



SUSTAINABILITY IMPACT
AND PROGRESS REPORT

SEAFOOD FUTURE 2024



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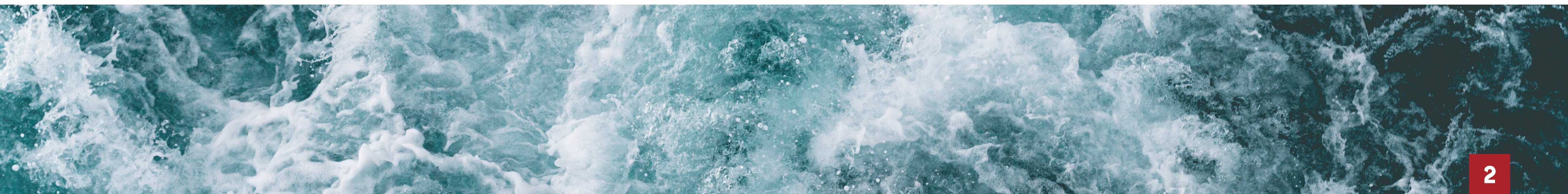
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MESSAGE FROM THE CEO



MOMENTUM...

We often hear the word, but we may not always pause to consider its true meaning: strength gained by a series of events. I can think of no better description for Bumble Bee Seafoods' sustainability and social impact journey today.

I recently joined the company as CEO, and I see undeniable signs of momentum all around me. Environmentally sustainable sourcing is now represented among 91% of our current seafood supply — an increase of 20 percentage points since 2021 alone.

Today, Bumble Bee has the most Marine Stewardship Council (MSC) eco-labeled products among all shelf-stable tuna brands in the United States.

As an industry leader, we are forming smart partnerships; investing to improve the health and well-being of people and the planet; giving back to the global and local communities where we live and work; and measuring our progress wave upon wave. In this way, we are building strength not only for ourselves, but for all — who like us — sincerely value Fish, Ocean, and People.

We are not finished. We know there is more work to do and much more to accomplish. We are up for the challenge. I invite you to learn more about our Seafood Future and the incredible momentum that is shaping who we are today and who we are becoming tomorrow — in the world and on the water.

ANDREW CHOE,
CHIEF EXECUTIVE OFFICER
BUMBLE BEE SEAFOODS

OUR VISION

BUMBLE BEE SEAFOODS IS COMMITTED TO MAKING A POSITIVE DIFFERENCE.

We are working to close the gap on some of the biggest sustainability challenges impacting our business, our industry, and our world. Through a strategic combination of internal initiatives and external projects and partnerships, we are focused on three pillars of progress: Fish, Ocean, and People.

Within these core pillars, we are determined to contribute towards continual improvements in the areas of marine abundance and diversity, environmentally sustainable sourcing and packaging, traceability, ocean health, waste reduction, ecosystem regeneration, and much more. Additionally, we are working to help support the people who fuel our business and the broader industry.

The 2024 Seafood Future report highlights our work done from January – December 2023 to advance our sustainability and social impact goals, while casting a vision for the future.

FISH

PROVIDING SEAFOOD FROM ENVIRONMENTALLY SUSTAINABLE SOURCES

OCEAN

HELPING TO CREATE HEALTHIER MARINE ECOSYSTEMS

PEOPLE

HELPING TO SUPPORT THE PEOPLE CONNECTED TO OUR SUPPLY CHAIN

PROGRESS OVERVIEW

91%

of our seafood supply meets our sustainable sourcing commitment

[See page 7 to learn more.](#)

#1

ranking for having the most Marine Stewardship Council (MSC) eco-labeled products among all shelf-stable tuna brands in the United States

[See page 8 to learn more.](#)

\$1 MILLION

commitment to address and reduce abandoned, lost, and discarded fishing gear within our supply chain

[See page 16 to learn more.](#)

96%

recyclable shelf-stable product packaging (by weight)

[See page 17 to learn more.](#)

14.3 MILLION

estimated pieces of plastic waste avoided in 2023 through conversion of our plastic shrink-wrapped multipacks to recyclable packaging

[See page 17 to learn more.](#)

FISH

PROVIDING SEAFOOD FROM
ENVIRONMENTALLY SUSTAINABLE SOURCES

- › OUR COMMITMENT
- › MARINE STEWARDSHIP COUNCIL
- › PROGRESS BY SPECIES
- › ABUNDANCE AND DIVERSITY
- › TRACEABILITY



SUSTAINING FISH STOCKS

BY 2025, 100% OF ALL SEAFOOD SOURCED WILL BE EXTERNALLY RECOGNIZED AS ENVIRONMENTALLY SUSTAINABLE¹ OR IN A FORMAL PROGRAM MOVING TOWARDS CERTIFICATION².

2021

71%
meets our
commitment

2022

88%
meets our
commitment

2023

91%
meets our
commitment

The catch of today is increasingly reaching our commitment

(1) – Global Sustainable Seafood Initiative (GSSI) recognized certification scheme

(2) – Fishery Improvement Project (FIP), Aquaculture Improvement Project (AIP), or In-Transition to MSC Program (ITM)

MARINE STEWARDSHIP COUNCIL

Bumble Bee is working to ensure that a significant portion of our seafood comes from fisheries certified by the Global Sustainable Seafood Initiative's (GSSI) benchmarked schemes, of which the Marine Stewardship Council (MSC) is the most widely recognized.

The MSC is an independent, third-party certification that sets and maintains its Chain of Custody and Fishery Standards and independent, third-party auditors assess and certify companies and fisheries. The MSC is the only global, wild-capture fisheries certification program that simultaneously meets best practices set by the GSSI, International Social and Environmental Accreditation and Labeling (ISEAL), and the UN Food and Agriculture Organization (UNFAO). Importantly, the MSC provides transparency and accountability, and it includes built-in protection to combat mislabeling and help prevent products from illegal fishing from entering the supply chain.

Consumers today have high expectations for brands and retailers to clearly communicate environmental sustainability, including third-party verification. The best-in-class MSC

certification helps us do just that as we work to ensure that both our consumers and our customers can feel confident in Bumble Bee products.

