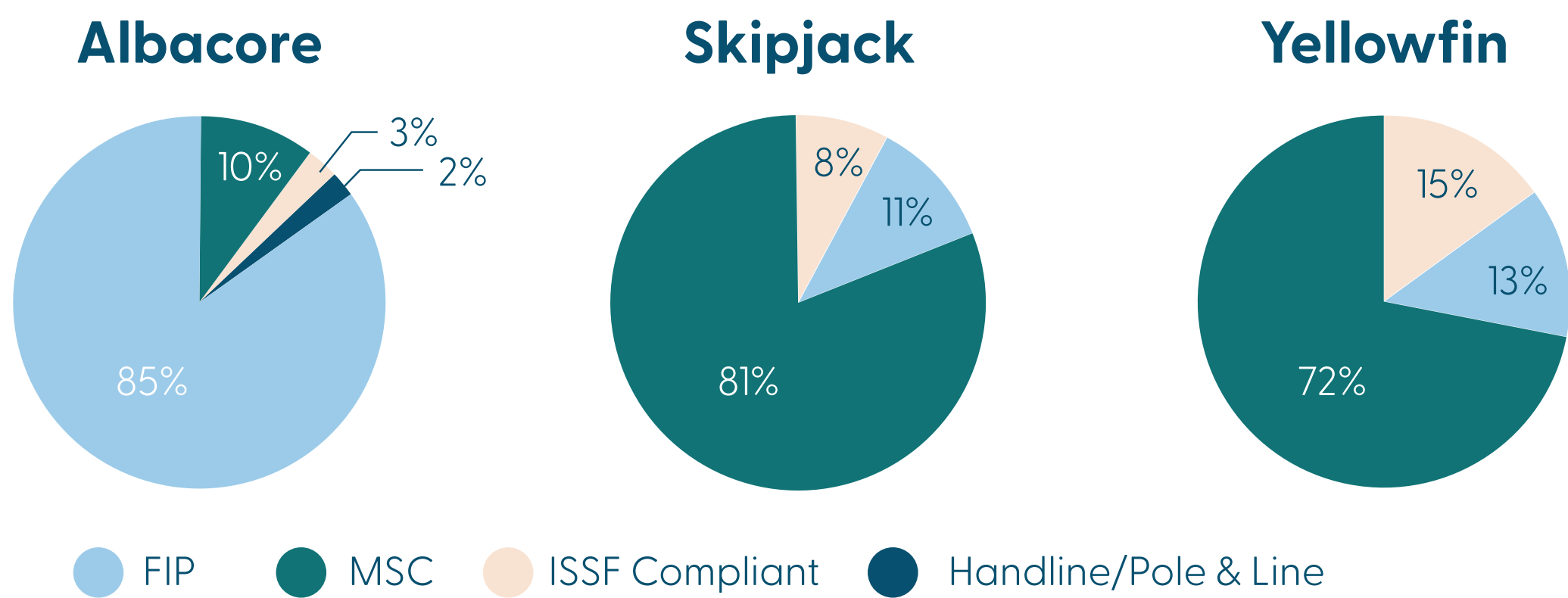







# PROGRESS BY SPECIES

In our 2022 report, we highlighted our efforts to accelerate our progress towards certification with our tuna supply – albacore, skipjack and yellowfin. For our light meat production that principally includes skipjack and yellowfin tuna, our transition to MSC products continued in 2022, and we aim to complete it in 2023. For albacore, we are advancing MSC assessments that will account for 50% of our supply. These assessments can encounter challenges with full collection of bycatch and observer records from multiple governments delaying the listing, but we continue to press forward with our MSC independent assessor to have them implemented in 2023. Simultaneously, we fully transitioned all our albacore into Fishery Improvement Projects (FIPs) in 2022, along three ocean areas (Indian, Atlantic, Pacific).

