

The background image shows a vast ocean under a sky filled with large, billowing clouds. The sun is low on the horizon, casting a bright, golden glow through the clouds. In the distance, a small ship with a tall mast is visible on the horizon. The overall atmosphere is serene and expansive.

 **TRI MARINE**  
2019 Sustainability Report



*This page & cover photo credit: Tri Marine/Jonathan Curto*

# A Message from the CEO

April 2020



I am proud to be the new CEO of the Tri Marine Group following 25 years in my family company, Garavilla/Isabel. I grew up in Spain's Basque Country, where I developed a strong appreciation for the legacy of the tuna industry. Ensuring responsible tuna resource management and protecting the wellbeing of the workforce is the foundation of our trade and remains a top priority for myself and that of every member of the Tri Marine Group. I am excited to lead Tri Marine into this new chapter where sustainability continues to be at the forefront of what we do, making sure we balance the needs of our customers with the long-term viability of tuna fisheries and fair labor practices for all workers in our supply chains.

Since its foundation in 1972, Tri Marine has been a key player in the evolution of tuna supply worldwide. From its European origin the company has linked the East and West, building strong relationships with suppliers and customers based on trust and collaboration. This has been key to Tri Marine's unique success with joint initiatives aimed towards sustainability and social responsibility.

Today Tri Marine is part of the Bolton Group and now in a position to accelerate its initiatives by building on their resources and approach to sustainability and social responsibility. We emphasize working together with all our partners, industry players and stakeholders that we count on to continue driving positive change in the industry and with its people.

I am writing this during the unprecedented time of the COVID-19 pandemic. In addition to sharing our thoughts and prayers with all the victims and their families, I would like to express our gratitude to everyone in our industry's front lines including fishers, observers, stevedores, and all other plant, industry and retail personnel who make such complex supply chains possible and ensure that tuna is available to all our communities.

**Juan Corrales**  
CEO, TRI MARINE GROUP

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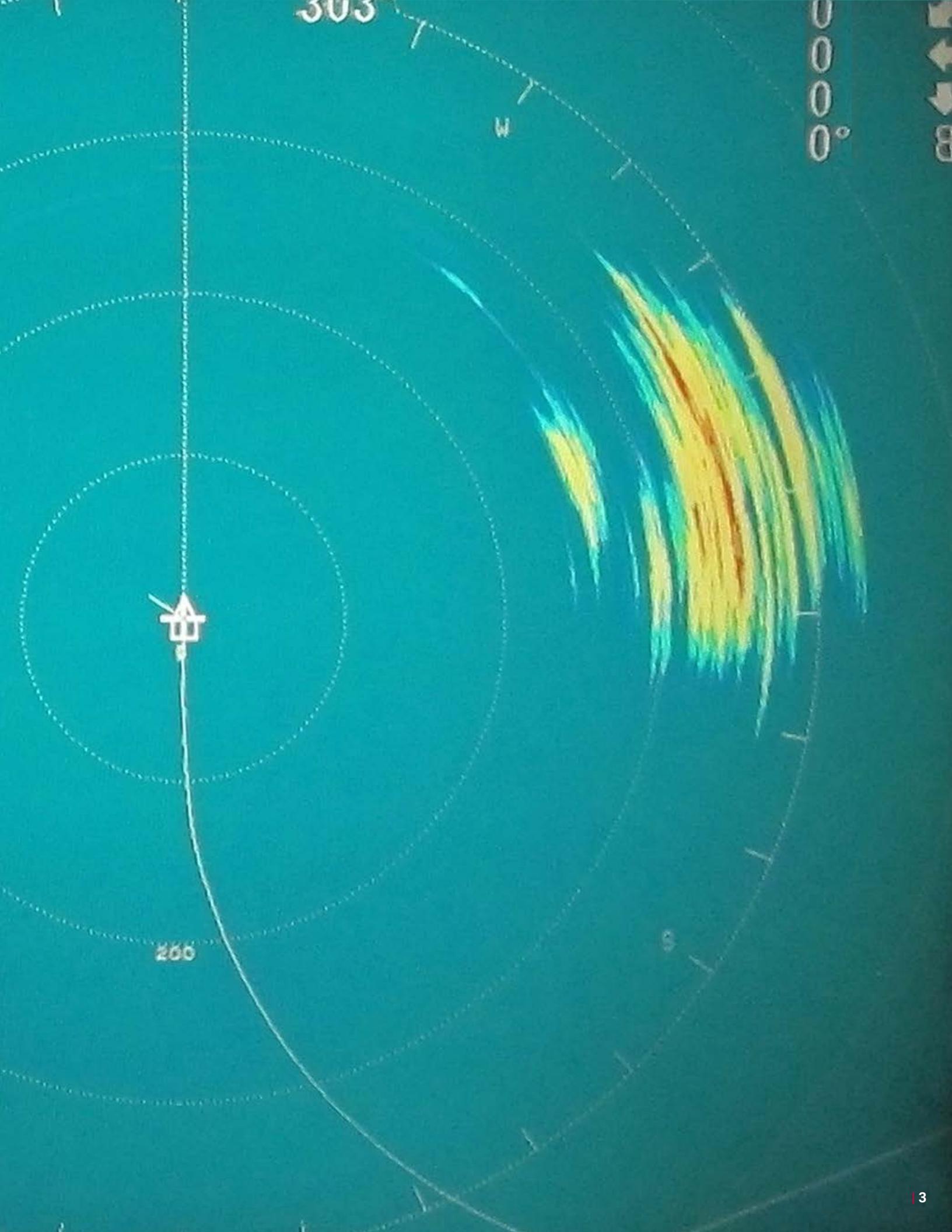
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# About Tri Marine

## Tri Marine was founded in Singapore in 1972

by the Italian government to procure yellowfin tuna for the growing Italian canned tuna market. In 1986, Tri Marine was privatized by a group of individual investors, some of them already working in the firm, who then grew the business into a powerful integrated global group of tuna trading, fishing and processing companies servicing major buyers worldwide. Bolton Group acquired 100% of Tri Marine in 2019 to support the Company's strategic growth plan.

While Tri Marine's ownership may have recently changed, its mission and core values remain the same. Tri Marine's goal is simple: to be 'The World's Best Tuna Supply Company'. That means best-in-class service, reliability of supply, knowledge, experience and integrity in all that Tri Marine does. The company's values support this mission and are centered around maintaining long-term, mutually beneficial relationships built on honesty, transparency, respect and ethical business practices.

While Tri Marine's core business is tuna trading, the company is involved in all aspects of the supply chain – fishing, trading, logistics, processing, sales and marketing. To support these functions, Tri Marine has established a global network of fishing vessels, reefer carriers and processing facilities, with commercial

## OUR MISSION

Be the best tuna company in the world through:

- ▶ BEST-IN-CLASS SERVICE
- ▶ RELIABILITY OF SUPPLY
- ▶ EXPERIENCED INDUSTRY EXPERTS
- ▶ INTEGRITY IN ALL THAT WE DO

## OUR VALUES

Maintain long-term, mutually beneficial relationships built on:

- ▶ HONESTY
- ▶ TRANSPARENCY
- ▶ RESPECT
- ▶ ETHICAL BUSINESS PRACTICES

offices strategically located to service suppliers and customers. Activities are focused around tuna fisheries in the Western and Central Pacific and Eastern Pacific Ocean and to a lesser extent, the Indian and Atlantic Oceans. Tri Marine has its headquarters in Singapore, with regional offices in Panama, Italy, Spain, Thailand, Taiwan and China. Tri Marine also has an office in Bellevue, Washington from which management services are provided to all Tri Marine companies. Tri Marine also owns and operates processing facilities in the Solomon Islands, Colombia and Ecuador. In addition, the Company owns five purse seiners and four pole and line fishing vessels in the Solomon Islands. The workforce of the group is over 4,600 employees worldwide.

When including the trading business, Tri Marine buys tuna from over 160 purse seine vessels and over 200 longline vessels, with combined ownership by approximately 85 companies. The group also buys tuna from over 300 pole and line, handline and troll vessels. The company's annual revenue is over USD \$1 billion derived from trading about 500,000 metric tons of tuna in all its different forms – round fish, pre-cooked loins and shelf-stable finished goods. Global tuna catch of all species is just under five million tons, meaning Tri Marine's business represents roughly 10% of the global catch. This makes its responsibility to pursuing best practices in sustainability of paramount importance.

**161**  
  
**PURSE SEINE VESSELS**

**203**  
  
**LONG-LINE VESSELS**

**237**  
  
**POLE & LINE & HANDLINE VESSELS**

**86**  
  
**FISHING COMPANIES**

**\$1B**  
  
**USD ANNUAL REVENUE**

**500K**  
  
**METRIC TONS OF TUNA**

**10%**  
  
**OF GLOBAL TUNA CATCH**

# Tri Marine Sustainability Policy

As a tuna supply company with fishing and processing operations, Tri Marine believes sustainability means more than just protecting fisheries resources. It is also about communities, fishing heritage and a commitment to feed a growing population one of the healthiest forms of protein. Tri Marine emphasizes collaboration with a range of best actors in the private, public and non-profit sectors to tackle the environmental and social challenges of the tuna industry. Accordingly, its sustainability policy is composed of several multi-stakeholder initiatives.

## Laws, Regulations, and Traceability

Tri Marine is committed to compliance with all applicable laws and regulations and engagement with government agencies to promote effective fisheries management and equal enforcement. This includes direct participation in Regional Fisheries Management Organization (RFMO) processes and working with national governments to conserve natural resources and protect workers' rights.

Tri Marine staff and associates are active members of the Solomon Islands, American Samoa, United States and China delegations to the Western and Central Pacific Fisheries Commission (WCPFC), as well as the United States, Ecuador and Panama delegations to the Inter-American Tropical Tuna Commission (IATTC). We also closely monitor the activities of the Indian Ocean Tuna Commission (IOTC) and International Convention for the Conservation of Atlantic Tunas (ICCAT).

To limit the risk of illegal, unregulated, and unreported (IUU) seafood entering Tri Marine's supply chains, the group ensures rigorous collection and review of traceability documentation from fishing vessel to final sale, as well as third party review (see ISSF and MSC below). This starts with long-term relationships with established fishers and includes detailed sourcing data for each shipment of tuna it buys and sells including vessel name, IMO number, license information, fishing area, tonnages by species, trip dates, ports of call and more. In 2019, Tri Marine conducted over 2,000 fully traceable transactions.

## Supporting the International Seafood Sustainability Foundation (ISSF)

Beyond its work with RFMOs and government agencies on tuna fisheries sustainability, Tri Marine is a founding member of the International Seafood Sustainability Foundation (ISSF).

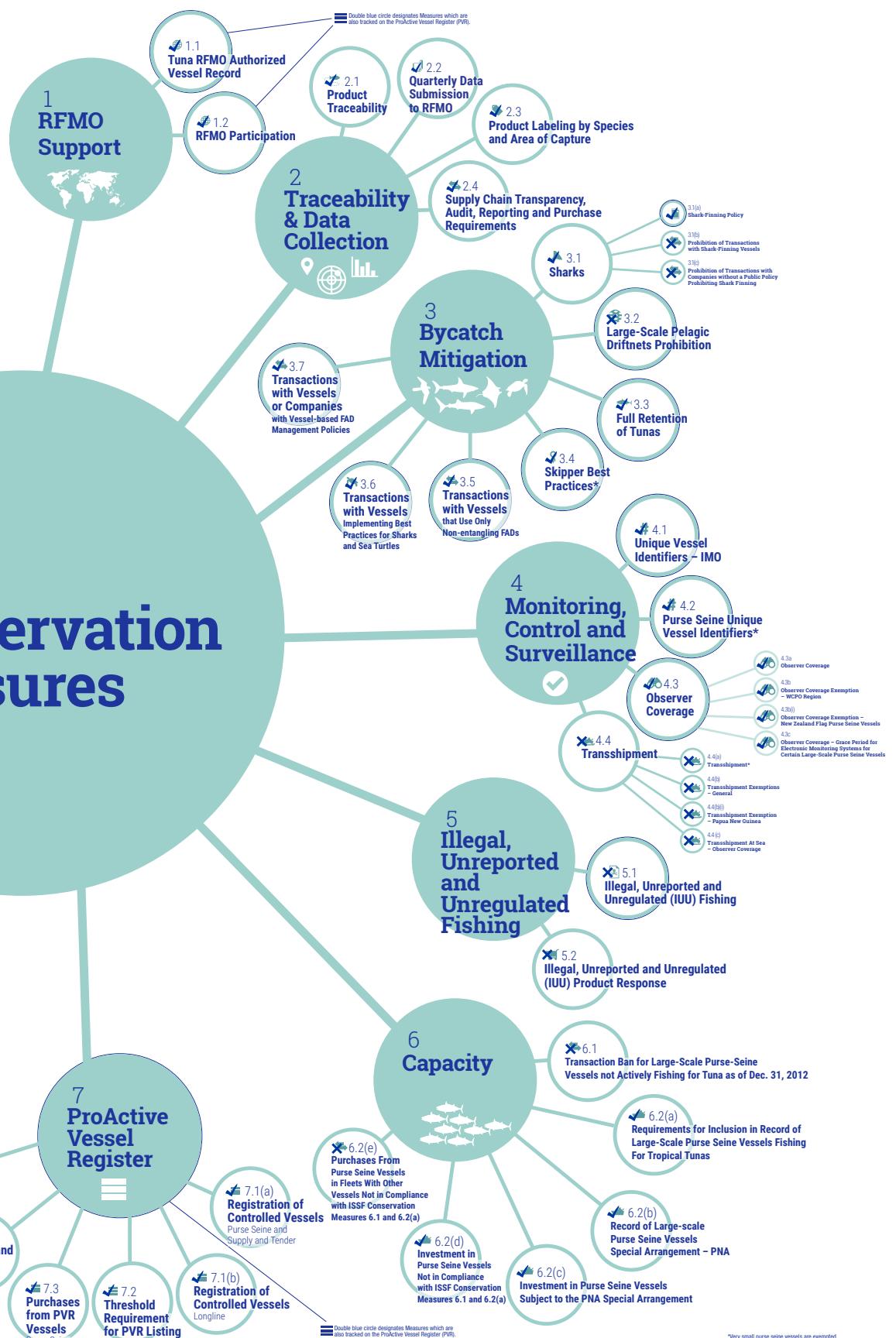
As an ISSF member company, Tri Marine voluntarily adheres to all of the conservation measures the organization has adopted in the following categories:

- 1) RFMO Support
- 2) Traceability & Data
- 3) Bycatch Mitigation and Best Practices
- 4) Monitoring, Control and Surveillance
- 5) Protecting against IUU Fishing
- 6) Controlling Capacity
- 7) Utilizing the ProActive Vessel Register

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*To learn more about ISSF, see page 13 of this report.*

# ISSF Conservation Measures



## Tri Marine **Sustainability Policy**

### Achieving Sustainability Certification

Tri Marine encourages the use of environmentally sound and sustainable methods in the catch, processing, transportation and storage of fish and fish products by developing, utilizing and sharing appropriate policies, technologies and practices. This includes the application of leading third-party sustainability standards and certifications, namely those of the Marine Stewardship Council (MSC) and Fair Trade USA.