We are proud that Bumble Bee ranks #1 for having the most MSC eco-labeled products among all shelf-stable tuna brands in the United States.



“Bumble Bee is a clear leader in certified sustainable seafood as the largest national brand for MSC-certified labeled products in the United States. This is further demonstrated by a nearly 200% increase in MSC labeled, Bumble Bee product offerings over the past five years and their active participation in consumer education campaigns to showcase positive impact on the water. Bumble Bee is a dedicated MSC partner and is helping to shape the United States as the leading country for MSC-certified seafood sales.”

Nicole Condon, U.S. Director, Marine Stewardship Council

DEFINING OUR SPECIES SPECIFIC PROGRESS

In our 2023 report, we highlighted efforts to accelerate progress towards MSC certification within Bumble Bee’s tuna supply – albacore, skipjack, and yellowfin.

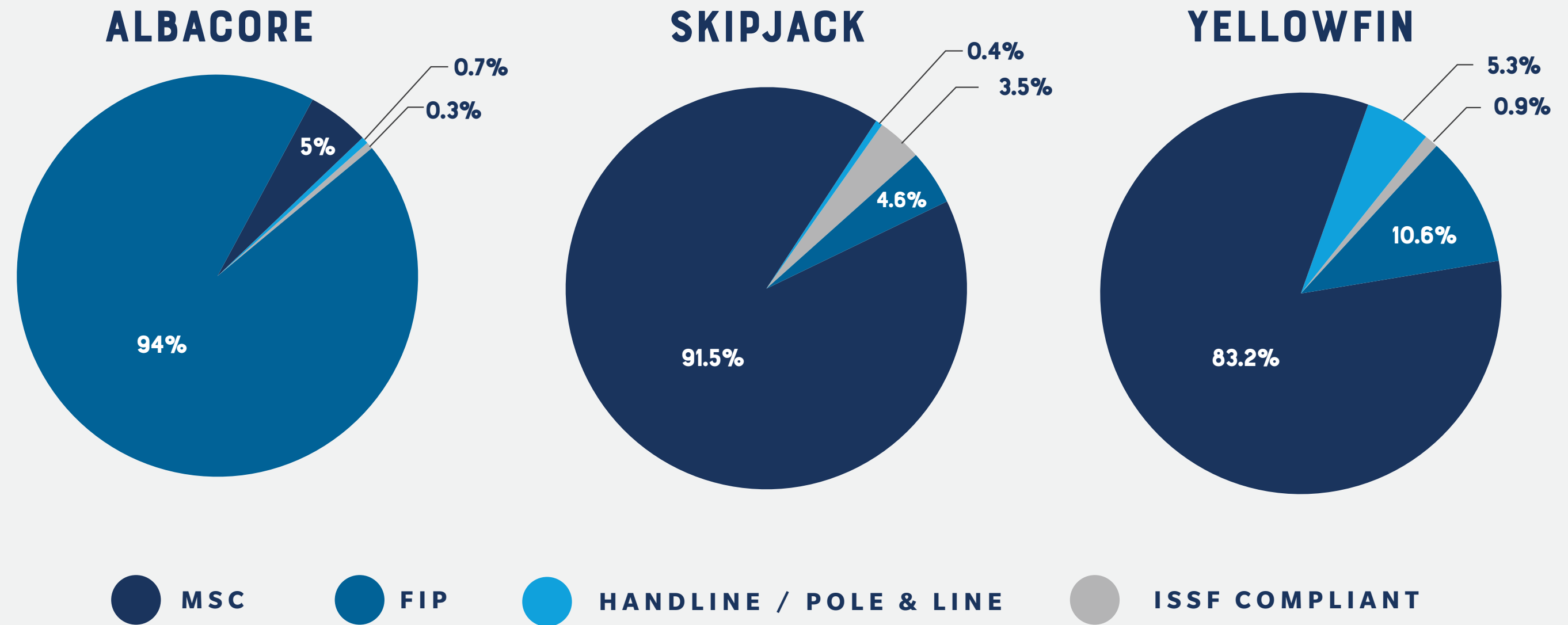
For our light meat production that principally includes skipjack and yellowfin tuna, our transition to MSC products made significant progress in 2023 with >90% skipjack and >80% yellowfin tuna sourced from MSC fisheries.

For albacore tuna, or white meat, our MSC assessments progressed slowly in 2023 in part due to challenges that included inadequate collection of bycatch data and reduced observer deployments as a lingering result of the COVID-19 pandemic. That said, we are continuing to make progress and are striving to have our Atlantic MSC assessment completed by the end of 2024 and our Pacific MSC assessment completed by the end of 2025.

Our albacore Fishery Improvement Projects (FIPs) continued to perform well in 2023 along three ocean areas, including the Indian, Atlantic, and Pacific.

Our herring are mainly sourced from the pristine waters of the Canadian Bay of Fundy, where the raw material is processed into various sardine products. Today, we are actively pursuing MSC certification for these products and our herring fishery is presently in a FIP.

The Bay of Fundy herring fishery is showing signs of a solid spawning stock biomass, juvenile abundance, and positive age distribution that can be linked to self-imposed management measures by the industry. Fishery participants continue to work with world renowned experts and the Department of Fisheries and Oceans Canada on the implementation of the Management Strategy Evaluation (MSE) that will improve the fishery.



OTHER SPECIES

Wild Salmon	MSC as of 2021
Farmed Salmon	47% meets goal
Sardines	58% meets goal
Quahog Clams	MSC as of 2017
Specialty product species (Baby Clams, Mussels, Oysters, Shrimp, Mackerel, Trout, Crab, Snapper, Swordfish)	25% meets goal
Surimi (Pollock & Pacific Whiting)	MSC as of 2019

ABUNDANCE AND DIVERSITY

We work closely with our global industry partners, along with non-governmental organizations (NGOs) and governments, to help maintain ocean abundance and diversity so that seafood can remain a long-term source of nutrition for our growing population.

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 sustainable³ state. As a founding member of the [International Seafood Sustainability Foundation \(ISSF\)](#), we follow 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 (RFMOs) to drive best practices into regulatory frameworks.