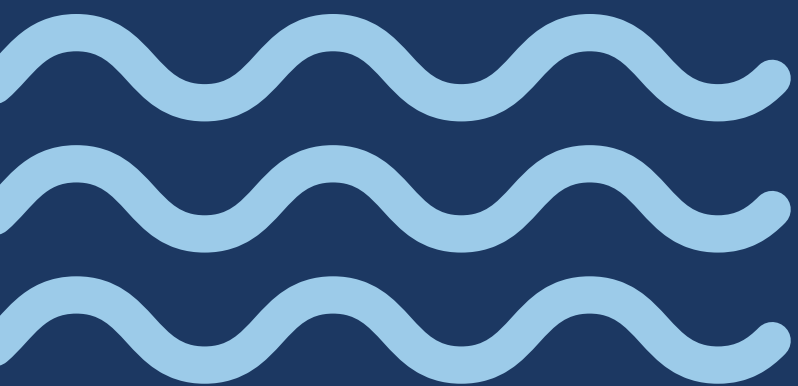
For our herring raw products, we mainly source in the Canadian Bay of Fundy, where the raw material is processed into various “sardine” (aka herring) products at our Blacks Harbour cannery. For this fishery, we continue to pursue MSC certification, although we have faced challenges that are not unknown in coastal pelagic fisheries throughout the globe. The annual stock assessment in recent years has indicated a declining trend in herring abundance. This decline was hypothesized not to be due to fishery dependent factors, but rather fluctuating environmental conditions.

The fishing industry responded by voluntarily withdrawing the existing MSC certification. A FIP was developed with reduced harvest levels in an attempt to accelerate the rebuilding of the stock. We are optimistic that the biomass of this important species shall recover to a healthy state in the future.



Other Species		Status
 Wild Salmon – MSC as of 2021	✓ Complete	
 Sardines – 44% meets goal	▶ On track	
 Quahog Clams – MSC as of 2017	✓ Completed	
 Specialty product species – 23% meets goal (Baby Clams, Mussels, Oysters, Shrimp, Mackerel, Trout, Crab)	⚠ Behind Target	
 Surimi (Pollock & Pacific Whiting) –MSC as of 2019	✓ Completed	





# OCEAN

Helping to Create 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 oceans central to everything we do as a company, and it is something we can't possibly do alone. Partnerships with non-governmental organizations (NGOs), collaborative groups, and scientific and advocacy organizations are a cornerstone of the Ocean Pillar. Here, we've engaged in three major areas: tackling plastic waste, reducing bycatch and regeneration/restoration of marine ecosystems.

## TACKLING PLASTIC WASTE



## REDUCING BYCATCH



INTERNATIONAL  
SEAFOOD  
SUSTAINABILITY  
FOUNDATION

## REGENERATION & RESTORATION



OYSTER RECOVERY®  
PARTNERSHIP | ORP





# CONTINUED PARTNERSHIP WITH THE GLOBAL GHOST GEAR INITIATIVE

Bumble Bee has been a Global Ghost Gear member since 2018, first supporting the Ghost Gear Prevention, Retrieval, and Net Recycling Project in Indonesia. In 2021, we expanded that partnership by agreeing to a five-year program. The key objective is to not only reduce and remove fishing gear from our ocean, but also to identify root causes that prevent it in the first place. This will be done with a quantitative look at the gear loss and other impacts of the vast Bumble Bee supply chain.

We have supported next evolution trash capture, gear tagging and retrieval projects, as well as research on biodegradable gear. Together, we will conduct surveys across components of Bumble Bee Seafoods' supply chain in various geographies to better assess causes of gear loss and implement locally sustainable solutions. We also supported surveys and gear removal in the Bay of Fundy.

GLOBAL  
GHOST GEAR  
INITIATIVE®

\$1 MILLION OVER  
5 YEARS

## PROJECT IN THE BAY OF FUNDY

Bumble Bee Seafoods 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 paperboard made from 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.

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

# 23 MILLION

estimated pieces of plastic waste per year prevented



# 98%

readily recyclable packaging





# REDUCING BYCATCH

## IMPLEMENTING BEST PRACTICES

Since 2009, we have worked with International Seafood Sustainability Foundation (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 focused on our white meat supply chain.

## REDESIGNING FADs

ISSF has conducted extensive research on new fish aggregating device (FAD) types, with small size mesh and jelly-fish designs, that significantly reduce animals becoming entrapped. It's estimated that up to **22%** of FADs end up lost at sea and stranded.<sup>5</sup> 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 to ocean ecosystems.