To date, Tri Marine holds the following:

- ▶ MSC certification of free school, purse seine caught skipjack and yellowfin by US flagged vessels in the Western and Central Pacific Ocean (WCPO).
- ▶ MSC certification for pole and line and purse seine caught skipjack and yellowfin in the Solomon Islands.
- ▶ MSC certification for longline caught albacore and yellowfin in the Solomon Islands.
- ▶ Fair Trade USA certification for pole and line and purse seine caught skipjack and yellowfin in the Solomon Islands.

Tri Marine is also engaged in MSC full assessments of additional flag states for its WCPO certification, of its supply of longline caught albacore from the Atlantic Ocean and is committed to increasing the volume of its MSC certified supply over time. In 2019, over 25% of Tri Marine's total tuna supply came from MSC certified fisheries.

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*To learn more about Tri Marine's work with MSC and Fair Trade, see pages 14-17 and page 23 of this report.*

### Supporting Fisheries Improvement Projects (FIPs)

For fisheries that are not yet able to achieve MSC or Fair Trade certification, Tri Marine supports comprehensive fisheries improvement projects (FIPs) that are designed to bring fisheries up to a level consistent with these internationally recognized sustainability standards. For a FIP to be considered robust, its activities must be comprehensive and credible; it should address the full range of environmental challenges necessary to achieve a high level of sustainability. The process must include multi-stakeholder engagement, an MSC pre-assessment, a publicly available workplan designed to remedy deficiencies identified in the pre-assessment, a budget, designated staff and public reporting on progress. Guidelines and publicly available information on FIPs can be found at [www.fisheryprogress.org](http://www.fisheryprogress.org).

Tri Marine is either leading or directly engaged in FIPs in Indonesia and the Eastern Pacific Ocean, and is sourcing tuna globally from suppliers actively engaged in FIPs. In 2019, over 20% of Tri Marine's tuna came from FIP fisheries.

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*To learn more about our FIP activities, see pages 18-21 of this report.*



## FIP STAKEHOLDER ROLES AND RESPONSIBILITIES

### FIP COORDINATOR

- ▶ Serves as local manager
- ▶ Builds partnerships
- ▶ Provides local coordination and management
- ▶ Works with fishery stakeholders
- ▶ Tracks FIP progress
- ▶ Creates templates to identify secured funding, fill financial gaps and track ongoing expenses
- ▶ Seeks sources of funding to contribute to implementation

### FIP CONSULTANT

- ▶ Provides third-party expertise
- ▶ Leverages knowledge of MSC
- ▶ Develops scoping document and FIP Action Plan
- ▶ Monitors and provides progress review

### PRIVATE SECTOR

- ▶ Contributes to FIP Action Plan
- ▶ Provides support and resources
- ▶ Participates in FIP implementation

### FIP FACILITATOR

- ▶ Collaborates with the FIP coordinator and FIP stakeholders to develop the FIP
- ▶ Helps ensure that market connections are leveraged
- ▶ Helps with fundraising
- ▶ Works with the FIP coordinator and FIP consultant on implementation of FIP activities
- ▶ Collaborates with the FIP coordinator to ensure that FIP progress is tracked and monitored on a quarterly basis
- ▶ Communicates publicly about FIP progress

### FISHERS

- ▶ Share knowledge of fishery
- ▶ Participate in meetings
- ▶ Implement specific FIP activities

### NGOS, EXPERTS, RESEARCHERS

- ▶ Implement specific FIP activities
- ▶ Conduct research activities
- ▶ Provide support and resources

### FISHERY MANAGERS/AUTHORITIES

- ▶ Provide oversight of certain improvements
- ▶ Support FIP process
- ▶ Provide resources
- ▶ Participate in FIP meetings
- ▶ Implement specific FIP activities

Source: WWF Oceans Program 2015

## Tri Marine Sustainability Policy

### Protecting Worker's Rights

To promote socially responsible supply chains, Tri Marine adheres to the labor laws of the countries in which it operates and demands that its suppliers do the same. This includes worker-related regulations that are applied to fishing vessels by flag states and regional authorities. In addition, Tri Marine is a leading member of the Seafood Task Force and helped establish its Code of Conduct and Vessel Auditable Standards for the tuna industry.

The Seafood Task Force is an industry-led organization driven by 35 commercial members including tuna majors Tri Marine, FCF, Thai Union and Starkist, as well as the world's largest retailers such as Walmart and Costco. The Task Force aims to demonstrate continuous improvement across people, product, process and policy through supply chain oversight. The Seafood Task Force emphasizes addressing IUU fishing because both social and environmental issues in the industry are closely linked to IUU and associated labor rights abuses. Underpinning the Seafood Task Force's work are the Seafood Task Force Code of Conduct and Vessel Auditable Standards which set out clear guidelines for all actors in the seafood supply chain, all the way from fishing vessels to the retailer.



Source: Seafood Task Force



Seafood Task Force Guidelines provide worker protections related to:

- 1) Child Labor
- 2) Forced Labor
- 3) Employment Contracts
- 4) Freedom of Movement and Personal Freedom
- 5) Retention of Personal Documents
- 6) Recruitment Fees
- 7) Humane Treatment
- 8) Workplace Equality
- 9) Freedom of Association
- 10) Grievance Procedures
- 11) Wages and Benefits
- 12) Working Hours
- 13) Worker Awareness and Training
- 14) Private Employment Agencies and Recruiters
- 15) Health and Safety

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To learn more about Tri Marine's work with the Seafood Task Force and social accountability, please see pages 26-29 of this report.

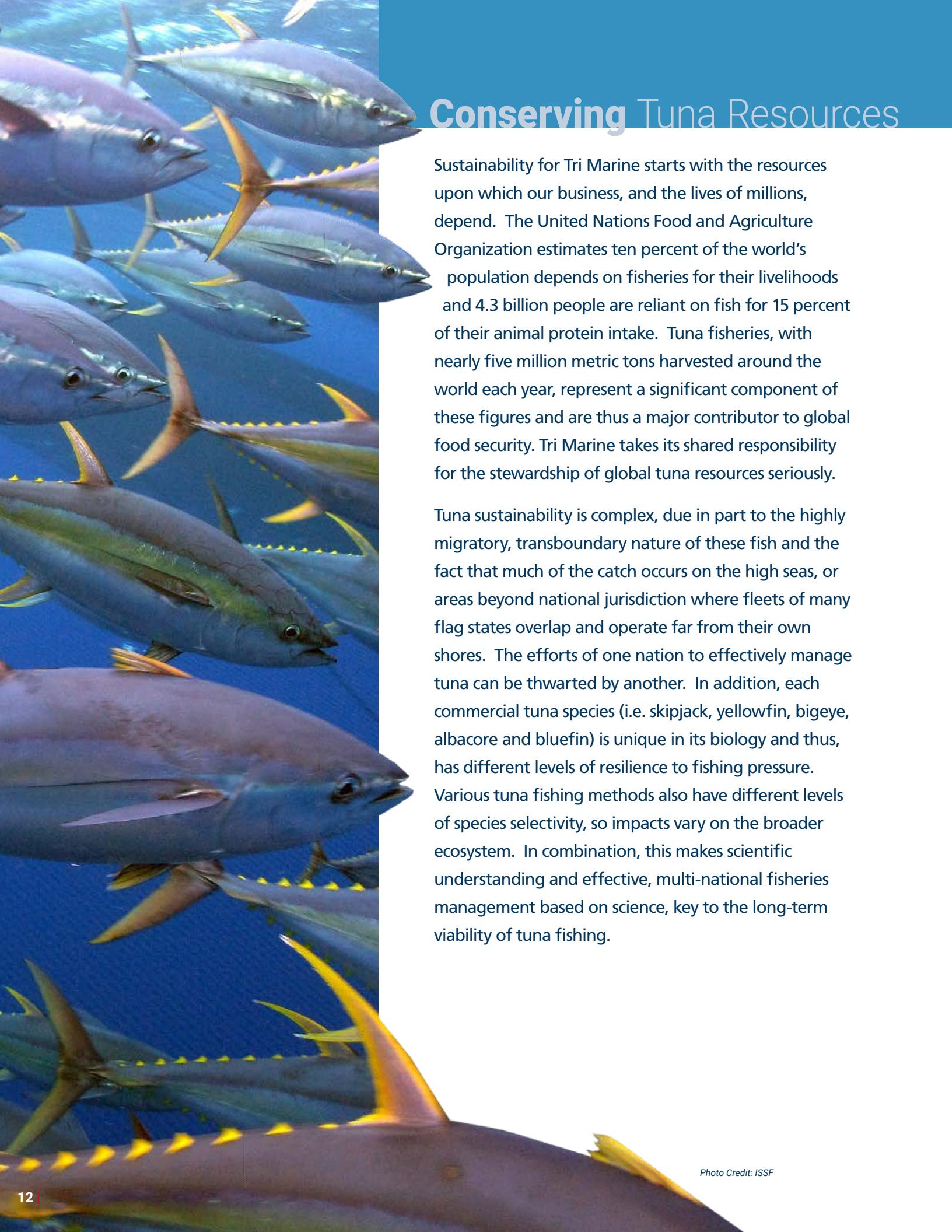
## Protecting Communities

Tri Marine is also committed to helping ensure that the benefits of fisheries are captured not just by distant markets, but also by those closest to the resources. Tri Marine has invested in fishing and processing bases that provide important socioeconomic benefits to coastal communities. Best-in-class employment practices are maintained that ensure staff have the wages and benefits that help maintain a healthy standard of living. This has a downstream positive impact of supporting local businesses, as well as regional and international commerce. In addition, Tri Marine and its affiliated companies e.g. NFD and SolTuna in the remote Solomon Islands and Seafman in Manta, Ecuador, provide support in their communities when government services such as education and health care are lacking, or when natural disasters strike.

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To learn more about our community development activities, see pages 30-39 of this report.





# Conserving Tuna Resources

Sustainability for Tri Marine starts with the resources upon which our business, and the lives of millions, depend. The United Nations Food and Agriculture Organization estimates ten percent of the world's population depends on fisheries for their livelihoods and 4.3 billion people are reliant on fish for 15 percent of their animal protein intake. Tuna fisheries, with nearly five million metric tons harvested around the world each year, represent a significant component of these figures and are thus a major contributor to global food security. Tri Marine takes its shared responsibility for the stewardship of global tuna resources seriously.

Tuna sustainability is complex, due in part to the highly migratory, transboundary nature of these fish and the fact that much of the catch occurs on the high seas, or areas beyond national jurisdiction where fleets of many flag states overlap and operate far from their own shores. The efforts of one nation to effectively manage tuna can be thwarted by another. In addition, each commercial tuna species (i.e. skipjack, yellowfin, bigeye, albacore and bluefin) is unique in its biology and thus, has different levels of resilience to fishing pressure. Various tuna fishing methods also have different levels of species selectivity, so impacts vary on the broader ecosystem. In combination, this makes scientific understanding and effective, multi-national fisheries management based on science, key to the long-term viability of tuna fishing.

Photo Credit: ISSF

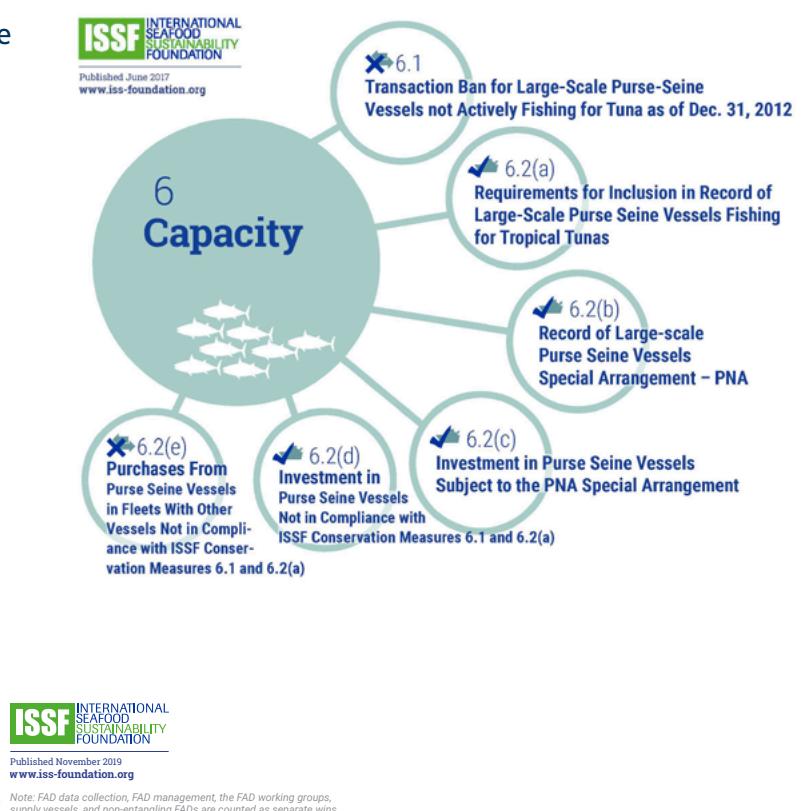
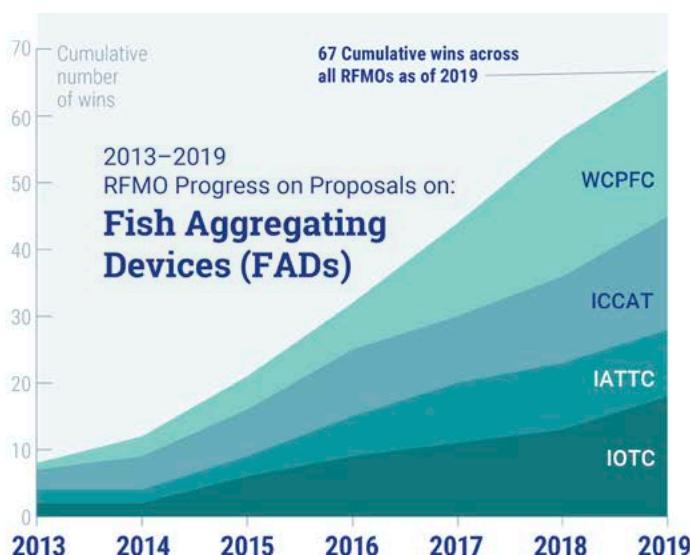
## ISSF

Good science and management require a multi-stakeholder approach including industry, government, academic institutions and NGOs. In 2009, Tri Marine together with other industry leaders founded the multi-stakeholder International Seafood Sustainability Foundation (ISSF). ISSF's mission is to undertake and facilitate science-based initiatives for the long-term conservation and sustainable use of global tuna stocks, reducing bycatch and promoting tuna ecosystem health. Over the last ten years, ISSF has become the foremost organization addressing tuna sustainability and is a pillar of Tri Marine's collaborative environmental efforts.