Bumble Bee has a long history of participation and advocacy in RFMOs, which are inter-governmental tuna governance bodies that bring nations together to deliberate on the ways to conserve and manage global tuna stocks as well as the species associated or dependent on those stocks. Currently, all ocean basins have an RFMO, and in the case of the Pacific Ocean, there are two.

These organizations, some in operation for more than 70 years, bring nations together annually to discuss and deliberate conservation and management measures that each country

will agree to implement and enforce for tuna and tuna-like species. Given these are government-to-government negotiations, Bumble Bee typically participates as a member of the United States delegation. We also serve on constituent advisory committees that make specific recommendations on the U.S. positions and policies articulated in these RFMOs. Depending on the RFMO and the needs of our supplying fisheries, Bumble Bee will advocate for a broad spectrum of positions and interests.

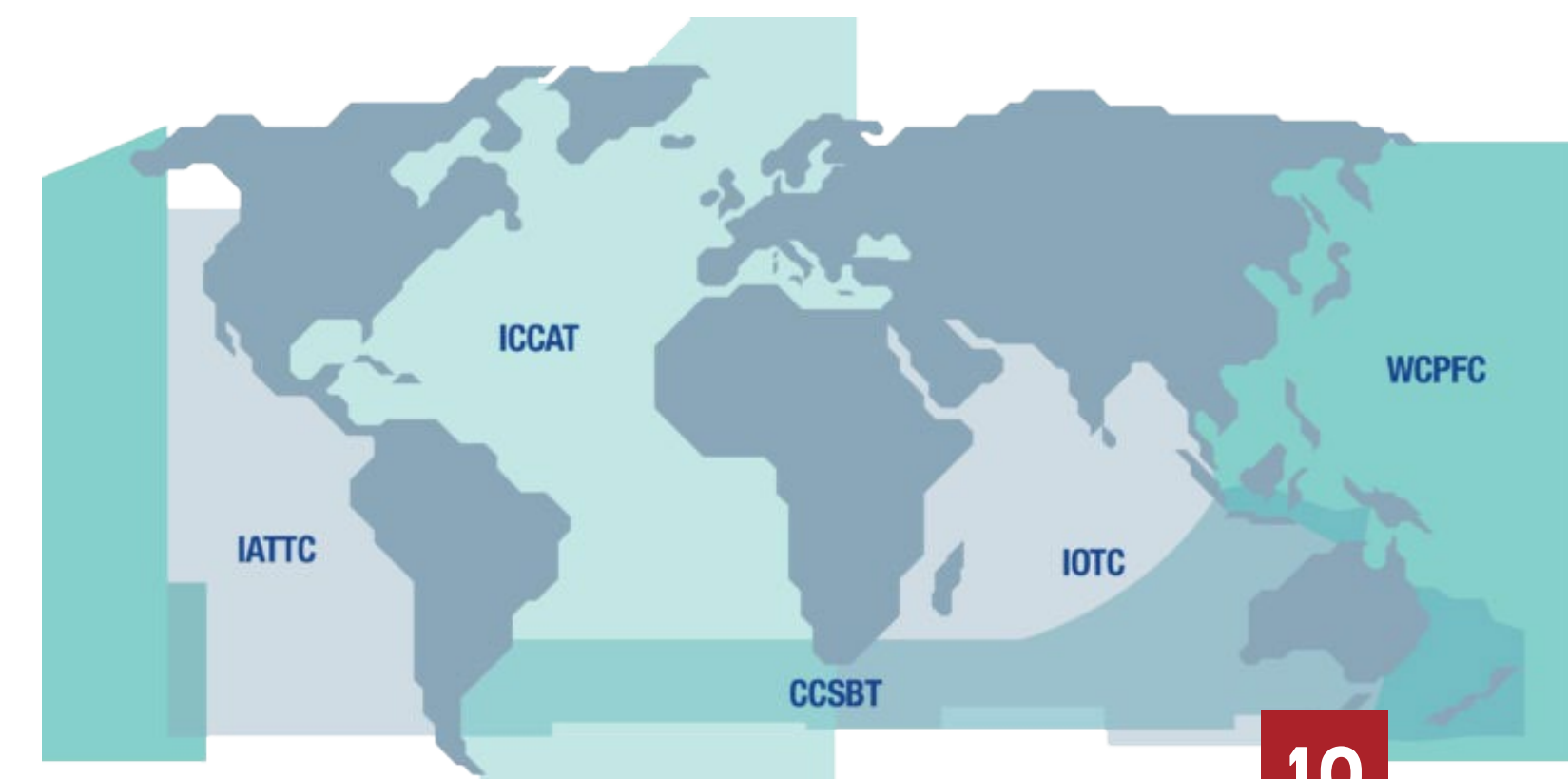
These include but are not limited to:

- Adoption of management procedures
- Reference points and harvest control rules for target tuna species
- Bycatch reduction and mitigation including species of special concern, such as sharks, seabirds, turtles, and mammals
- Enhanced monitoring and compliance, such as observer safety and coverage rates
- Development of the standards for and implementation of electronic monitoring, and at-sea boarding and inspection

(3) – The term “sustainable fisheries” is defined within this report as the characteristic of resources that are managed so that the natural capital stock is non-declining through time, while production opportunities are maintained for the future (as [defined by ISSF](#)).



Photo credit: ISSF



DEVELOPMENT AND IMPLEMENTATION OF ELECTRONIC MONITORING

For the last 50 years, mandated vessel operators have taken independent fishery observers onboard their vessels to collect scientific data, and more recently, compliance information. Deploying human observers is expensive and, in some instances, presents health and safety challenges.

In the last decade, electronic monitoring (EM) has started to be deployed, utilizing video cameras and other electronic devices, that enable vessel operations to be monitored remotely at levels approaching the accuracy of human observers.

Currently, all of the tuna RFMOs are adopting standards for this type of data collection and in the future, it is expected that vessels (such as longline) will be required to increase the level of monitoring with a combination of EM and human observers.