Biodegradable  
FAD testing

<sup>5</sup>Moreno, G., et al. (2021). The Jelly-FAD: A Paradigm Shift in Bio-FAD Design. Working Party on Ecosystems and Bycatch (WPEB) Session 1702



# REDUCING BYCATCH

## A CLOSER LOOK AT FADs

The Western and Central Pacific (WCPO) tuna fisheries are the largest and most productive in the world, accounting for over half of the global tuna catch and providing a source of Bumble Bee light and white meat raw material. The four key tuna stocks in this region (bigeye, yellowfin, skipjack, and South Pacific albacore) are assessed as being sustainably exploited. However, the use of drifting fish aggregating devices (dFADs) deployed by purse seine vessels has raised wider concerns related to the entanglement of marine species and marine pollution, including sensitive coastal habitats.

The Pacific Community, with the support of the International Seafood Sustainability Foundation (ISSF) and various fishing companies including FCF-associated purse seine vessels, recently deployed the first batch of biodegradable dFADs, or “jelly-FADs” in the WCPO. These environmentally friendly dFAD fishing devices may reduce the entanglement of non-target species such as turtles and sharks.

A report on the scientific analyses will be provided to industry partners, national fisheries agencies, and regional tuna management bodies. When the trials are completed, the next steps will involve workshops with industry and national fisheries managers to develop implementation plans at the scale of the WCPO. The use of biodegradable dFADs has the potential to reduce the environmental impacts of dFAD fishing practices and contribute to improving the environmental sustainability of tuna fisheries in the WCPO.

Bumble Bee, together with our parent company FCF, is encouraging owners and operators to participate in the use of supplied purse seine vessels for this important area of scientific research, demonstrating our commitment to science-based conservation and management of global tuna stocks.





# REGENERATION AND RESTORATION

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

## SEATREES

In 2022, we helped [SeaTrees](#) restore **20,000 square feet** of kelp forest in Palos Verdes, California – just a short drive away from our canning facility in Santa Fe Springs. In 2023, our continued support will allow them to restore an additional **14,000 square feet**.

## OYSTER RECOVERY PARTNERSHIP

This year, we helped the [Oyster Recovery Partnership \(ORP\)](#) replant an additional **500,000 oysters**, bringing our total contribution to 1 million oysters, a keystone species in the Chesapeake Bay.







# PEOPLE

Helping to Support the Safe and  
Fair Treatment of All Who Are  
Connected to Our Business



# SOCIAL RESPONSIBILITY PROGRAM

We have updated existing company policies on human rights to include requirements for worker grievance mechanisms for vessels in our supply chain. Working with our parent company, FCF, we have continued to implement our social responsibility program that includes extensive training, a risk-based screening approach and third-party audits on fishing vessels to identify and address issues and protect crew members. In addition, we supported the creation of a worker's voice program for our supply chain that gives crew members the opportunity to provide feedback anonymously and independently to a third-party NGO about their working environment and receive support to resolve complaints.

## OUR COMMITMENT

**By 2025, all tuna fleets that Bumble Bee sources from will be in our Social Responsibility Program, involving social audits or designated initiatives aiming for responsible practices.**

## SOCIAL RESPONSIBILITY PROGRAM

# 56%

tuna fleet coverage by third party audits.

## WORKER'S VOICE

# 44%

of all fishing vessels in our tuna supply chain currently have access to this novel system. In 2023, we are working to expand the program to other flag states and we are actively seeking NGO partners to support this.\*

\*This work is currently specific to Taiwanese flagged vessel or vessels with Taiwanese beneficial ownership. Taiwanese coverage is 93%.



# WORKING WITH FISHERS



## **SEAFOOD TASK FORCE**

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.



## **THE PRESBYTERIAN CHURCH IN TAIWAN SEAMEN AND FISHERMEN'S SERVICE CENTER (PCTSFSC)**

[This independent organization](#) is leading FCF's worker voice program by providing direct consulting services and continuous support for fishers and will handle each individual fisher complaint for all Taiwan owned vessels.