ISSF has a two-pronged strategy. One is for industry to self-regulate by agreeing to conservation measures that apply to all members, who in combination represent many global leaders in canned tuna. These measures were highlighted above in the Tri Marine Sustainability Policy. Of particular importance are the capacity resolution and FAD management resolution which help to limit the number of large-scale tuna purse seine vessels fishing and control the use of fish aggregating devices (FADs) by those vessels. FADs are helpful and

efficient for fishers, but if uncontrolled can result in overfishing of tuna, substantial bycatch of sensitive species, and contribute to marine plastic pollution. All ISSF participating companies are audited by a third party (MRAG) to ensure compliance.

The second area of focus of ISSF is to utilize financial and in-kind contributions by participating companies and the philanthropic community to advance our scientific understanding of tuna and the ecological impacts of tuna fishing. Based on that, ISSF then advocates for regulatory measures at the RFMOs that help control fishing at sustainable levels. ISSF participating companies voluntarily provide key data to the RFMO scientific bodies and some members, like Tri Marine, also provide material support and data-sharing for important scientific research projects.



## Conserving Resources



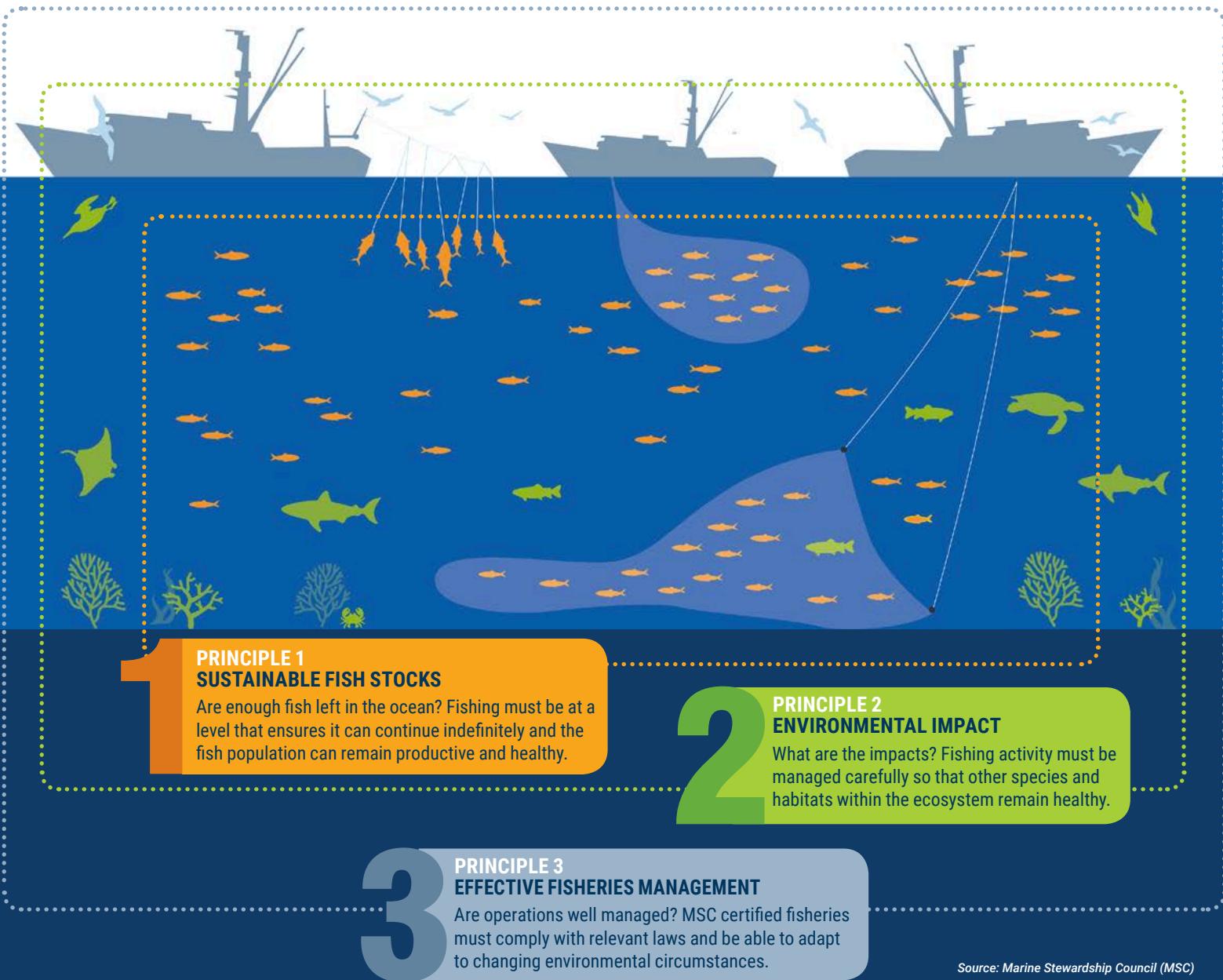
### Marine Stewardship Council (MSC)

The goal of the Marine Stewardship Council is to use its ecolabel and fishery certification program to contribute to the health of the world's oceans by recognizing and rewarding sustainable fishing practices, influencing the choices people make when buying seafood and working with partners to transform the seafood market to a sustainable level. Each MSC certified fishery has been independently

assessed on its specific impacts to wild fish populations and the ecosystems they're part of.

Assessments are made against three principles:

- 1) fish stock sustainability,
- 2) environmental impact and
- 3) effectiveness of fisheries management.

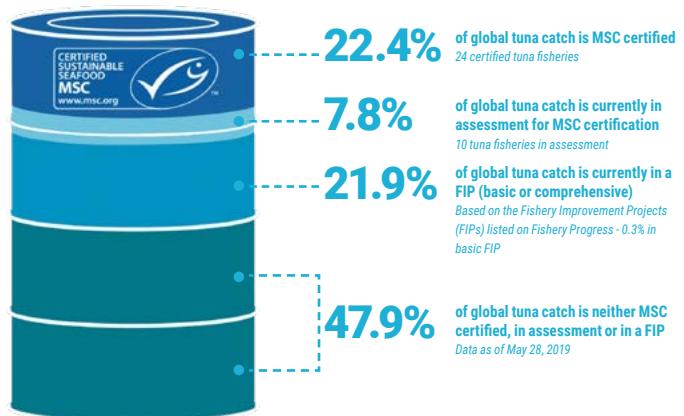


Source: Marine Stewardship Council (MSC)

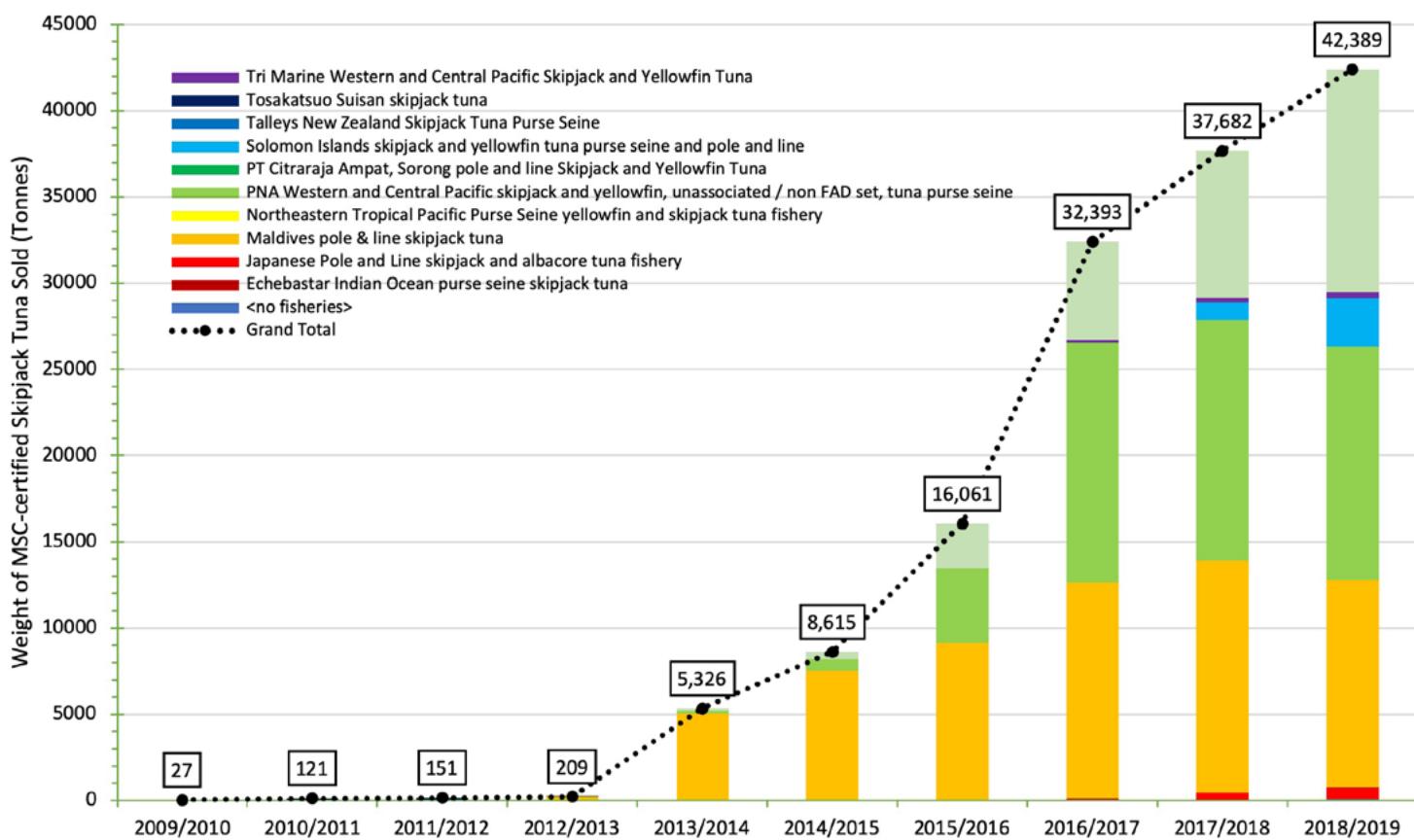
MSC has become the world's best recognized sustainable seafood certification and ecolabel and its supporting standards are broadly recognized as robust and credible. Since the inception of the organization over 20 years ago, the number of MSC certified tuna fisheries has steadily grown to over 400 fisheries, landing more than 14% of global marine catch by volume. In 2017, consumers bought 730,860 tons of MSC labelled seafood, in a market worth \$5.6 billion. Among tuna fisheries, at least 24 are now MSC certified, representing over 22% of total global tuna catch.

In June 2016, Tri Marine first achieved MSC certification for free-school skipjack and yellowfin tuna caught by its owned and contracted US flagged purse seine vessels fishing in the Western and Central Pacific Fisheries

## GLOBAL TUNA CATCH



Commission (WCPFC) convention area. Total catch of eligible tuna from this fishery totals approximately 12,000 metric tons. Tri Marine is now expanding this certification to include its suppliers from other flag states operating in the region to ultimately include 24 vessels.



Source: Marine Stewardship Council (MSC)

## Conserving Resources



Also, in 2016, Tri Marine secured MSC certification covering five purse seine (free-school and anchored FAD sets) and four pole-and-line vessels owned by its Solomon Islands fishing subsidiary, National Fisheries Developments Ltd. (NFD), which operate within Solomon Islands' archipelagic waters and EEZ. The majority of MSC-qualified catch is delivered to SolTuna in Solomon Islands for processing into pre-cooked frozen loins and finished goods for export markets in Europe, with the balance exported to processors in South East Asia and the Indian Ocean. In 2019, almost 90% of catch from the NFD purse seine and pole-and-line fleet was MSC-certified, totaling around 24,000 mt (14,000 mt MSC-skipjack and 10,000 mt MSC-yellowfin).

In November 2019, Tri Marine accomplished another major sustainability milestone by achieving Marine

Stewardship Council (MSC) certification for longline-caught albacore and yellowfin tuna from the Solomon Islands, adding to its existing MSC certification for pole and line and purse seine skipjack and yellowfin. This marks the first occasion that all three major tuna fishing gear types have been certified within the same WCPO fishing grounds, demonstrating a rare example of well-balanced management and strong collaboration between industry and government to achieve sustainable outcomes for tuna fisheries.

The 2019 certification covers up to 30 longliners chartered to NFD fishing within Solomon Islands EEZ, with albacore delivered to SolTuna for finished goods production for the US market and frozen yellowfin exported to Japan. MSC-certified longline catches are anticipated to be 2,000-3,000 mt annually.

 <b>Tri Marine Western and Central Pacific Skipjack and Yellowfin Tuna</b>				 <b>Solomon Islands Skipjack and Yellowfin Tuna Purse Seine and Pole &amp; Line</b>		 <b>Solomon Islands Longline Albacore and Yellowfin Tuna Fishery</b>	
SPECIES	Skipjack tuna ( <i>Katsumonous pelamis</i> ) Yellowfin tuna ( <i>Thunnus albacares</i> )		Skipjack tuna ( <i>Katsumonous pelamis</i> ) Yellowfin tuna ( <i>Thunnus albacares</i> )		Albacore tuna ( <i>Thunnus alalunga</i> ) Yellowfin tuna ( <i>Thunnus albacares</i> )		
GEAR TYPE	Surrounding Nets - with purse lines (purse seines)		Hooks and Lines - Handlines and pole-lines (hand-operated) Surrounding Nets - with purse lines (purse seines)		Hooks and Lines - Longlines		
LOCATION	71 (Pacific, Western Central) 77 (Pacific, Eastern Central)		71 (Pacific, Western Central)		71 (Pacific, Western Central)		
CATCH	Approx. 12,000 MT (2019 Total MSC Certified Catch)		Approx. 24,000 MT (2019 Total MSC Certified Catch)		2,000 – 3,000 MT (Annual Catch Projection)		
CURRENT VESSELS	7 purse seine vessels		5 purse seine and 4 pole & line vessels		34 longliners		
SCOPE EXPANSION	24 additional purse seine vessels						

Source: Marine Stewardship Council (MSC)



In addition to the MSC certifications that Tri Marine holds, Tri Marine also sources from other MSC certified fisheries such as those in the Maldives and New Zealand. In total, Tri Marine purchased over 123,000 metric tons of tuna from MSC certified fisheries in 2019, or 26% of its total supply.