Although costly to implement, it is hoped that with advances in video review, artificial intelligence will reduce the time needed for data digitization and provide fisheries scientists with better information on the bycatch of species of special concern (e.g. sharks, seabirds, turtles, and mammals) and improve tuna stock assessments.



Photo credit: NOAA/NMFS/PIFSC



INVESTING IN A SUSTAINABLE CLAM FISHERY

Bumble Bee invests in science to support our sustainability commitment through its membership in 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, SCMFIS has funded important research into the biology and life cycle of the Atlantic Ocean quahog, one of the clam products sold by Bumble Bee. SCMFIS funds cutting-edge research into the biology, life cycle, recruitment, and climate impacts on ocean quahogs, which are all necessary information for the sustainable management of the fishery.



IT'S ALL ABOUT THE SHELL

Ocean quahogs are the longest-lived bivalve on the planet. Similar to the way a tree grows annual rings, ocean quahogs produce a ring of shell each year. The number of layers in a quahog shell reveals the age of the clam. Studying ocean quahog shells can tell us both about the growth and history of an ocean quahog, as well as past climate conditions.

Clams used in Bumble Bee's New Jersey plant are typically 40-60 years old. However, in 2022, SCMFIS researchers collected and aged a male quahog over 310 years old, pre-dating the Industrial Revolution! The conventional method of aging clams is very tedious, so to speed up the process, SCMFIS researchers developed a new method to age quahogs. Aided by an investment from Bumble Bee, this new method allows a significantly greater number of clams to be aged, which is critical for sustainable management of the fishery. Combined with shells collected in previous surveys, SCMFIS has now generated the most extensive dataset of quahog shells available.

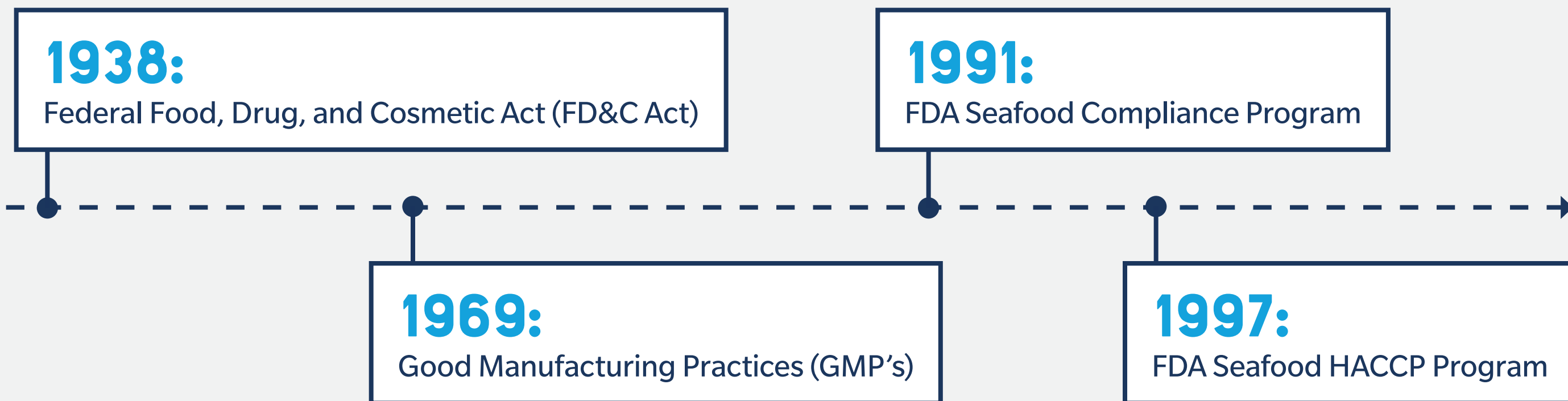


TRACEABILITY

Traceability is a critical component of Bumble Bee’s commitment to sustainability, and our goal is to ensure that our seafood supply is traceable from ocean to table. By implementing robust traceability systems, Bumble Bee aims to affirm the quality and origin of its products, protect marine resources, and build trust with consumers and stakeholders.

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

This represents only a small subset of our corporate traceability system. Bumble Bee’s traceability system was designed based on our well-established paper-based traceability system. The paper-based systems were created industry wide in the 1960s and influenced over time by the following:



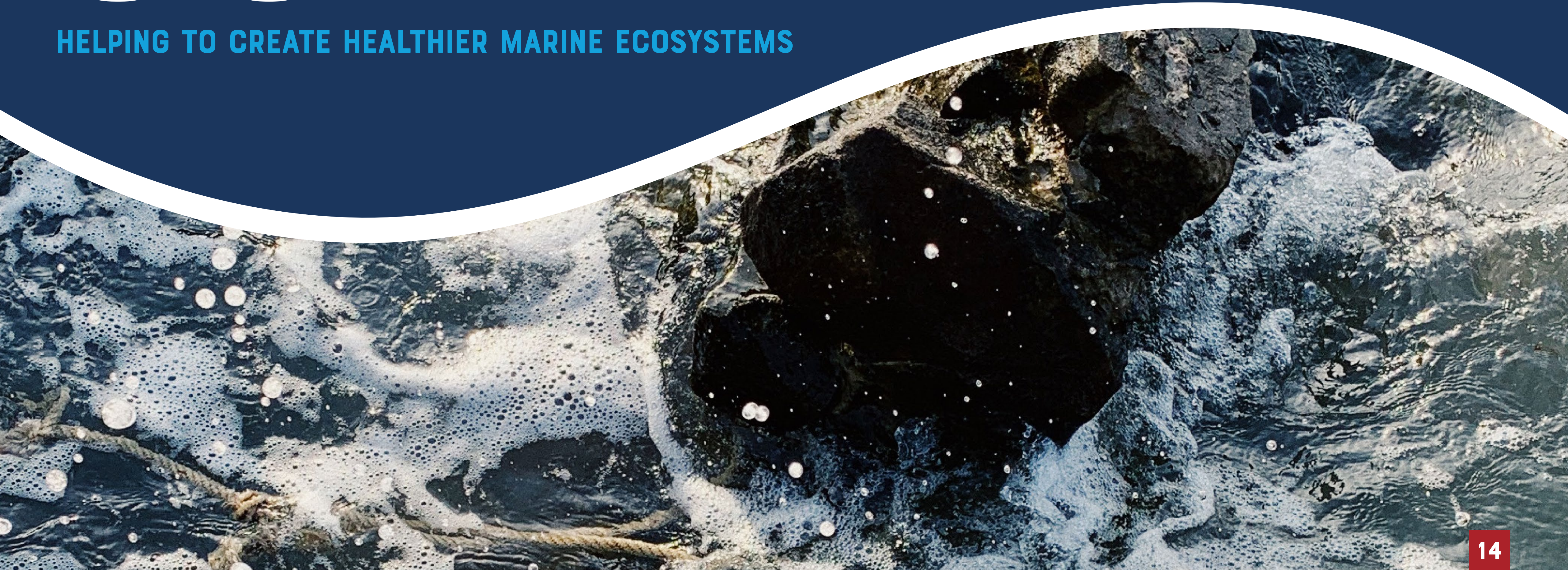
The complexity, requirements, and scope of supply chain information has matured over time but the most impactful innovation has been the transformation from paper to digital systems that greatly enhance the speed and accuracy of product traceability. The additions of machine learning and artificial intelligence that are just now taking place will further enhance the tools we are currently using.