## **INDONESIA FISHERMAN ASSOCIATION (INFISA)**

FCF added a Responsible Recruitment Project in which they are partnering with the [Indonesia Fisherman Association \(INFISA\)](#) to ensure recruiting agencies understand and adopt best practices in supplying fishers to distant water fleets.





# CARING FOR OUR COMMUNITIES

## BUMBLE BEE SEAFOODS FOUNDATION SCHOLARSHIP

Beginning in 2021, we announced a partnership with The San Diego Foundation 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 are 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  
**BUMBLE BEE**  
SEAFOOD COMPANY  
FOUNDATION  
SCHOLARSHIP

## CLEAN WATER FOR KIDS

Since 2011, Anova, Bumble Bee's subsidiary in Indonesia, has provided access to clean water by supporting the installation, testing and maintenance of reverse osmosis water filtration systems in five orphanages. In 2022, we installed clean water systems in two primary schools in Indonesia, providing water to **over 500 children**. In 2023, we plan to install eight more systems which will provide clean drinking water to **2,000** additional school children.

**ANOVA**



# CARING FOR OUR COMMUNITIES

## COMMUNITY SUPPORT IN LEVUKA, FIJI

For more than two decades, Bumble Bee has supported the town of Levuka in many ways, the most important being the construction of a daycare center, creating a safe place for young children to learn and play. Additionally, Bumble Bee has funded athletic events, donated equipment to various public schools, and given assistance to the Nora Fraser School for Children with Disabilities. Our ongoing dedication to education and accessibility will remain a pillar of our long-term community development efforts.

## TAKING IMMEDIATE ACTION TO HELP UKRAINE

**200,000** cans of sardines donated to the Polish Red Cross. Bumble Bee Seafoods worked with our manufacturing partner Graal, a facility based in Poland, in response to the Ukrainian refugee crisis.

## A FEW WAYS WE PROVIDED NUTRITION TO THE PEOPLE AND PLACES THAT NEEDED IT MOST

### **In 2022 alone we...**

Supported over **31 thousand** meals donated to food banks across America through financial contributions and our annual Bee Well Summer step challenge with Vizer Inc. which converted our team members' steps into meal donations

Packed **18 thousand** meals at the Jacobs & Cushman San Diego Food Bank

Donated over **\$1.3 million** worth of Bumble Bee product



# CARING FOR OUR COMMUNITIES

## ACTING LOCALLY

### CLEANING UP COASTAL ENVIRONMENTS

In 2022, Bumble Bee team members joined thousands of volunteers across San Diego County to clean up over **37,000 pounds** of trash from our waterways and coastal ecosystems. Members of our facility in Blacks Harbour also participated in the Great Fundy Coastal Cleanup, an annual event in collaboration with the Nature Trust of New Brunswick to collect 8,168 pounds of marine debris.

### PADRES PEDAL THE CAUSE

In 2022, Bumble Bee helped raise over **\$30,000** in support of Padres Pedal the Cause to fund cancer research.

### BIG BROTHERS BIG SISTERS (BBBS)

In 2022, we continued to support Big Brothers Big Sisters of San Diego County with our board seat and supported the organization with funding over 45 “big little matches” for the entire year.

### SAN DIEGO RESCUE MISSION (SDRM)

Bumble Bee was a President’s Circle contributor to the SDRM in 2022, supporting their successes in housing, hunger, education, and job training. In 2022, the San Diego Rescue Mission served **230,190** meals, offered 74,194 nights of sleep to men, women, and children, and provided 107,640 hours of job training.

### OCEAN DISCOVERY INSTITUTE (ODI)

Bumble Bee continued to support ODI in 2022 by helping their over 6,000 K-12 San Diego students receive STEM education on an annual basis through workshops, field trips, career and school pathway planning, and more.



**37K**

LBS OF TRASH  
AND RECYCLING  
COLLECTED

**22.3K**

LBS OF FOOD  
DISTRIBUTED TO LOCAL  
COMMUNITIES



# OUR WORK CONTINUES

“

Our sustainability and social impact journey began years ago. The progress we’ve made fuels us to keep going, to keep confronting the challenges before us. The work continues because a better future will always demand that we strive to do better for our people and planet.”

Jerry Chou  
CEO



ANOVA



Beach  
Cliff