MSC FISHERY	METRIC TONS
Longline albacore	178
Pole and troll albacore	120
Dongwon	5,990
Echebaster	503
Maldives	180
New Zealand	4,374
PNA	54,624
Solomon Islands	39,724
US	17,834
<b>TOTAL</b>	<b>123,527</b>

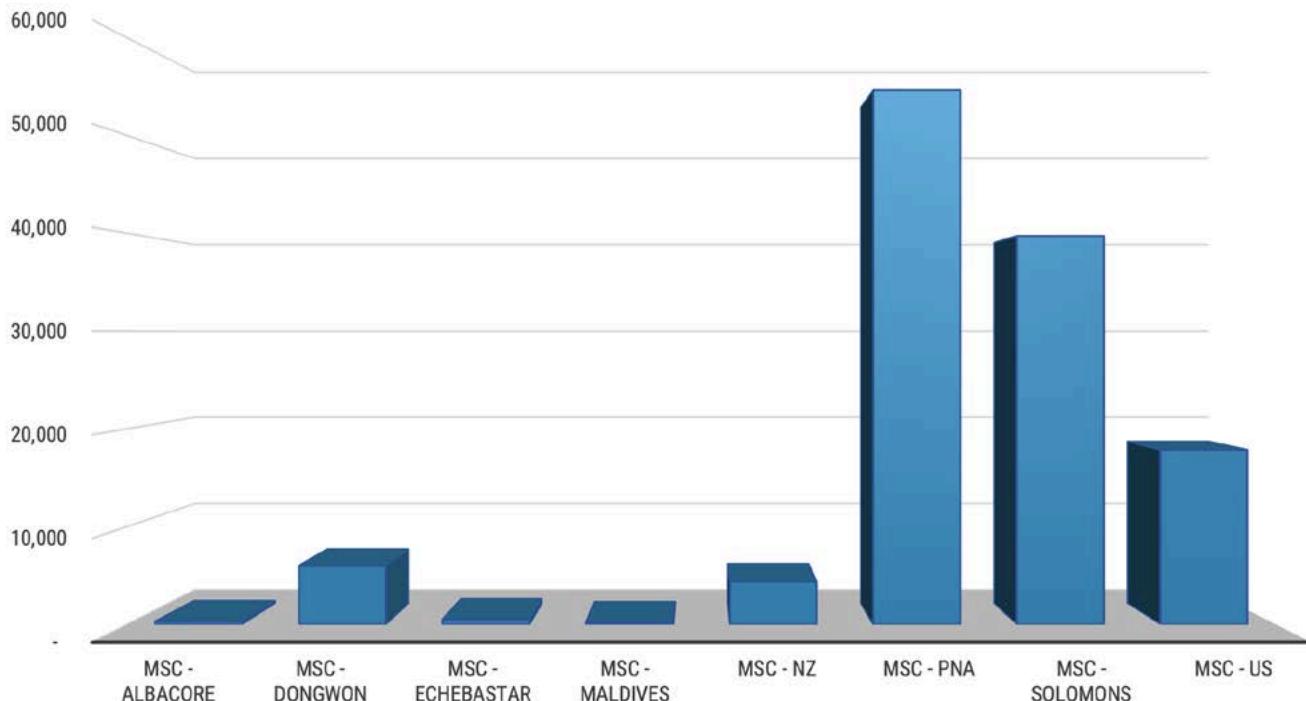
Tri Marine has well-established, compliant MSC Chain of Custody systems in place to ensure full traceability and separation of MSC-certified catches throughout its supply chains. Tri Marine customers can be confident

that tuna sourced from its MSC certified fisheries has been independently certified under the world's leading third-party standard for sustainable fishing.

Tri Marine continues to work diligently and collaboratively to address conditions attached to the MSC certifications relating to harvest strategies, at sea monitoring, bait utilization and national-level decision-making processes for tuna fisheries management.

In line with changes to the MSC Fisheries Standard which recently came into effect, Tri Marine intends to include all purse seine set types (i.e. free-school, anchored FAD and drifting FAD) under the Solomon Islands and Tri Marine MSC fisheries certifications. This serves to eliminate 'compartmentalism', when a vessel is able to catch both MSC certified and non-MSC certified tuna in a single trip using different purse seine set types. In doing so, all catch by Tri Marine's Solomon Islands' purse seine fleet will be eligible for MSC-certification.

#### SOURCING FROM MSC-CERTIFIED FISHERIES





## Fisheries Improvement Projects (FIPs)

FIPs are designed to help bring fisheries that are not yet able to achieve MSC sustainability certification up to a level that meets those standards. Tri Marine is directly engaged in and leading FIPs in the Eastern Pacific and Indonesia respectively.

**Eastern Pacific - TUNACONS** The Tuna Conservation Group (TUNACONS) FIP was launched in July 2016 in collaboration with the World Wildlife Fund (WWF) and entered into MSC full assessment in 2019. The participating fleet is comprised of forty-four tuna purse seiners, mainly Ecuadorean owned and operated but with some vessels flagged in Panama and in the United States. The fleet is responsible for over 125,000 metric tons of the tuna catch in the Eastern Tropical Pacific Ocean (ETP/EPO), or more than 20% of the regional total.

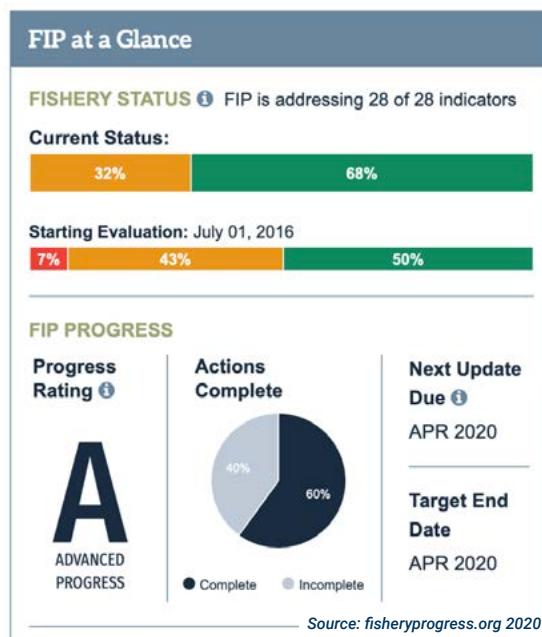
As part of the FIP, important advances are being made under MSC Principle 1, Stock Status, through agreements reached with the IATTC covering aspects such as technical cooperation, joint research projects (non-entangling FADs, tagging), data sharing and improved stock assessments, among others.

In addition to the research and design carried out by each fleet independently, TUNACONS reached an agreement with the IATTC to conduct joint research on developing FADs built with all-natural, biodegradable materials. This is important for MSC Principle 2, Ecosystems. Over 200 bioFADs were deployed in the last two quarters of 2019 and, as vessels return to inspect them, several are showing promising results. Successful sets have been reported, averaging more than 30 tons per set.

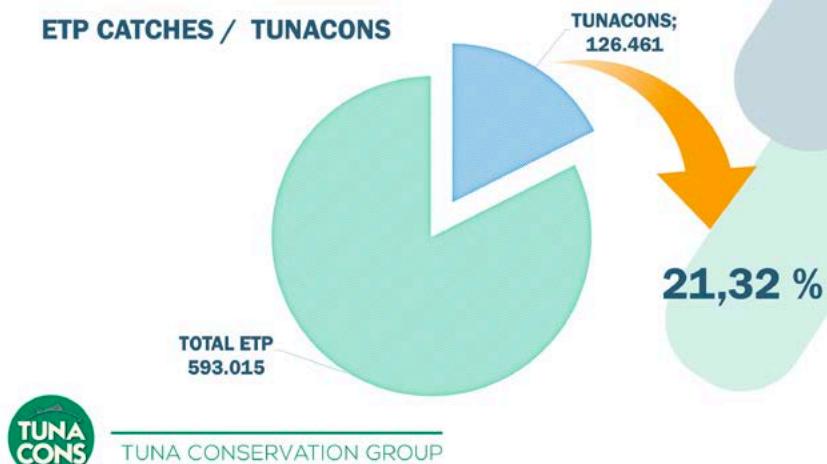
In addition, TUNACONS has led an observer-on-board program for vessels under class 6 where this

is not a requirement by IATTC. Coverage is at 100% of FIP participating vessels and is going well, with other non-TUNACONS boat owners expressing interest in participating. All observers are trained to IATTC standards. Workshops are offered on dates that coincide with the IATTC fishery closures to ensure maximum attendance. These workshops are also used to reinforce the Good Practices on Board knowledge as well as the data collection and reporting of bycatch of non-target species.

To address MSC Principle 3, Management, TUNACONS presented a National Action Plan for Tuna to the Ecuadorian government focused on providing a framework for tuna fishing at an industrial scale by strengthening monitoring, traceability, reduction of juvenile catch and catch of non-target species, improving research and sustainability training to all stakeholders. Also, TUNACONS developed a National Management Plan for FAD Fishing with the objective of reducing abandoned, lost and discarded fishing gear (ALDFG) by the increased use of ecoFADs.

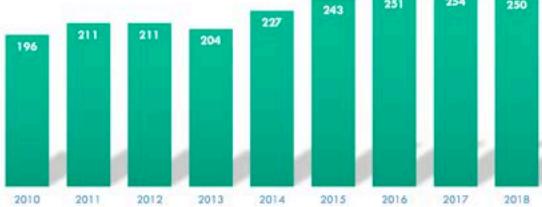


### ETP CATCHES / TUNACONS



### ACTIVE PURSE SEINE ON THE ETP

■ Total of Vessels



44 ARE PART  
OF TUNACONS



TUNA CONSERVATION GROUP

### Design of training materials for crewmembers





**Indonesia** In December 2018, Tri Marine launched Indonesia's first and only comprehensive purse seine tuna FIP in Kendari, South East Sulawesi, in partnership with our Indonesian supplier and WWF Indonesia. Within 12 months of implementation, the FIP received an A-rating by fisheryprogress.org, demonstrating 'advanced progress'.

#### Key achievements in 2019 include:

- ▶ Development of a FIP brand and logo, being 'Partners for Sustainable Tuna' (*Mitra Tuna Lestari*) and slogan, 'Our Tuna, Our Responsibility' (*Tuna Kita Tanggung Jawab Kita*).
- ▶ Purse Seine FIP Steering Committee established to provide high-level, strategic monitoring of FIP progress against goals laid out in the FIP Action Plan.
- ▶ Strong outreach and engagement with the Indonesian Government and Kendari purse seine vessel owners and operators on FIP implementation.

- ▶ Strengthened cooperation between key Indonesian tuna FIP stakeholders (government, industry, NGOs) to foster collaboration and minimize duplication of effort for FIP activities common across all tuna fishing gear types (e.g. harvest strategies, data collection).
- ▶ Engagement of a Fisheries Compliance Consultant to provide technical assistance relating to observers and technology (i.e. vessel tracking, e-monitoring, data reporting).
- ▶ Support for 100% electronic vessel logbook implementation.
- ▶ FIP needs/activities incorporated into various projects funded under a Walton Family Foundation Consortium Grant (i.e. observers, FAD management, data collection).
- ▶ Proactive participation in national and provincial initiatives related to strengthening fisheries management and compliance (e.g. harvest strategies, emerging technologies, National Tuna Management Plan, vessel-level data collection, observers).



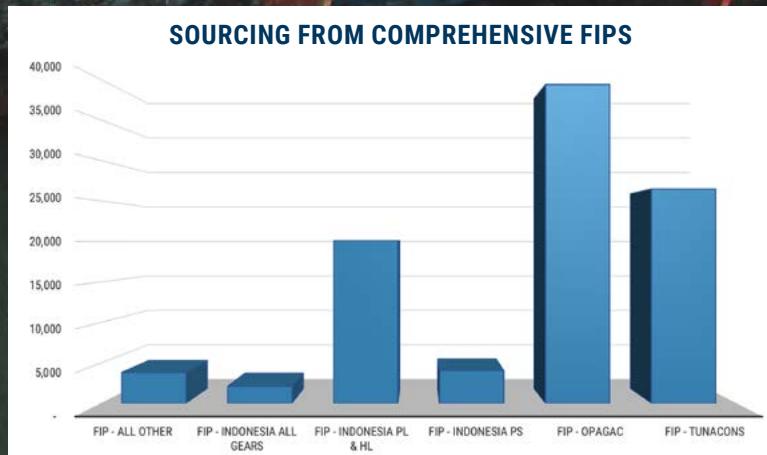


Tri Marine and its associated suppliers are also active participants in FIPs coordinated by the Indonesian Pole and Line and Handline Association (AP2HI). These comprehensive FIPs were established in 2017-2018 and are currently A-rated on fisheryprogress.org. Key landing sites have been categorized into MSC Unit of Assessment (UoA) tranches based on their readiness to proceed to MSC full assessment. Larantuka and Kendari, the two most significant landings sites currently for Tri Marine's supply chain, are categorized in the first and second tranche UoAs respectively. The first tranche UoAs entered into MSC full assessment in January 2020 and the second tranche are expected to do so in late 2021. During 2019, efforts were focused on getting eight first tranche UoAs ready to enter into MSC full assessment in 2020, as well as improving vessel-level data collection and monitoring, including increasing observer coverage.

In 2019, 300 Indonesian small-scale purse seine, pole-and-line and handline vessels participating in these FIPs supplied 24,000 mt of raw material for loins processing for Tri Marine.

In addition to the FIPs in which Tri Marine is directly involved, the company sources and sells to and from OPAGAC members engaged in FIPs in all the world's oceans and from the Indian Ocean Purse Seine FIP. In total, Tri Marine purchased approximately 100,000 metric tons of tuna from fisheries engaged in comprehensive (rated A, B, or C on fisheryprogress.org) FIPs, representing 21% of its total supply.