OCEAN

HELPING TO CREATE HEALTHIER MARINE ECOSYSTEMS

- › PARTNERING TO PROTECT
- › GHOST GEAR
- › TACKLING PLASTIC WASTE
- › REDUCING BYCATCH
- › REGENERATION AND RESTORATION



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 NGOs, collaborative groups, and scientific and advocacy organizations are a cornerstone of our Ocean Pillar. Here, we've engaged in three major areas: tackling plastic waste, reducing bycatch, and regeneration and restoration of marine ecosystems.

TACKLING PLASTIC WASTE



REGENERATION AND RESTORATION



REDUCING BYCATCH



COMBATTING GHOST GEAR

Through our \$1 million, five-year commitment to the Ocean Conservancy and the Global Ghost Gear Initiative (GGGI), Bumble Bee is leading the industry in both our financial contribution to combatting abandoned, lost, and discarded fishing gear (or “ghost gear”), as well as our extensive approach to addressing this issue within our own supply chain.

In 2023, we reported on the successful Bay of Fundy ALDFG (abandoned, lost, or discarded fishing gear) survey and retrieval project that was carried out by Bumble Bee’s Canadian affiliate, Connors Bros. Marine Corp. That effort included mapping lost gear on the bottom of the ocean and follow-up retrieval efforts to remove a substantial amount of derelict nets and lobster traps. Given the successful results of this effort, a second phase

is planned to be implemented in the summer of 2025.

Although the Bay of Fundy ghost gear efforts addressed an important portion of ghost gear in Bumble Bee’s supply chain, we began to look at the issue more broadly to understand the global impact of the fisheries and areas we source from.

Last year, Bumble Bee began work on a comprehensive ALDFG baseline assessment of our entire supply chain with the support of GGGI and Marine Resources Assessment Group (MRAG) – a respected international fishery consulting firm. The objective of the project is to conduct a risk assessment and analysis of our supply chain to identify the “hot spots” of vulnerability and provide recommendations for reducing or negating the presence of ALDFG. A detailed analysis of our sourcing was completed

alongside mapping the key suppliers and stakeholders in our supply chain. This work was followed by a survey of stakeholders to identify and better understand the conditions around gear loss and disposal at the end of its useful life, such as availability of disposal sites in key fishing ports.

Once results are compiled, this will allow a “deep dive” assessment on up to three specific cases – for example, an evaluation of the disposition of fish aggregation devices (FADs) deployed by purse seine vessels. When completed, the risk assessment and deep dive cases will provide a comprehensive picture of the volume and extent of ALDFG in Bumble Bee’s supply chain, enabling us to develop a well-informed plan for reduction and mitigation.



“Bumble Bee’s implementation of ALDFG best practices delivers crucial protection to fish stocks, species and habitats, and human health and livelihood, while their generous commitment to address ALDFG underscores their position as an industry leader on this topic. Notably, their comprehensive approach to conducting a risk assessment of their seafood supply chain stands out as both innovative and efficient; we expect these efforts to inspire equally meaningful engagement across the seafood industry. 🌊”

Sara Pfeifer, Partnerships Manager, Global Ghost Gear Initiative

RECYCLABLE PACKAGING

In 2022, Bumble Bee became the first shelf-stable seafood brand to change multipack can product packaging from shrink wrap to paperboard. This initiative marks a significant milestone in our commitment to keep plastic out of landfills and the ocean by making 96% (by weight) of our shelf-stable product packaging recyclable⁴.

96%

recyclable packaging (by weight)

14.3 MILLION

estimated pieces of plastic waste were avoided in 2023 through conversion of our plastic shrink-wrapped multipacks to a cardboard box configuration for multipacks⁵.

(4) – As used here, “recyclable” means shelf-stable packaging materials that are capable of being recycled such as steel, aluminum, glass, paper, corrugate, and recyclable plastics.

(5) – In our 2022 report, we anticipated that this conversion would avoid closer to 23 million pieces of plastic each year. That number has declined due to reduced sales of multipacks in 2023 versus 2021.



IMPLEMENTING BEST PRACTICES

Since 2009, Bumble Bee has worked with the International Seafood Sustainability Foundation (ISSF) to implement a number of best practices in longline and purse seine tuna fishing. We continue to collaborate with ISSF and other partners to advance bycatch reduction, particularly in the development and implementation of training materials for vessel skippers and crew to reduce bycatch. Additionally, Bumble Bee-supplying purse seine vessels participate in the deployment of novel Fish Aggregating Device (FADs) designs. We also participate in the development of solutions to beaching FADs that may entrap turtles, marine mammals, and/or cause damage to coral reefs.