SOURCE	METRIC TONS
FIP - Indonesia all gears	2,113
FIP - Indonesia PL & HL	20,082
FIP - Indonesia PS	4,054
FIP - Opagac	39,375
FIP - Tunacons	26,481
FIP - All Other	3,829



## Conserving Resources

### FAD-Free Tuna

Tri Marine supplies and promotes responsibly caught tuna and recognizes that the use of fish aggregating devices (FADs) can be problematic. FADs are used by tuna purse seine vessels to increase efficiency of catch, but also result in higher levels of bycatch of sensitive and endangered species like sharks and sea turtles versus when targeting free-swimming schools unassociated with FADs. In addition, the effectiveness of FAD fishing can contribute to overfishing of target tuna species, particularly yellowfin and bigeye. Furthermore, FADs are typically constructed from old foam floats and used fishing nets and are often abandoned, contributing to marine debris and plastic pollution.



In 2011, Tri Marine was the first company to bring FAD-free fish (FFF) into the global market by supplying private label FFF to Safeway (now owned by Albertsons) in the US. Since then the number of consumers, grocery and food service buyers that recognize FFF as an environmentally preferable alternative to conventional tuna has grown substantially. In 2019, Tri Marine sold over 30,000 metric tons of FFF.

Tri Marine developed and implements strict procedures for the control and separation of FAD-free tuna from the point of capture to the end buyer. This includes pre-qualification procedures for participating vessels including training of officers onboard, as well as detailed catch and fish well documentation, offload monitoring and auditing.

56 vessels participate in our FAD-free program, with 63 workers trained on procedures during workshops and onboard sessions in 2019. Eight FFF audits were conducted during the year by either MRAG, Key Traceability or Kruger Consultancy.

### FFF TRAINING MATERIALS



Presentación de pregunta

El sol se desplaza indicando "...durante las horas del día..." "La distancia de al menos 1 milla."

Presentación de pregunta

"...cuando el mismo barco de pesca o uno auxiliar..." "...se eliminó o se volvió a colocar un FAD."

Presentación de pregunta

### FFF AUDITING

INFORME DE AUDITORIA DE DESCARGA BP DIVA MARIA

Martes, 4 de Octubre de 2016

I. Información general

BARCO DIVA MARIA  
Barco de pesca tipo BP de tipo comodoro 2019

Pla de viaje: 20 de octubre de 2016  
Fecha de auditoría: 20 de octubre de 2016  
Lugar de desembarque: Montevideo, Uruguay  
Cobro de aranceles durante auditoría: DES, BIS  
Cobro en destino: BIS  
Descarga para: SEAFMAN  
Peso: Tri Marine International, Inc.  
Entrevistado por: Rigo Kruger Lour Seacane- Consultor prepa...

II. Objetivo de la auditoría:

Evaluación mediante inspección in situ la captura a bordo del BP DIVA MARIA, en las costas BIS y BIS, las crónicas que han sido declaradas como pesca FAD-FREE, permitiendo de cara marcar la actividad a una posterior elección de la autoridad sobre condiciones no autorizadas.

De qué manera verificar el tipo de etiqueta usado para la identificación de este pez dentro de los instrumentos usados para el efecto por SEAFMAN.

III. Gestiones realizadas con la administración del barco.

Se realizó una reunión entre el Oficial de Barco y el Capitán Navegante (Carlos Pacheco), a quienes se les explicó sobre el trabajo que se les realiza en la relación a la pesca realizada como FAD-FREE. Por su parte el consultor representante del barco presentó a SEAFMAN, la documentación de la captura y del barco.

A. Selección de buceo y tipos de inspección.

Según la metodología establecida por Tri Marine, se seleccionó la buceo BP contra los buques FAD-FREE que estaban siendo desembarcados (BIS-BIS y BIS), para revisar la actividad que realizan buceos de tala y analizar la responsabilidad por especial, basado en la información registrada sobre la actividad de buceo y la actividad pesquera. De acuerdo con lo establecido en el convenio de buceo, todo el contenido de los buques de pesca se somete a revisión.

Se realizaron cuatro inspecciones a 100% de instrumentos y confirmó que la actividad registrada presenta en febrero con YTF. De igual manera se pudo observar como referente que el contenido de los otros buques FAD-FREE cumple cumplió de la respectiva YTF.

La metodología de trabajo para la buceo BP, fue mediante manuales en vivo. Esta metodología varía según depende del tipo de complejidad aplicada el procedimiento de inspección en la buceo.

Imagen 1. Metodología de descarga. 3D

B. Manejo

El 100% del peso desembarcado fue YTF en fardos desde 120 cm a 150 cm, para lo cual se utilizó una cinta rígida que permite crear una línea horizontal sobre el cuerpo del cíngulo medida.

Imagen 2. Toma de medidas de talla

- C. Análisis de resultados.
- La homogeneidad de los títulos de los cíngulos son fuertes indicio que corresponden a los instrumentos de tala que tienen menor índice de rotación, y que son típicos por temperaturas de aguas Pacificas y Atlánticas. Además, algunas áreas no son consideradas por el consumo de los cíngulos.
- D. Transporte y recepción en planta.
- Para el transporte de la pesca declarada como FAD-FREE desde el barco hasta la planta se utilizó camiones cerrados, donde solo se transporta la pesca de los buques BP, TDF y BIS. Ellos serán trasladados hacia las instalaciones de Fish Corp, donde SEAFMAN se encargará.



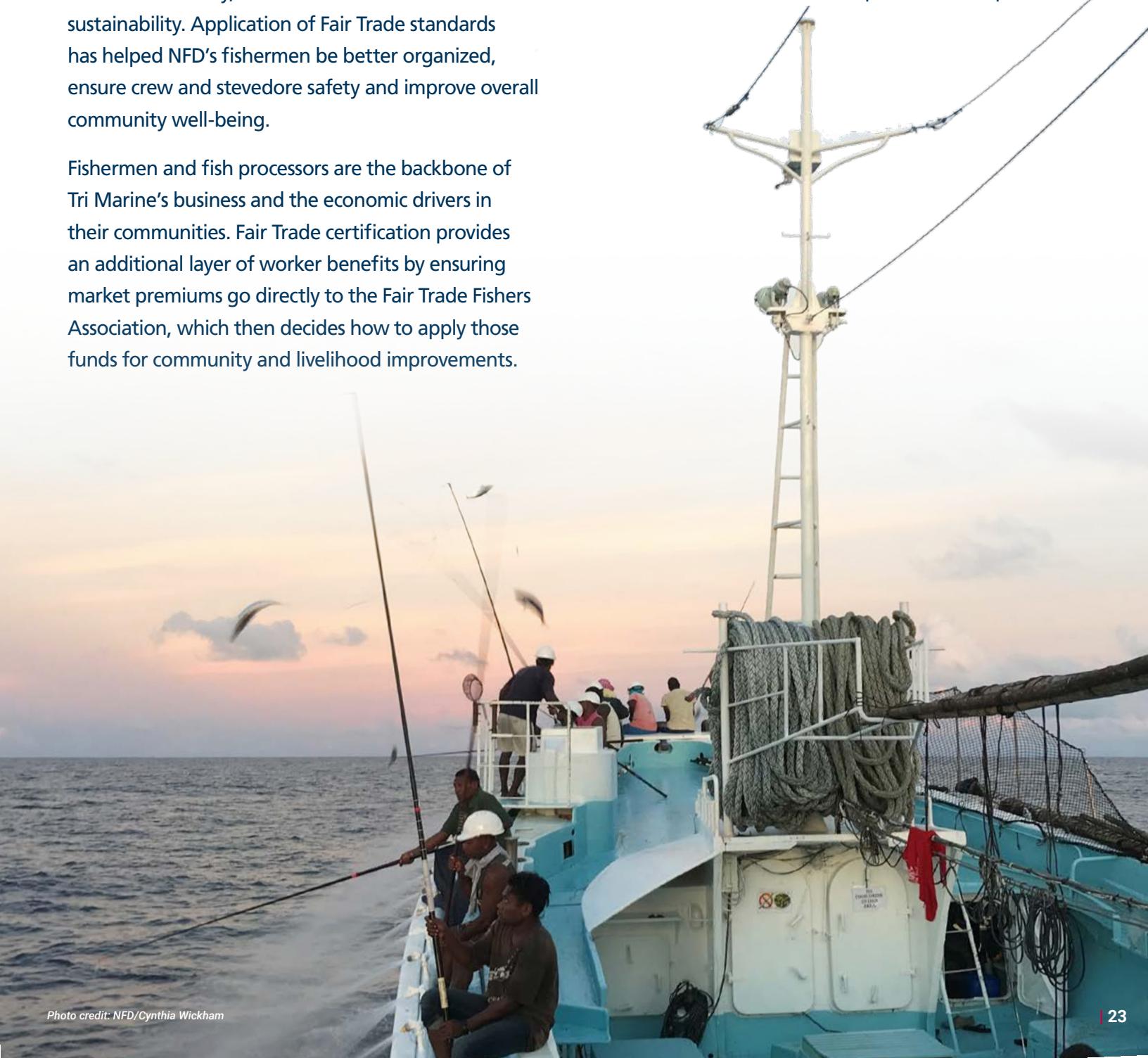
## Fair Trade Certification



In addition to Tri Marine's MSC certification of the Solomon Islands yellowfin and skipjack tuna fishery, NFD achieved Fair Trade USA certification in early 2019. NFD has worked diligently to meet the rigorous Fair Trade standards for worker welfare and safety, as well as environmental sustainability. Application of Fair Trade standards has helped NFD's fishermen be better organized, ensure crew and stevedore safety and improve overall community well-being.

Fishermen and fish processors are the backbone of Tri Marine's business and the economic drivers in their communities. Fair Trade certification provides an additional layer of worker benefits by ensuring market premiums go directly to the Fair Trade Fishers Association, which then decides how to apply those funds for community and livelihood improvements.

The Fair Trade model empowers farmers, workers and fishermen to fight poverty and earn additional money to improve their communities. Recognized as a leading social venture by the Clinton Global Initiative, the Skoll Foundation and Ashoka, Fair Trade USA also helps brands and retailers tell their stories of impact, and educates consumers about the power of their purchase.



## Conserving Resources

### RFMO Advocacy and Scientific Research

The Western and Central Pacific Ocean (WCPO) is home to the world's largest tuna fishery, accounting for around 52% of global supply and is the most significant source of raw material for Tri Marine's trading operations. Our company works with a range of WCPO stakeholders to ensure tuna resources in the region are sustainably managed. Tri Marine collaborates with flag and coastal state governments at the national and sub-regional level and also regionally through the Western and Central Pacific Fisheries Commission (WCPFC).

Tri Marine representatives are members of multiple delegations at WCPFC – Solomon Islands, USA, American Samoa and China, ensuring industry plays an integral role in tuna fisheries management. Our staff participate in key meetings of the Commission – Scientific Committee, Technical and Compliance Committee and Annual Regular Sessions.

Currently, the WCPO is the only ocean where all major commercial tuna species – skipjack, yellowfin, bigeye and albacore tuna – are in a healthy state. Stocks are not overfished, nor are they subject to overfishing.

A suite of conservation and management measures (CMM) have been adopted by the Commission to conserve target tuna stocks and bycatch species. These include CMMs for the management of the tropical tunas – skipjack, yellowfin and bigeye (CMM 2018-01), South Pacific albacore (CMM 2015-02), sharks (CMM 2019-04), sea turtles (CMM 2018-04) and seabirds (CMM 2018-03). The Commission is also committed to the development and implementation of harvest strategies for key tuna fisheries and stocks in the WCPO and has established a workplan for doing so (CMM 2014-06). A number of monitoring, control and surveillance initiatives have been implemented to promote compliance by Commission members with CMMs and other decisions of the Commission, including a regional observer program, vessel monitoring Scheme, IUU fishing list and high seas vessel boarding and inspections.

In addition, Tri Marine is an active participant in the Inter-American Tropical Tuna Commission (IATTC) by directly working with the delegations of Ecuador, the USA, Colombia and Panama to improve tuna fisheries management measures in the Eastern Pacific Ocean.

### HARVEST CONTROL RULES



### 2019 WINS

- ✓ ICCAT: Work Plans and funding for MSE work
- ✓ IATTC: Science-Manager Dialogue WG agreed (meets in 2020)

### 2019 LAGGING ISSUES

- No adoption of harvest strategies
- No agreement to hold a science-manager dialogue in WCPFC (but SPC to do individual workshops)
- HS Work Plan deadlines not met in WCPFC; extended again



The IATTC was founded in 1949 by the USA and Costa Rica, then grew to include nearly all Latin American countries on the Pacific coast, as well as the EU and several other distant water fishing nations. This Commission is the only RFMO that has instituted capacity limitations on the tuna purse seine fleet, with a cubic meter of fish well volume limit allocated by flag state. It is also the only RFMO with a total closure of tuna fishing activity by purse seiners (currently 72 days) that is periodically adjusted based on the stock status of target species. By engaging with national delegations of the IATTC and working with TUNACONS, Tri Marine aims to maintain tuna resources at healthy levels in the Eastern Pacific.

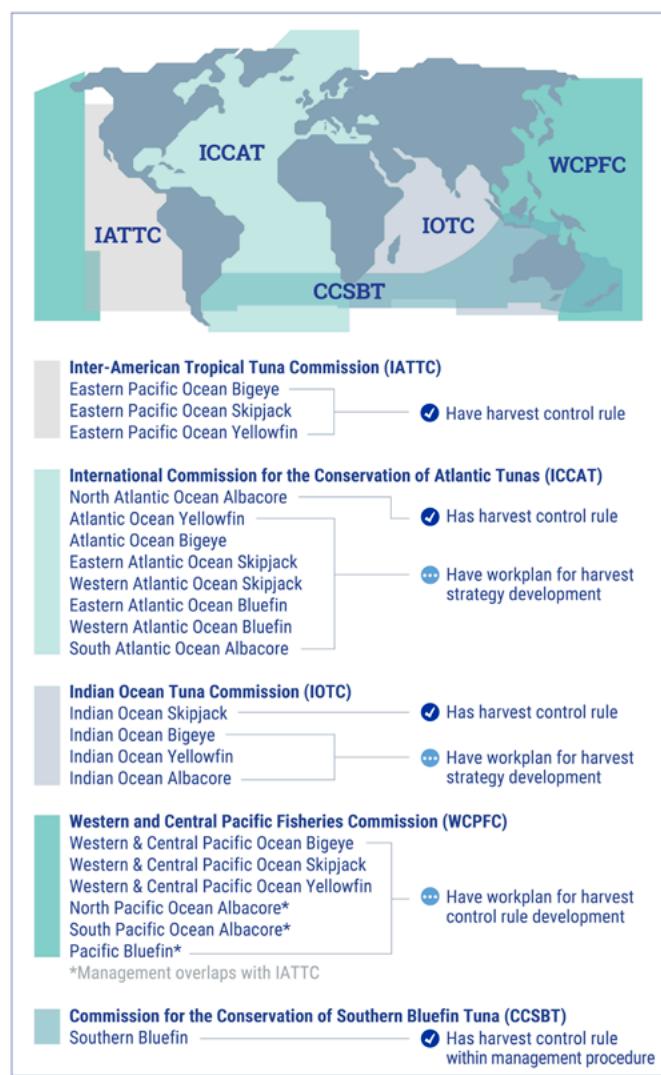
Tri Marine's RFMO engagement with the WCPFC and IATTC, and monitoring of activities of ICCAT and IOTC, includes collaboration with NGOs e.g. ISSF, World Wildlife Fund (WWF), Global Ghost Gear Initiative (GGGI), International Pole and Line Foundation, (IPNLF) and The Nature Conservancy (TNC). Importantly, Tri Marine has worked with ISSF, TNC, and other institutions such as the Secretariat of the Pacific Community (SPC) on voluntary research projects to improve our tuna resource management. This includes an emphasis on bycatch mitigation and electronic monitoring (EM).

In 2014, Tri Marine lead one of the first EM trials on tuna longliners in the Western and Central Pacific in collaboration with SPC and the Solomon Islands Ministry of Fisheries and Marine Resources. Video cameras and satellite communications were installed on two of its licensed vessels. Results were favorable, proving viability in a fishery with very low levels of observer coverage due to limited space and difficult working conditions for human observers.

Since then, the Solomon Islands and several other nations have mandated the use of EM. Tri Marine has also pursued the application of EM on tuna purse seiners with its most recent project of testing catch enumeration with the support of TNC in 2019. Utilizing modern technology to aid scientific data collection and enforcement of management measures is showing promise in improving the sustainability of tuna fisheries.

#### Supporting Harvest Control Rule Development

Harvest control rules (HCRs) – key components of big-picture harvest strategies – are agreed-upon actions fisheries must take when a stock's status changes. Although RFMOs are making progress, HCRs do not exist for all tuna stocks.





# Protecting People

## Tri Marine Group Code of Conduct

Taking care of the people that work for Tri Marine and its suppliers is as important as the sustainability of tuna resources. The Tri Marine Group Code of Conduct defines its ethical values and outlines the high standards all employees must meet in its global network of companies. Tri Marine places great value in professionalism, diversity and inclusion. The Code guides business practices and defines what is expected of all staff, including freedom of association, a strong anti-corruption policy and shared responsibility to raise compliance and ethics concerns through established channels. The Tri Marine Code applies to all 4,600 employees worldwide.

## Tri Marine Ethical Sourcing Policy and the Seafood Task Force

Tri Marine is also reliant on independent suppliers with whom it maintains high expectations for adequate worker protections. Tri Marine expects suppliers to share its commitment to integrity and to comply with its Ethical Sourcing Policy (ESP). The Tri Marine ESP was established in 2014 to apply similar values as those in its Group Code of Conduct to all of its suppliers. It has since been updated to incorporate the Seafood Task Force (STF) Code of Conduct and Vessel Auditable Standards. The Seafood Task Force Code applies to all suppliers, both processing facilities and fishing vessels, while the vessel auditable standards are specifically designed for fishers. Considering the large number of suppliers that Tri Marine is reliant upon, the Seafood Task Force Code now applies to over 100,000 fishers and fish processors working for companies in Tri Marine's network.

TRI MARINE  
**CODE**  
**4,600**



SEAFOOD  
TASK FORCE  
**CODE**  
**100,000**





Tri Marine has been a member of the multi-stakeholder Seafood Task Force since 2016 and leads its Tuna Subgroup in an effort to develop and apply industry-wide social protections and prevent IUU fishing. The social accountability pillar of the organization is the Seafood Task Force Code of Conduct, the key elements of which were highlighted in Tri Marine's Sustainability Policy earlier in this report. To implement the Code on fishing vessels, Tri Marine was instrumental in establishing Vessel Auditable Standards which were finalized and communicated to all its suppliers in early 2019.

Tuna are pelagic, highly migratory fish and therefore, fishing typically occurs far from shore. As a result, larger-scale tuna fishing vessels are capable of long trips, often work from ports distant from the country of the flag state and regularly fish on the high seas in areas beyond national jurisdiction. Some longline tuna vessels may tranship their catch and resupply at sea, staying out for up to an entire year before returning to their home port. These factors create a number of risks for fishers that are often greater than those faced by land-based workers including adequate health and safety measures onboard vessels and even incidences of forced labor. Tri Marine is fully committed to the implementation of the STF Vessel Auditable Standards to address, correct and prevent unsafe working conditions and unfair treatment of fishers as part of its Ethical Sourcing Policy.

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**1. CHILD LABOR**

This Principle of the STF Code is intended to prevent underage labor on vessels and to provide a safe and decent working environment for all workers. The Seafood Task Force prohibits employing anyone under the age of 18 or, where national law permits, at the legally mandated age. The procedures and documents necessary for compliance with this STF Principle are:

- 1 All workers must have an employment contract in place and that they freely agree to these, employers can take measures to avoid forced labor and modern slavery in their operations.
- 2 A procedure must be in place to assure that the contract is understood, explained to the worker in a language that the worker fully understands, regardless whether or not this is a legal requirement or customary in the country of operation.

The Seafood Task Force requires that all new hires be issued written contracts that are explained to them in a language they fully understand, regardless whether or not this is a legal requirement or customary in the country of operation.

**3. EMPLOYMENT CONTRACTS**

The principles of voluntariness and informed consent that are critical to avoiding forced labor can be best secured through the use of clear, transparent and legal employment contracts. Contracts must respect the rights of both employee and employer, and the employer must not include hidden aspects (clauses) in contracts that take advantage of the worker. By ensuring that employees are fully aware of all work conditions and that they freely agree to these, employers can take measures to avoid forced labor and modern slavery in their operations. The Seafood Task Force requires that all new hires be issued written contracts that are explained to them in a language they fully understand, regardless whether or not this is a legal requirement or customary in the country of operation.

The procedure and documents necessary for compliance with this STF Principle are:

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- 2 A procedure must be in place to assure that the contract is understood, explained to the worker in a language that the worker fully understands, regardless whether or not this is a legal requirement or customary in the country of operation.
- 3 The employer and the worker each must keep a signed copy of the employment contract.

All conditions described to an employee during recruitment must match the conditions outlined in their contract and the real conditions on the vessel. Under no circumstances may any terms of a signed contract be modified, amended, implemented or substituted for terms less favorable to the employee, unless in any way they pose a high physical risk, cause psychological or emotional trauma or otherwise disadvantage the worker. Where an employer is expected to make changes to the working conditions, he is expected to notify employees prior to making modifications to the working conditions.

Note: Where migrant workers are hired, employers and recruiters must ensure that the content of all contracts is exactly the same and that there are no differences between contracts issued in the sending country and contracts issued by the employer.

*Annex D: Minimum elements of an Employment Contract*

**CODE OF CONDUCT & AUDITABLE STANDARDS**

TUNA HANDBOOK  
VERSION 1 | MARCH 2020

Source: Seafood Task Force

## Protecting People

Throughout 2019, Tri Marine conducted training and outreach globally to help vessel owners come into compliance including notification to all suppliers in February, in-person training sessions in Taiwan in February and May, as well as in the Solomon Islands in June, the USA in July, Ecuador in August and China in October.

Tuna longliners have been identified as higher risk than tuna purse seiners due to a lower level of oversight and considerably longer periods at sea. As part of its commitment to ISSF, Tri Marine prohibits transshipping at sea (versus in port or direct delivery) and requires 100% observer coverage for large-scale purse seine suppliers. On longliners, observer coverage is limited and while most of Tri Marine's supply is landed in port, Tri Marine sometimes buy longline caught tuna that was transshipped at sea, but with observer monitoring. In addition, longliners can fish at all hours whereas most purse operations occur from early morning through daylight hours and living quarters for crew are usually much tighter on a longliner. Overall, this means protecting the welfare

of crew onboard longliners is more difficult than on purse seiners making this a higher priority area for Tri Marine. Of its training sessions, 103 of 164 longline suppliers have attended to date, or 63%. Tri Marine is working to ensure the remainder of its longline suppliers are trained, as well as ensuring the same for all suppliers regardless of gear type.

Many vessel owners rely on crewing agencies to identify, provide safety training and transfer crew members to the ports from which their vessels operate. Fishers may be from the flag state, or any number of other countries around the world often making up multiethnic crews. A crewing agent in the home nation of the vessel owner often serves as a broker, relying on multiple other agents in several countries, particularly in Southeast Asia. While vessel owners have a vested interest in the health and retention of the fishers on their boats, they also have a host of other responsibilities in ensuring operations go smoothly, legally and profitably. This means that boat owners often do not have a complete understanding of the relationships between agents or even the initial contract a fishers may sign with an agent in the home country, opening up the potential for forced labor via contractual obligations they are not even aware of. Therefore, training and outreach to vessel owners on the issues and Tri Marine's requirements under its Ethical Sourcing Policy, are extremely important.

Beyond the ongoing training sessions that Tri Marine leads, we have worked with STF to develop and deploy a number of guidance materials for vessel owners and crewing agencies. The most comprehensive of these is the Tuna Handbook developed throughout 2019 which provides not

### PERCENTAGE OF MIGRANT WORKERS FROM EACH COUNTRY EMPLOYED BY TAIWANESE FISHING VESSELS

COUNTRY	PERCENTAGE
Philippines	42%
Indonesia	36%
China	10%
Thailand	5%
Cambodia	4%
Vietnam	3%
Myanmar	1%
Bangladesh	1%
Vanuatu	1%
Japan	1%
Others	1%

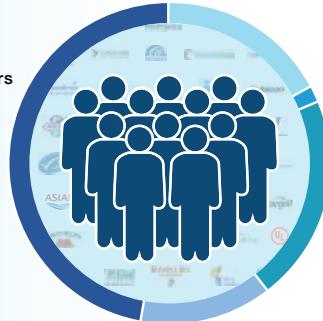
only an overview of the Code and Standards but several templates of policies and procedures that vessel owners can adopt and implement to better demonstrate compliance.

While Tri Marine has made significant efforts to generate tools and educate suppliers on our requirements to protect against forced labor, we are also committed to verification. All suppliers have been required to sign a letter of acknowledgment that they have received and understand the Code and Standards and agree to undergo audits when requested. Since instituting its Ethical Sourcing Policy, Tri Marine has conducted a number of 3rd party audits utilizing firms Verite, UL and Key Traceability. In addition, Tri Marine is updating its Ethical Sourcing Policy Management System to be ISO compliant and has committed to covering 20% of its suppliers with office audits and 10% of its suppliers with 3rd party vessel level audits in 2020.

While tuna fishers can be particularly susceptible to forced labor due to the reasons outlined above, Tri Marine also takes its responsibility for the welfare of its shore-based staff seriously. The largest number of staff working directly for the Tri Marine Group are in its fishing and processing bases in the Solomon Islands and Ecuador.

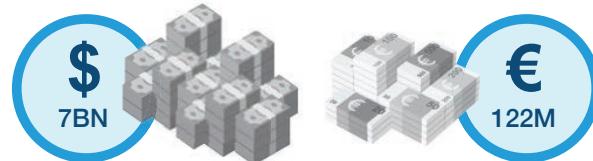
## WHO WE ARE

- Leading Retailers
- Leading Manufacturers & Processors
- Certification bodies and experts in environmental and social responsibility
- Leading NGOs
- Thai Government



### A GLOBAL MEMBERSHIP

A membership organisation primarily funded by membership fees. Registered as a non-profit. Organized in USA as 501 (c) (6) trade Association.



Approximate combined buying power of the membership through seafood purchases from Thailand.

Source: Seafood Task Force



Crew unloading ultra low temperature sashimi-grade tuna  
Photo credit: Tri Marine

## SolTuna

With one of the world's largest and most plentiful fishing grounds, vulnerable Solomon Islands relies heavily on tuna for revenue, food security and exports. SolTuna Ltd. is located in Noro in the Western Province of the Solomon Islands and employs 2,100 workers, two-thirds of whom are female. This year-round provincial operation is the biggest private employer in Solomon Islands, which has an estimated unemployment rate of 30%. Along with the NFD fishing company, SolTuna is the principle source of economic development in Noro and the Western Province, as well as major national contributor, accounting for 11% of national exports and 6.5% of GDP. Tuna resources as a whole account for 18% of GDP in the Solomon Islands.

SolTuna, previously known as Solomon Taiyo and Soltai Ltd., is the manufacturer of the well-known Solomon Blue and SolTuna brand canned tuna products. These brands are so preeminent in the country that the word "Taiyo" from the original company is synonymous with canned tuna in Solomon Pidgin. Most of SolTuna's canned production is sold in-country, but is also

exported to Fiji, Vanuatu, PNG and various other small island countries. Most people in the region continue to live in villages without electricity making an economical, shelf-stable source of protein a critical component to local food security.

120 metric tons daily of whole tuna are processed into cans for local and regional markets as well as frozen loins for export to the EU (e.g. Italy, Spain) and the USA. In order to operate a large manufacturing operation in a remote rural setting, there are two choices: bring in large numbers of specialists or train your local workforce. SolTuna has always followed the second path, currently employing less than 10 expatriate workers out of the 2,100-person workforce. Training extends beyond technical areas such as mechanics, refrigeration, instrumentation, and electrical and building trades, to leadership, family budgeting, literacy and numeracy. SolTuna also regularly hosts groups of 15-20 apprentices from the national university for three-month practical training required in their course work.





Along with training, SolTuna has developed an incentive program for all workers paid on a four-week basis. To qualify, a worker can miss no more than one day out of 20 and the amount of the incentive depends on the base salary of the worker and how well various goals have been achieved during the four-week period. Typically, qualifying workers will receive four days extra pay and another day if they did not miss any days during the four-week period. There is also a profit bonus based on annual profit; 10% of annual profits are distributed to all workers prorated on the number of days worked during the year.