Photo credit: ISSF

JELLY FADS

In 2023, we reported on the planning and early implementation of gear trials involving a novel FAD design known as “jelly FADs.” This FAD is entirely constructed of biodegradable materials – made of organic ropes and canvas, such as cotton, jute, or abaca, that mimic the conventional drifting FAD design with submerged netting panels suspended from a floating raft. The jelly FAD mirrors that of a jellyfish, passively floating with quasi-neutral buoyancy, that reduces the structural stress on conventional FADs and the need for additional plastic flotation. Jelly FAD trials are ongoing in the eastern and western Pacific and are supported by ISSF, the U.S. National Oceanic and Atmospheric Administration (NOAA), and others that include vessels that supply light meat tuna to Bumble Bee.

Preliminary results of the jelly FADs have shown positive outcomes — aggregating tuna with an average of 44.1 metric tons of tuna caught per set⁶. These FADs drift at similar speeds as conventional FADs or may move slower — creating a rich environment attracting several species of pelagic fish. Average and maximum lifespan for the jelly FADs were 5 and 11 months, respectively⁶.

 [Watch the video here.](#)

(6) – Western and Central Pacific Fisheries Commission. (2023). *The jelly-FAD: New results on its performance.*

MITIGATING BEACHED FADS

Recent estimates of drifting FADs are 30,000-40,000 each year in the Western Pacific Ocean and 46,000-65,000 each year across the entire Pacific⁷. Research estimates only 10% of deployed FADs may be set on by purse seine vessels, with the vast majority ending up as abandoned, lost, or otherwise discarded fishing gear. Despite the sheer volume, dedicated assessments of their loss, abandonment and related consequences are generally lacking. The final location of most FADs is unknown except for those that reach coastal areas, beaches, or become entrained on coral reefs. These FADs can cause injury and mortality to a variety of marine life and create a debris and disposal problem on islands and coral atolls in the western Pacific.

An emerging network of Pacific Island nations have developed a stranding network that quantifies when a FAD floats ashore and works to dispose of these FADs. The process can be quite demanding given the size and amount of debris involved in each stranding. So far, 2,513 stranding events have been recorded through nascent data collection programs mostly since 2019, although some reports go as far back as 2004⁷.

Bumble Bee is contributing resources to expand the network of those involved in documenting these strandings, along with research into viable ways to reduce the deleterious impacts on coastal communities and marine ecosystems. We are also involved at the RFMO level to press for the adoption of standards for implementation of biodegradable FADs and addressing the need to implement FAD retrieval efforts in areas of special concern.

(7) - The Pacific Community. (2024). *Reporting to reusing: How satellite buoys from the purse seine fishery can benefit local communities.*

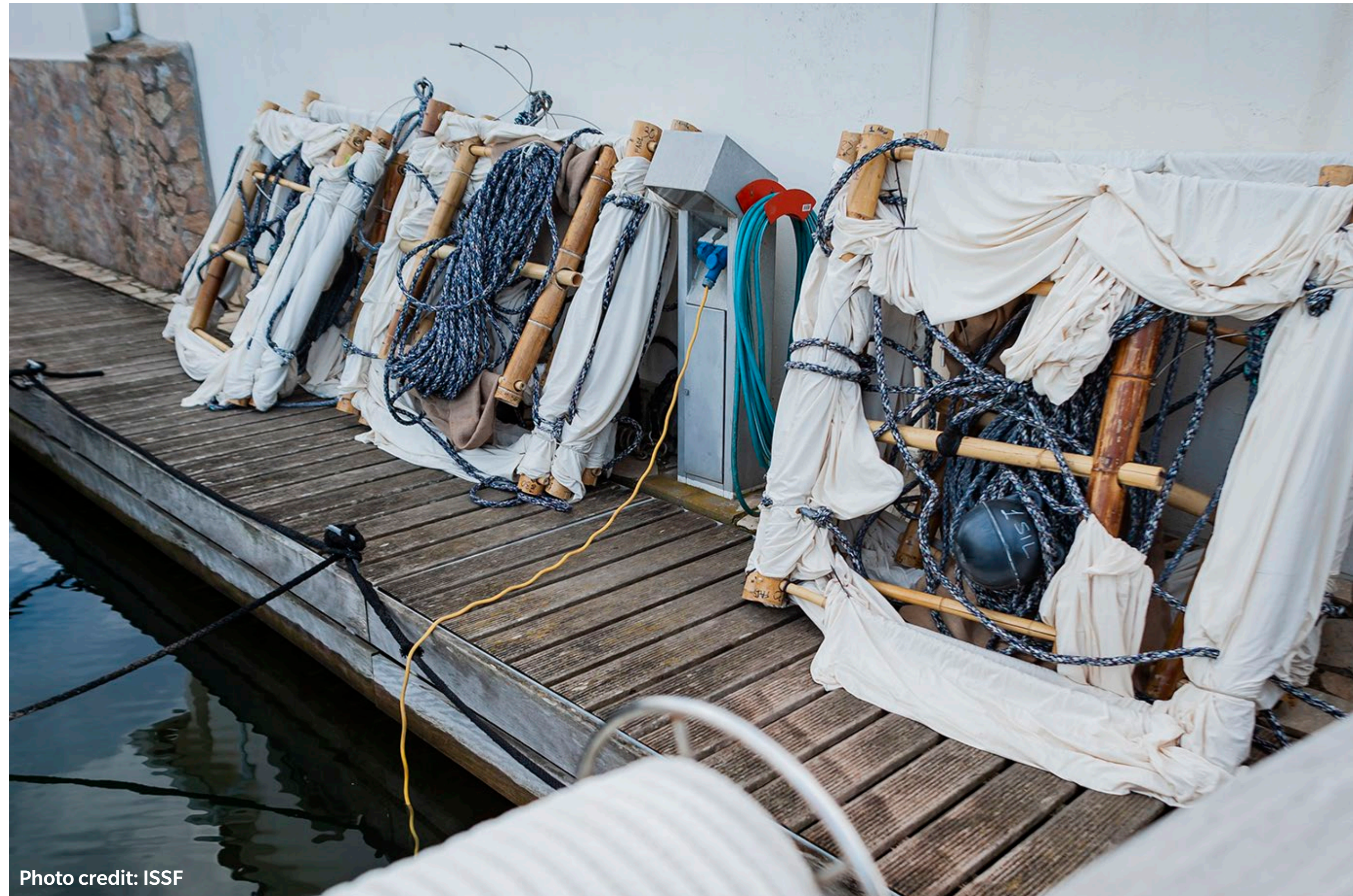


Photo credit: ISSF

REGENERATION AND RESTORATION

In 2023 we continued to support ocean regeneration projects to maintain healthy ecosystems for the future.