Close to 2,000 meals are prepared daily to feed the multi-shift operation. SolTuna buys produce and poultry from local farmers on a regular basis

to provide meals for its workers. There are also special occasions such as the Welcome Back Luncheon where all



World Tuna Day  
performance group.  
Credit: Tri Marine.

shifts come together to celebrate workers with perfect attendance during the previous year and enjoy a special meal and performances from groups of employees representing all the different provinces in the country. Last year only locally woven palm plates and serving trays were used along with bamboo straws and green coconuts for drinks. Since the workforce is so large it is not possible to celebrate together with families so there is an end of year tradition of employee groups raising funds for family island parties with their workmates; SolTuna matches funds and provides transportation for these activities. In addition, SolTuna and NFD make significant contributions to the HGH Hospital in Munda, Noro Schools and many local activities such as World Tuna Day and the Lagoon Festival.



Student in Noro  
Elementary School.  
Credit: Tri Marine.



Student in Noro  
Elementary School.  
Credit: Tri Marine.

Lagoon Festival war canoe race.  
Credit: Tourism Solomon Islands.



Situated on New Georgia Island, SolTuna is located in the picturesque Vona Vona - Roviana – Marovo Lagoon complex and has helped maintain the beauty of the area. In the past year, Soltuna has eliminated the purchase of bottled water by installing reverse osmosis drinking water systems throughout the plant. They are also installing a Waste Heat Evaporator which will eliminate wastewater from its fish meal production and recover valuable protein. SolTuna also supports local collection of aluminum cans, and with the support of Maersk Shipping Lines, provide free transport of aluminum for recycling with income going back to the employee credit union. On the horizon is high tech incineration to keep all non-recyclable plastics out of the landfill and ocean.

Having a predominantly female workforce provides SolTuna the opportunity to help women enter non-traditional positions which have higher pay. Several years ago, SolTuna started focusing on moving women into male-dominated roles and trained a group of women to be qualified to operate a forklift. Now seeing a female forklift driver at the plant is commonplace, as well as female welders, plumbers, carpenters, diesel mechanics, line leaders, supervisors, superintendents, area managers, shift managers and department managers. The top positions in Production, Quality Control, Human Resources and Administration Departments are all held by women.

With the large female workforce, SolTuna has established policies to insure a safe work environment, free of bullying or harassment. Leadership and financial literacy training have helped many employees save money and even start small businesses outside of work. In a country racked with ethnic tension in the late 1990's, the Noro community and SolTuna workforce is uniquely multicultural from all provinces of

the Solomon Islands. Each year the plant shuts down before Christmas for annual maintenance and vessels are chartered to all parts of the Solomon Islands to enable workers and their families to enjoy the holidays with their extended families in their home villages. This helps break down the traditional ethnic divisions of the Solomon Islands as stories of working together in Noro are shared throughout the nation.

With a young and rapidly growing population, it is of increasing importance for the Solomon Islands to establish employment centers outside of the resource-strained and congested national capital, Honiara. SolTuna has been the main driver for Noro to become such an employment hub, with its international port, tuna fishing and processing. There is also synergism with the international airport at Munda (connected by road), which is becoming important for tourism in the Solomon Islands.

All these activities depend on a reliable supply of sustainable tuna and the wild stock of all commercial tuna species delivered to SolTuna is being fished at a sustainable level. This is supported by the MSC and Fair Trade USA certifications of the fishery and processing operations.

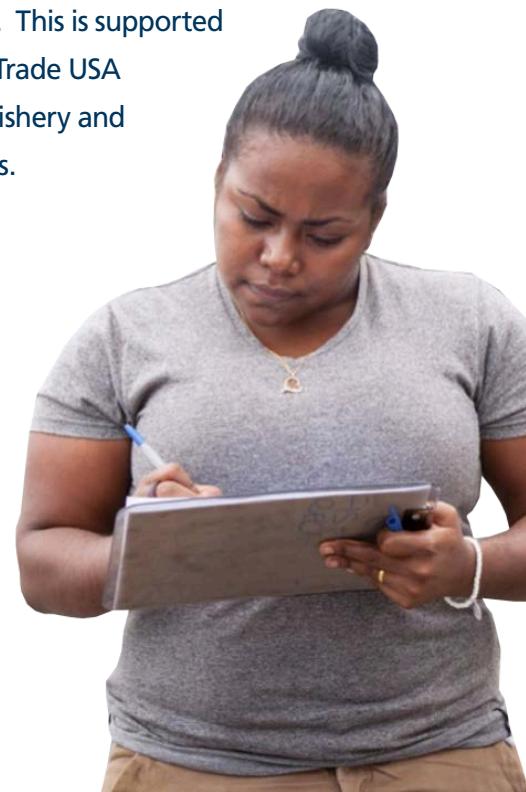
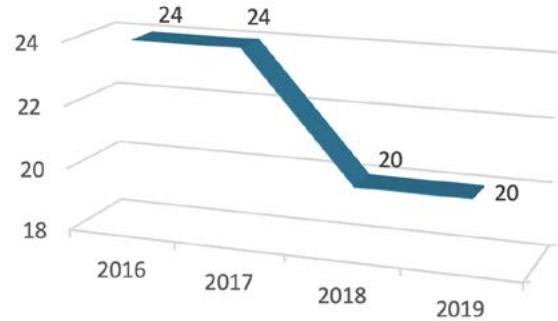


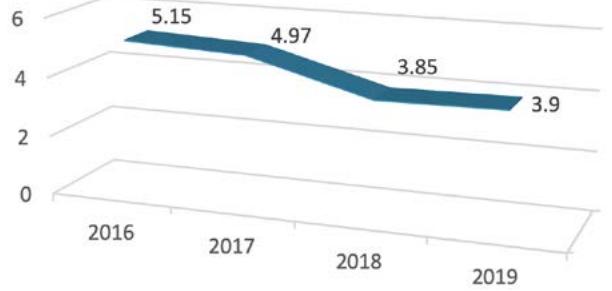
Photo credit: NFD



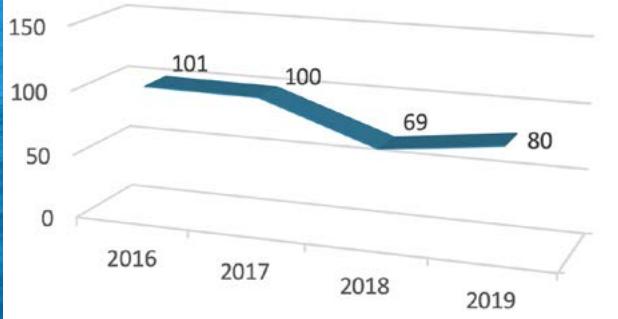
TOTAL NUMBER OF LOST TIME OCCUPATIONAL INJURIES



TOTAL NUMBER OF LOST WORKDAYS DUE TO INJURY



LTIFR: INJURIES PER MILLION HOURS WORKED



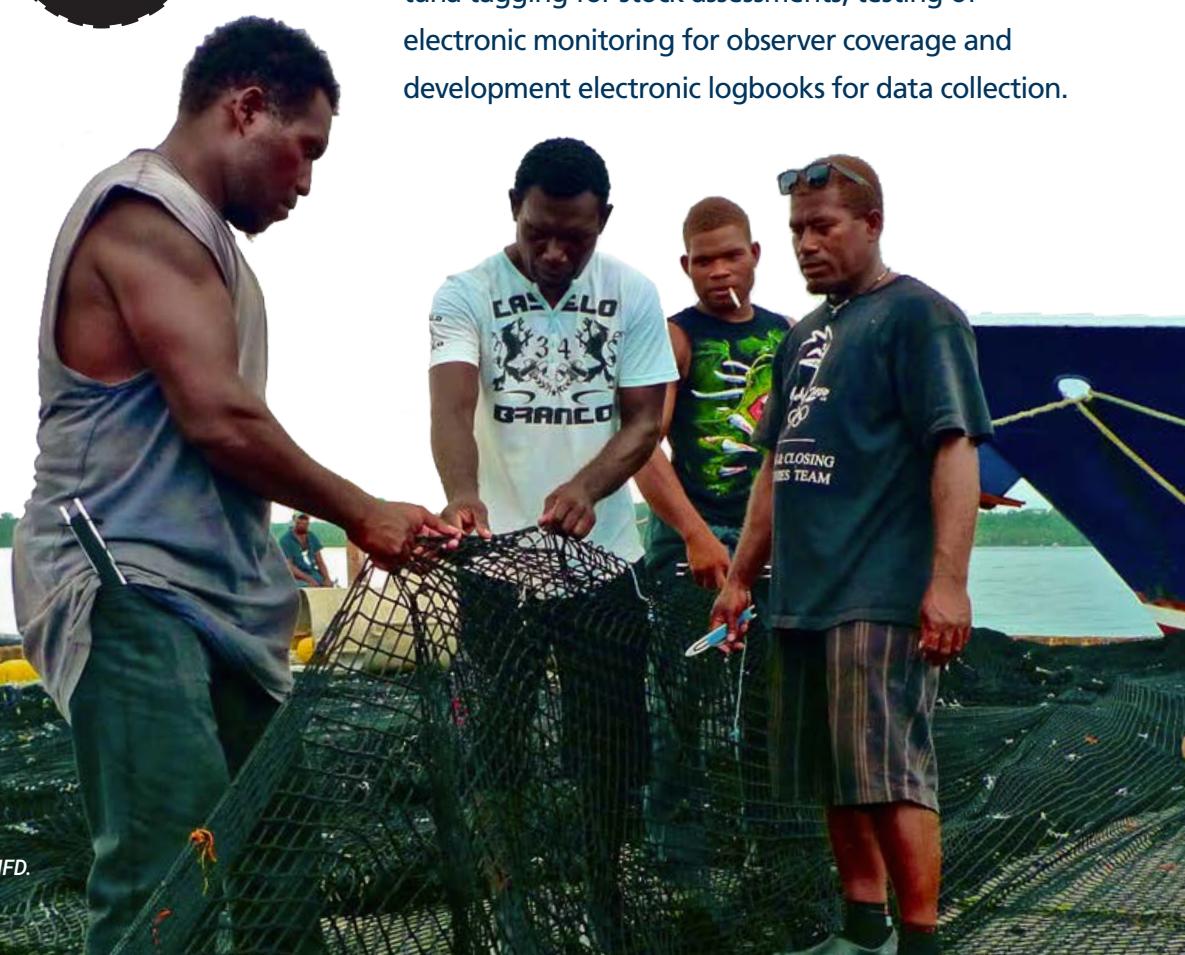
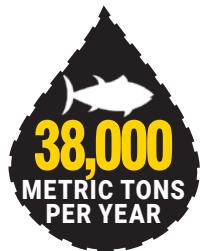


## National Fisheries Developments, Ltd. (NFD)

NFD is the fishing operation that provides reliable supply to SolTuna and shares in being a major contributor to the local, regional and national economy. First established in 1988, NFD now has approximately 500 employees and harvests up to 38,000 metric tons of tuna each year. The NFD fleet is composed of five medium-scale purse seine vessels and four pole and line vessels that operate exclusively in Solomon Islands' waters. NFD also holds 30 longline licenses that are chartered to trusted suppliers.

With 18% of GDP, thousands of jobs and national food security at stake, tuna is very important to the

people of Solomon Islands. Therefore, ensuring the long-term sustainability of tuna stocks is of paramount importance, with NFD taking a leadership role in collaborating with the national Ministry of Fisheries and Marine Resources (MFMR) on its Tuna Management and Development Plan and a number of other regional stakeholders including the Parties to the Nauru Agreement (PNA). This helps ensure that strong and effective management measures are in place including limiting fishing days, implementing shark conservation measures, and developing management plans for the use of fish aggregating devices (FADs). Due in large part to these efforts, NFD has achieved MSC and Fair Trade certifications, and compliance with World Bank Environmental and Social Standards. In addition, NFD has voluntarily contributed to important scientific research including tuna tagging for stock assessments, testing of electronic monitoring for observer coverage and development electronic logbooks for data collection.



Fishermen repair a net at NFD.  
Credit: Francisco Blaha



Nearly all NFD staff are Solomon Islanders and the company has established a range of programs and benefits to support individual and community well-being. These include:

- ▶ School fee allowances for primary, secondary and tertiary education for all staff and crew
- ▶ Medical costs for all staff and crew
- ▶ Housing and housing allowances for shore staff
- ▶ Holiday travel to home village for staff/families and crew
- ▶ Credit Union savings scheme supported by the company
- ▶ Sports and recreation facility developed by the company for staff, families and Noro community
- ▶ Recruitment and training of women to work on fishing vessels
- ▶ Leadership training for female supervisors
- ▶ Training for seafarers and engineers to meet Solomon Islands Maritime Safety Authority requirements
- ▶ Direct payments and outreach to communities adjacent to bait fishing grounds of the pole and line fleet
- ▶ Medical clinic started in late 2019 with a nurse recruited and carrying out medical checks on staff and crew including blood pressure, sugar level, general check-ups. NFD and SolTuna also support the Noro clinic with supplies
- ▶ Construction of maternity ward at the Noro Clinic
- ▶ Support for San Isidro Centre for people with special needs
- ▶ Repair and maintenance support to the Helena Goldie Hospital in Munda
- ▶ Transportation (bus) provided for school children of staff and crew in Noro as well as for all workers
- ▶ Maintenance of roads in Noro Town
- ▶ Support for Community festivals (e.g. Lagoon festival, World Tuna Day, Christmas Holiday celebrations)

Protecting the health and safety of its shore-based staff and fishermen, and environmental health of the operations and in the community, are important aspects of NFD's work. Hazard assessments have been carried out at work sites and on vessels regularly and resulted in improvements such as more consistent fire safety, better protection against ammonia leaks, greater accessibility of safety gear and increased frequency and record keeping of relevant training. Incidents and accidents are closely monitored, investigated and responded to.

Systems are in place for emergency preparedness and response. Environmental monitoring has recently been expanded to plastic waste monitoring for each vessel and covers other areas like waste oil from the vessels while in port. Monitoring and reporting have also included site development environmental impact assessment and a Public Environment Report submitted to Ministry of Environment. NFD has also been providing rubbish collection in Noro Town and leading efforts to improve solid waste management.

Fire safety training at NFD. Credit: NFD



## Seafman

Tri Marine's cannery in Ecuador, Seafman, was founded in 1966 in the historic tuna port town of Manta. Even today, Manta is one of the largest tuna processing zones in the world and an important source of supply for global markets primarily utilizing fish caught in the productive waters of the Eastern Tropical Pacific. The primary markets for Seafman are South America and Europe and to a lesser extent the USA and Asia.

Seafman has over 1,500 employees, 46% of whom are women. Among senior management, 57% are women. Also, 4% of staff have special needs. Within this diverse group there are 4 multi-disciplinary teams, Social Responsibility, Food Safety, Occupational Health and Safety and Environmental Management, that are trained and provide training on a range of sustainability efforts. In addition, Seafman holds multiple certifications, including FSSC 22000, BRC, IFS, HACCP, BASC, BSCI, SMETA, MSC, APR, DOLPHIN SAFE, KOSHER, DIPOA and SENASA.

Seafman's social programs are oriented toward 4 key areas:

1. Health and Safety
2. Environment
3. Employee and Community welfare
4. Human Development and Incentives

## Health and Safety

Medical exams are provided for all staff and Seafman has maintained a health risk analysis campaign since 2016.

INTERNAL CAMPAIGN FOR WORKER'S HEALTH	PARTICIPANTS
Visual	1,399
Hearing	440
Uterine Cancer	417
Drugs and Alcohol	1,355
HIV	1,355
Vaccination (Typhoid Fever)	1,003
Audiometry	308
Spirometry	110
Radiographs	230

INTERNAL CAMPAIGN FOR WORKER'S SAFETY	PARTICIPANTS
Risk Prevention	1,100
Comprehensive and Family Emergency Plan	823

Seafman's main safety programs are:

- ▶ Voluntary emergency brigades: 62 employees
- ▶ Emergency drills: 3 per year on average
- ▶ Incentive program for risk reporting on safety and environment
- ▶ Accident Analysis Committee
- ▶ Actions in Case of Emergency
- ▶ Road Safety
- ▶ Safe Handling of Chemicals
- ▶ Hazardous Waste Management
- ▶ Actions in Case of Ammonia Leaks
- ▶ Home Hazards

As with all Tri Marine facilities, incidents and accidents are closely monitored, investigated and responded to with the aim of reduction over time.

ACCIDENT INDEX	2019
Incidents	12
Accidents	13
Severity Index	10.07
Frequency Index	0.92

Severity Index: (*lost days X 200,000/total man hours worked in that year*)

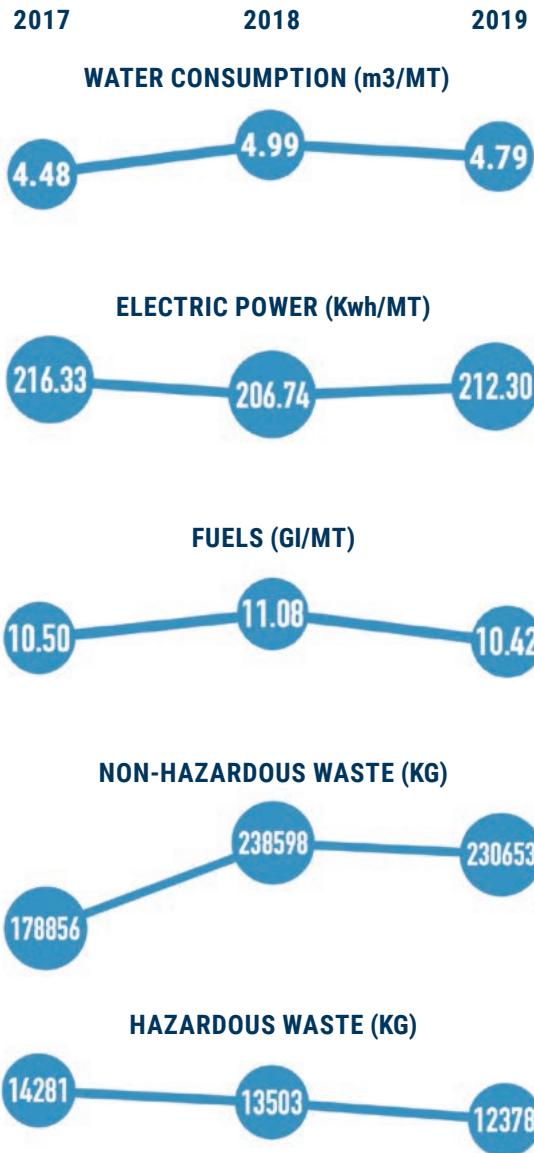
Frequency Index: (*injury X 200,000/total hours worked in the year*)



## Environment

Seafman's main objective is to efficiently and economically produce sustainable tuna products in keeping with the Company's Core Values. In alignment with this mission, Seafman complies with the government-mandated Environmental Management Plan (PMA), which is audited by the Ecuadorian authorities. They are committed to optimize the consumption of water, electric power and fuels. Seafman utilizes electricity from the national grid which provides energy from 94% renewable sources.

Seafman also aims to reduce toxic and non-toxic waste, with all waste collected, treated and disposed by duly authorized providers. Cardboard, cans and plastics are separated and sold to recyclers and moderately used work clothes are donated to rural communities. All tuna processing by-products (guts, blood, pre-cooker water, bone) are sold as raw material for obtaining oil, fish meal and pet food. In addition, Seafman is working to eliminate the use of non-recyclable plastics in food and beverage service, with a 60% improvement since tracking began.





### **Employee and Community Welfare**

Ensuring the welfare of workers and the community is another area of emphasis for the company including campaigns to address and prevent domestic violence and child abuse, with 166 participants in these two programs in 2019. Support services are also provided for employees in need including private psychological care, assistance for those in adverse living conditions and a supermarket and pharmacy credit system. In addition, Seafman provides a range of special programs for staff, their families and the broader community:

#### *School Support*

- ▶ Award partial scholarship benefits for workers children with outstanding grades
- ▶ Managers participate in a special act of recognition for children and their parents
- ▶ Total support delivered: 20 scholarships per year

#### *Employee of the Month*

- ▶ Elected by vote of all workers
- ▶ Each month a work area designates its candidates
- ▶ Special recognition event with managers, lunch and awards
- ▶ Winner attends with a family companion

#### *Christmas Card Contest*

- ▶ Workers' children from 7 to 11 years of age participate (400 children)
- ▶ The first 6 winning drawings are the models for the company's Christmas cards
- ▶ Each winning child is awarded a tablet as a prize
- ▶ A games room with lunch is rented for entertainment of all participating children

#### *Vacation Courses*

- ▶ Support for children's recreation during school vacation periods

#### *Beach Cleanups*

#### *Guided Tours for University Students*

- ▶ Total students yearly: 145

#### *Internship Program*

- ▶ Average of 12 interns yearly in areas of quality, safety, production, maintenance, IT systems

### **Human Development and Incentives**

Tri Marine and Seafman aim to ensure that all employees are fairly compensated, incentivized for extra effort and have access to training for upward mobility. Training courses on a variety of topics including employee health and safety, sustainability, company policies and procedures, food safety and skills development were attended by 1,500 employees in 2019 and totaled 6,000 man-hours.

Employee benefits include:

- ▶ Canteen and 50% subsidized meals
- ▶ Transportation 100% free
- ▶ 24-hour In-premises medical service
- ▶ Special monitoring for vulnerable groups
- ▶ Program for workers with medical restrictions
- ▶ Medical/ Accident Private Insurance
- ▶ Support for intramural sports teams
- ▶ Free food on their birthday
- ▶ Raffles: food and appliance sweepstakes for special days (Mother's Day, Father's Day, Valentine's Day, Christmas)

**Beach Cleaning**



**Training**



**Safety Brigades**



**Safety Campaign**





# 2020 and Beyond

The 2019 Tri Marine Sustainability Report is the first for the Group and summarizes the broad range of its environmental and social initiatives. In 2020 Tri Marine remains fully committed to implementing its sustainability policy by continuing with the comprehensive range of programs highlighted in this report. Tri Marine will also take greater responsibility for its greenhouse gas emissions by conducting a baseline analysis of our levels and establish reduction targets for the future. Furthermore, the Group will expand on and standardize sustainability reporting metrics across all Tri Marine companies and with those of the Bolton Group. Future reporting will more closely align with the United Nations Sustainable Development Goals.

The Sustainable Development Goals are the blueprint for achieving a better and more sustainable future for all. They address the global challenges Tri Marine faces, including those related to poverty, inequality, climate change, environmental degradation, peace and justice. The 17 Goals are all interconnected and in order to leave nobody behind, it is important to achieve them all by 2030. Those most relevant to the Bolton Group and Tri Marine include Decent Work and Economic Growth, Responsible Consumption and Production and Life Below Water.

## SUSTAINABLE DEVELOPMENT GOALS



Source: United Nations



Future sustainability reporting will be organized into three categories:

1. Sourcing, for the sustainable procurement and use of natural resources and raw materials;
2. Production, for the sustainability of our products and factories;
3. People, for the well-being of our people and support for the community

Within the sourcing category, reporting will include transparency on volumes by species, region and product form. Key performance indicators (KPIs) will include volume and percentage of tuna procurement that meets sustainability criteria such as MSC certification, comprehensive FIP and FAD-free. In addition, usage of packaging and other materials such as paper, cardboard, plastic and tin will be quantified.

For production, Tri Marine will evaluate the quantity and source of fuels, energy and water used. Within this area of reporting, Tri Marine will share monitoring of emissions and waste, including greenhouse gas emissions that contribute to climate change. In addition, quality control mechanisms such as statistics on safety checks, complaints and related certifications will be addressed.

When reporting on people, data will be shared on number of workers in various segments of the supply chain, gender, special needs and demographics by level (e.g. entry level, middle management, senior management). Statistics will be shared on hiring, dismissals, resignations and retirements. Other critical KPIs in this category include incidents, accidents, lost days, hours worked and trainings.

All sustainability KPIs are designed to benchmark and monitor progress with the objective of continuous improvement. Quantitative targets for improvement will be set in the 2020 report.



## SOURCING

We guarantee responsible sourcing of raw materials.

- ▶ We are committed to using more sustainable raw materials
- ▶ We operate to reduce the environmental impact of packaging
- ▶ We promote human rights across the entire supply chain
- ▶ We include sustainability criteria when choosing suppliers



## PRODUCTION

We develop high-quality sustainable products at plants with low environmental impact.

- ▶ We integrate sustainability into our innovation process
- ▶ We improve the environmental impact of our plants and fleet
- ▶ We maximize waste recovery
- ▶ We adopt ISO management systems



## PEOPLE

We promote the well-being of our employees.

- ▶ We promote a "Zero Injury" culture in our workplaces
- ▶ We promote equal opportunity
- ▶ We improve employee engagement in the workplace
- ▶ We develop career management projects and employability



## COMMUNITY

We promote positive impact on our communities.

- ▶ We support projects to fight early school dropout and education incentives
- ▶ We support community projects
- ▶ We promote a sustainable lifestyle for consumers through our brands
- ▶ We develop partnership projects to improve our environmental impact

# Summary

The bulk of Tri Marine's business is tuna trading, buying directly from fishing vessels operating in the Western and Central Pacific and Eastern Pacific Ocean and to a lesser extent, the Indian and Atlantic Oceans. The group then sells this tuna to the world's largest canned tuna processors and brands in Asia, Latin America, Europe and the USA. Our fishing activity in 2019 included 11 US flagged purse seiners until the sale of the company to Bolton in July, and was then limited to the NFD fleet in the Solomon Islands. Tri Marine owns the SolTuna cannery in the Solomon Islands and majority shares in the Seafman cannery in Ecuador. The company's sustainability programs are customized to address its own companies, key customers and main sources of supply with an emphasis on vessel level traceability, third-party sustainability certifications, fisheries improvement projects (FIPs) and the application of industry-wide social standards.

As a privately held company focused on trade, Tri Marine emphasizes business to business relationships and programs and historically, has not published an annual report. However, Tri Marine has always been transparent with its customers and recognizes the need to share its work, particularly on the environmental and social issues it faces as an industry and as a society. This 2019 Annual Sustainability Report is an important step in that regard.

Tri Marine's sustainability efforts became more involved in 2009 when it co-founded the International Seafood Sustainability Foundation (ISSF), now the world's leading tuna conservation focused NGO. In 2013, Tri Marine hired its first Sustainability Director, Matt Owens, who authored this report with contributions from key staff in each business unit, and has led the development and implementation of the multi-stakeholder policies, procedures and programs highlighted. Tri Marine's sustainability team has grown to 7 members covering each of the Group's geographies and ensuring compliance with and implementation of ISSF Conservation Measures, Marine Stewardship Council (MSC) fisheries standard and chain of custody certifications, FIPs aimed at achieving MSC certification, Fair Trade certification, FAD management, research projects with the Secretariat of the Pacific Community and the Nature Conservancy and membership with the Global Ghost Gear Initiative and International Pole and Line Foundation.

While Tri Marine is a clear industry leader in initiatives aimed at conserving tuna resources and protecting the broader marine environment, the company has also taken significant steps on human rights issues. In 2014, the company launched its Ethical Sourcing Policy to look beyond its own staff and apply fair labor requirements to its suppliers with an emphasis on fishers who are particularly vulnerable to abuse. This work continued with Tri Marine's leadership of the Tuna Subgroup of the Seafood Task Force and the establishment of STF's Vessel Auditable Standards in 2019 which together with the STF Code of Conduct are now becoming the global industry norm to protect the wellbeing of workers in the tuna industry.

The largest number of Tri Marine staff are employees of its fishing and processing operations in the Solomon Islands and Ecuador. Tri Marine has taken an active role to ensure the health and wellness of its workers and the communities in which they work with a broad range of programs in Noro and Manta. These include promoting greater gender equality and support with training and positions in non-traditional roles, as well as social work on home accounting and domestic violence. Ensuring that sound management systems are in place to monitor, respond to, and reduce incidents and accidents is another priority area. In addition, providing assistance to the surrounding community continues to be emphasized with contributions to medical clinics and hospitals, school infrastructure and subsidized school fees for staff, improving recreational facilities and programs, and supporting community events.

Looking to the future, Tri Marine will continue with the collaborative environmental and social programs it has initiated and in which it participates. The company will also conduct a comprehensive carbon footprint analysis in 2020 to better evaluate and address its impact. The group recognizes its responsibility in responding to humanity's greatest sustainability challenge in curbing and adapting to climate change. In addition, Tri Marine will standardize sustainability reporting with key performance indicators in 2020 and set improvements targets for the future.

Thank you for reading and we look forward to continuing our shared work on these important issues as the The World's Best Tuna Supply Company.

The logo for Tri Marine, featuring the company name in a serif font with a registered trademark symbol, and a stylized white arch graphic above the letter 'i'.