SEATREES

Kelp restoration is critical in climate change mitigation. Kelp absorbs carbon dioxide from both the atmosphere and the ocean, stores it, and then exports a large portion of its biomass into the deep sea, sinking to the deep ocean permanently. Similar to other blue carbon ecosystems, kelp forests are among the most degraded — but their disappearance is the hardest to see. Known as the “sequoias of the sea” for their rich biodiversity and carbon sequestration potential, kelp forests are home to hundreds of marine species, providing habitat and food for more than 700 species of algae, invertebrates, and fish.

Last year, Bumble Bee worked with our partner, SeaTrees, to help **restore 14,000 sq. ft. of kelp** in Palos Verdes, California. Bumble Bee has expanded its partnership with SeaTrees in 2024 to include ocean regeneration work in both California and Indonesia.

OYSTER RECOVERY PARTNERSHIP

In 2023, Bumble Bee’s support helped enable the Oyster Recovery Partnership to **plant 5 million juvenile oysters** across Chesapeake Bay’s sanctuaries and public oyster grounds. This initiative is critical for the Bay’s ecosystem, as these oysters will annually filter millions of gallons of water, improving water clarity and quality. Additionally, these thriving oyster reefs provide essential habitat for key species such as blue crabs, rockfish, and perch — enhancing biodiversity and bolstering the local fishing industry.



OYSTER RECOVERY PARTNERSHIP®
— ORP —

“ The name ‘Oyster Recovery Partnership’ underscores the power of collaboration. Thanks to partners like Bumble Bee Seafoods, whose support is vital, we’re making exciting progress in restoring the Chesapeake Bay’s oyster population — a critical effort for preserving this national treasure. ”

**Ward Slacum, Executive Director,
Oyster Recovery Partnership**

PEOPLE

HELPING TO SUPPORT THE PEOPLE
CONNECTED TO OUR SUPPLY CHAIN

- › SOCIAL RESPONSIBILITY
- › SEAFOOD TASK FORCE
- › COMMUNITY INITIATIVES



SOCIAL RESPONSIBILITY

Bumble Bee addresses the health and safety of workers throughout our supply chain through a combination of tools. Our land-based suppliers are subject to third-party social audits that are in line with leading social audit standards such as: SEDEX Members Ethical Trade Audit (SMETA), Amfori, Business Social Compliance Initiative (BSCI), and Social Accountability International (SA8000). These audits typically take place every two to three years depending on the level of risk based on the supplier's country of operation.

We are also working with our parent company, FCF, as they continue to implement their social responsibility program onboard supplying tuna vessels that includes:

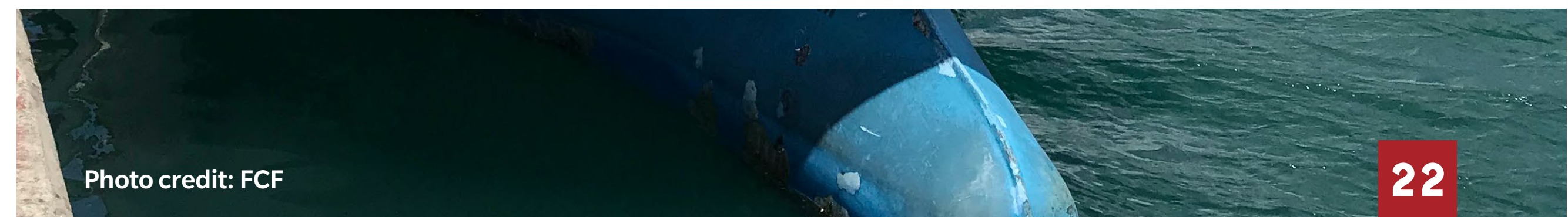
- **Extensive training**
- **A risk-based screening approach**
- **Third-party assessments that help fishing vessels establish sound management systems and adopt best practices**

In addition, we supported FCF's creation of a worker voice program 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, as needed.



WORKER VOICE

A significant proportion of the Taiwanese vessels we source from are participating in the worker voice program. The success of this program is driving Bumble Bee and FCF to look for other NGOs to partner with to expand the worker voice program to vessels flagged by other nations. We are also working with others in the industry to explore providing data services at sea so crew can utilize the worker voice system during active fishing trips. We are discussing with vessel owners, NGOs, and expert stakeholders on how best to achieve this to help ensure the health and safety of crew onboard our supplying vessels.



SEAFOOD TASK FORCE

The [Seafood Task Force \(STF\)](#) is the only global trade association where the world's largest retailers, seafood brands, and their seafood partners are working together to drive supply chain oversight and continuous improvement from vessel to plate. Bumble Bee has taken a leadership role within the

STF since its expansion into the tuna sector. We have helped develop and implement improvement programs including auditing standards, corrective action programs, and responsible recruitment training across the supply chain for both land- and sea-based workers.

2023 SEAFOOD TASK FORCE HIGHLIGHTS:

- **Completed pilot tuna vessel audit program**
- **Used pilot audit program to implement updated adjustments in the STF audit protocol**
- **Accomplished significant progress to map and aggregate audit findings from various members' benchmarked social responsibility programs to guide future capacity building.**
 - **This means that findings from all members' audits can be aggregated so members can use common metrics to guide and shape future workstreams to meet the STF's requirements of continuous improvement.**
 - **It also allows the membership to leverage our work and apply pressure for greater improvement on the highest priority areas of the supply chain.**
- **Bumble Bee and FCF have committed to work with the STF on industry engagement with recruiting agents in Indonesia. We are advocating for this work to be a key element of STF's efforts on responsible recruitment.**



**SEAFOOD
TASK FORCE™**

CONFIDENCE TO TRADE

💧 Bumble Bee has been a committed member of the STF since 2017. With board director representation and working group leadership, it has made significant contributions to our quest for greater transparency, oversight, and continuous improvement on the ground. 💧

Martin Thurley, Executive Director, Seafood Task Force

WORKING WITH FISHERS

INDONESIAN FISHERMAN ASSOCIATION

FCF implemented a responsible recruitment project by partnering with the [Indonesian Fisherman Association](#) to ensure recruiting agencies understand and adopt best practices in supplying fishers to distant water fleets. This workstream is now complete and has led to our recommendation to the STF to undertake engagement directly with Indonesian manning agencies to work on capacity building. Progress is being made toward the goal of creating a recruitment agency certification program.



IKAN

Bumble Bee and FCF have been working with Stanford's Center for Ocean Solutions and Center for Human Rights and International Justice, Indonesia Ocean Justice Initiative, International Seafood Sustainability Foundation, and FiftyEight (a UK-based B Corp IT solutions group) to identify vessel owners in its supply chain to participate in the pilot of a digital platform called IKAN. IKAN, which means "fish" in Bahasa Indonesia, aims to empower migrant workers in the fishing industry to:

- Understand and document whether the terms of their contracts are met
- Enable companies to understand and combat labor abuse that may be occurring in their supply chains
- Provide a mechanism for governments and civil society to increase transparency and accountability

IKAN is co-designed with workers, companies, recruiters, and government actors in Indonesia and Taiwan.

THE PRESBYTERIAN CHURCH IN TAIWAN SEAMEN AND FISHERMEN'S SERVICE CENTER

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



SERVING OUR COMMUNITIES

COMMUNITY SUPPORT IN LEVUKA, FIJI

As we have for the past two decades, Bumble Bee remains an ongoing supporter of the town of Levuka, Fiji, the site of the Pacific Fishing Company processing facility. We continue to donate equipment to public schools, fund and support various local athletic events, and provide assistance to the Nora Fraser School for Children with Disabilities. The community also continues to benefit from the construction and operation of a daycare center that Bumble Bee financially supports, creating a safe place for young children to learn and play. Bumble Bee continues our ongoing dedication to education accessibility, and it remains a pillar of our community development efforts.

CLEAN WATER FOR KIDS

Since 2011, Anova, Bumble Bee's brand with operations 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 2023, Anova donated 1,300 water tumblers to the two primary schools where clean water systems had been previously installed.

ANOVA

CLEANING UP COASTAL ENVIRONMENTS

In 2023, the Bumble Bee team joined more than 4,000 volunteers across San Diego County to collectively **clean up over 95,000 pounds of litter and debris** on Coastal Cleanup Day. We partnered with our parent company in Taiwan, which marked a significant achievement, reinforcing our dedication to marine ecology and community engagement. Additionally, Bumble Bee's Canadian affiliate, Connors Bros. Marine Corp., led a coastal cleanup in the Bay of Fundy that resulted in **5,000 lbs. of marine debris collected**.

These initiatives not only fostered cleaner oceans but also strengthened our bonds with communities worldwide, showcasing the power of collective action in preserving marine ecosystems for generations to come.



SERVING OUR COMMUNITIES

BUMBLE BEE SEAFOODS FOUNDATION SCHOLARSHIP

Beginning in 2021, we announced a partnership with the San Diego Foundation to award local students from the Black, Indigenous, and people of color (BIPOC) community with academic scholarships on an ongoing basis. Following the inaugural scholarship year in 2022-2023, we continued to award new scholarships in 2023-2024, supporting a total of eight scholarships awarded each year.

Each year, four new students are awarded \$2,500 scholarships, which are renewable for a second year to encourage continued success for each student. Our intention is to open a path to achievement and advancement for students of color and to help take steps toward breaking cycles of historical inequality in academics. Through the establishment and funding of a donor-advised fund as our Scholarship Foundation, Bumble Bee has made a sustained, long-term financial commitment to this important effort.



SAN DIEGO FOOD BANK

Bumble Bee is a continued supporter of the San Diego Food Bank with a board seat, as well as financial and product donations. The food bank distributed more than 45 million pounds of food in the last year and our team members spent time onsite volunteering to inspect, sort and package food for individuals and families in need. As a self-stable protein company, we feel we are uniquely positioned to aid in the Food Bank mission to provide nourishment to those in need.



SAN DIEGO RESCUE MISSION

Bumble Bee was a President's Circle contributor to the San Diego Rescue Mission (SDRM) in 2023, supporting their successes in housing, hunger, education, and job training. In 2023, SDRM served 243,961 meals, offered 92,974 nights of shelter for men, women and children, and provided 150,800 hours of job training leading to hundreds of people moving from unhoused to active members of society.



SERVING OUR COMMUNITIES

BIG BROTHERS BIG SISTERS

In 2023, we continued our support to Big Brothers Big Sisters (BBBS) of San Diego County and supported the organization by funding **more than 639 “big little matches”** for the entire year. Our company was also a sponsor of the BBBS 5K Any Way race in San Diego, California. Our team members participated in this event alongside Bigs & Littles and their families.



PADRES PEDAL THE CAUSE

In 2023, Bumble Bee helped raise **more than \$30,000 in support of Padres Pedal the Cause** to fund cancer research. With more than \$21 million raised to date, Padres Pedal the Cause has already funded 80+ innovative research grants in all types of cancer at some of the best scientific institutions in the country. By sponsoring the organization and supporting our employees' participation, we hope to expand awareness and dedication to the cause.



OCEAN DISCOVERY INSTITUTE

With our continued support in 2023, the Ocean Discovery Institute (ODI) provided support to **more than 5,500 K-12 San Diego students to receive STEM education** on an annual basis through workshops, field trips, career and school pathway planning and more. ODI supports academic aspirations and success of children in lower socio-economic communities to help close achievement gaps.





We are energized by our continual Seafood Future progress and motivated by what lies ahead for our commitments to Fish, Ocean, and People.

