



GORTON'S 2022 SUSTAINABILITY REPORT

*Spreading the goodness of the sea
by making quality seafood accessible to everyone.*



A MESSAGE FROM GORTON'S CEO

Dear Stakeholders,

I am pleased to present Gorton's Seafood 2022 Corporate Social Responsibility Report. This report is designed to update the progress we have made on our CSR Plan, known as Trusted Catch. CSR is an integral part of our business as we believe it is our responsibility to ensure we are being good stewards of the planet.

Our sustainability journey really accelerated over 14 years ago with our partnership with the New England Aquarium, focusing on sourcing seafood responsibly. Since that time, we have grown our sustainability focus to reflect our total business more broadly. Gorton's now has an overarching sustainability plan that focuses all elements of sustainability, known to us as Ocean & Fishery Health, Carbon Footprint Reduction, Eco-Friendly Packaging, and Social Responsibility.

Gorton's has developed programs to drive these initiatives forward through SMART goals (Specific, Measurable, Achievable, Realistic, and Time-bound). This format provides a road map to success with clear expectations, and the opportunity to improve on our plans as they pertain to the needs and values of our 3 stakeholder groups: Consumers, Customers, and Employees. This report is designed to provide our stakeholders transparency on the progress of Gorton's Trusted Catch program. Transparency is at the heart of our program, as CSR touches all aspects of our business, and is critical to **achieving our mission of spreading the goodness of the sea by making quality seafood accessible to everyone.**



KURT HOGAN
President and CEO
Gorton's Seafood



OCEAN & FISHERY HEALTH

- Seafood Sourcing
- Seafood Traceability
- Aquaculture
- Ocean Plastic



HOW WE PROTECT THE GOODNESS OF THE SEA



ECO-FRIENDLY PACKAGING

- Package Recyclability
- Packaging Optimization
- Transparent Product Labeling

CARBON FOOTPRINT REDUCTION

- Energy Management
- Transportation & Logistics
- Water Management
- Food Waste & Solid Waste



SOCIAL RESPONSIBILITY

- Diversity, Equity, and Inclusion
- Community Impacts & Philanthropy
- Human Rights & Ethical Labor Practices
- Workplace Safety






OCEAN & FISHERY HEALTH

Undeterred by the many challenges facing the seafood industry, Gorton's focus remains on our most vital resources: the ocean and its fisheries. As a leader in our industry, we accept the responsibility to protect and conserve our source fisheries and to ensure that we can continue to deliver on our mission: spreading the goodness of the sea by making quality seafood accessible to everyone for generations to come. We plan to drive progress by setting and achieving ambitious goals and shaping our sourcing strategies in continued collaboration with our suppliers and NGO Partner, the Anderson Cabot Center for Ocean Life at the New England Aquarium.

2022 ACCOMPLISHMENTS

-  >99% of seafood sourced certified by either the Marine Stewardship Council (MSC) or Best Aquaculture Practices (BAP)
-  All aquaculture sourced BAP 2 Star or higher
-  Finalized partnership with Global Ghost Gear Initiative (GGGI) to support ghost gear prevention & removal efforts, aiming to reduce ocean plastic and benefit marine life
-  Hosted round table discussion with Alaska Pollock suppliers on bycatch to discuss best practices and opportunities for improvement

2023-2025 SMART GOALS




-  Formalize a targeted support plan for Ecuador Wild Shrimp FIP (Fishery Improvement Plan) by 2024
-  Increase to 95% BAP 4 Star for aquaculture procurement by end of 2023
-  Continue to engage with Alaska Pollock suppliers and New England Aquarium on bycatch reduction efforts & facilitate collaboration with the goal of an industry initiative by 2025

CARBON FOOTPRINT REDUCTION






Greenhouse gas (GHG) emissions are one of the most significant factors contributing to climate change. Human use of non-renewable energy sources releases these gases into the atmosphere, where they absorb energy and return to Earth causing extreme weather changes and events. Gorton's recognizes our contributions to GHG emissions, and we are actively engaged in reducing our environmental impact by focusing on how waste, water, and transportation are managed.

2022 ACCOMPLISHMENTS

-  Completed 3-year Continuous Energy Improvement (CEI) Program with National Grid culminating in savings of 140,594 kwh
-  Achieved 193,684 kwh electricity reduction through a compressed air leak reduction project
-  Achieved Giga Guru status on Walmart's Project Gigaton initiative, which seeks to reduce emissions in the global value chain by 1 billion metric tons by 2030

2023-2025 SMART GOALS

-  Reduce electricity intensity through CEI by 6% by July 2025 vs. July 2019
-  Investing capital to reduce electricity usage by 2% by July 2025 vs. July 2019
-  Reduce natural gas intensity through CEI by 6% by July 2025 vs. July 2019




ECO-FRIENDLY PACKAGING

Gorton's goal is to reduce our carbon footprint and to help lead our consumers towards more sustainable practices in their lives. Sustainable packaging is a driving focus in Gorton's efforts to distribute responsibly sourced and made products. Since 2012, 100% of our fiber packaging is sourced from Forest Stewardship Council (FSC) or Sustainable Forestry Initiative (SFI) certified materials.



Presently, 1/3 of Gorton's products are packaged in recyclable materials. We are currently working on solutions for our two most widely used packaging materials, cartons and stand-up, re-sealable pouches.



2022 ACCOMPLISHMENTS

-  Initiated testing of promising recyclable materials for poly cartons
-  Identified potential recyclable materials for stand-up, re-sealable pouches (SURP's)
-  Increased recyclability awareness by adding How2Recycle labels to 28% of packaging materials

2023-2025 SMART GOALS

-  Increase the amount of recyclable consumer product packaging by 50% by 2025
-  Include a How2Recycle label on over 50% of Gorton's packaging by 2025






SOCIAL RESPONSIBILITY

Gorton's newest CSR pillar, Social Responsibility, was established in 2022 to encompass the elements of sustainability that are not necessarily environmentally focused. Our social responsibility pillar includes Diversity, Equity & Inclusion, Workplace Safety, Community Impact & Philanthropy, and Human Rights & Ethical Labor Practices.





Diversity, Equity & Inclusion at Gorton's means fostering a culture of inclusion by recognizing, understanding, respecting, and fully utilizing the contributions of each individual we employ. We are committed to facilitating and evolving the conversation around Diversity, Equity and Inclusion within the Gorton's community, devoted to creating a safe workplace environment for every employee, actively supporting our local community and prioritizing human rights & ethical labor practices in all that we do.

Gorton's believes that all employees, including our external partners, deserve to be treated with respect and dignity. We are committed to a policy of complying with the law wherever we do business and maintaining high standards of business conduct. To that end, all Gorton's employees are required to review and acknowledge the company's Code of Conduct and Business Ethics. Gorton's also mandates that all business partners uphold these same values. All members of the supply chain, including suppliers, contractors, service providers, and co-manufacturers are required to sign the [Gorton's Workplace Supplier Standards Policy](#) committing them to following the established guidelines for human rights.

2022 ACCOMPLISHMENTS

-  Gorton's Diversity Action Committee, made up of a team of passionate employees, formally developed and implemented a 3-year DEI Goals and Action Plan
-  Introduced and drove awareness of new pillar via several DEI events & trainings across the company
-  Improved 2022 TCIR (Total Case Incident Rate) & DART (Days Away, Restricted or Transferred) safety metrics vs. 2021

SMART GOALS

-  Achieve Gorton's Recruitment Goals by 2025
-  Achieve Gorton's Diversity, Equity, and Inclusion goals by 2025
-  Give back to the North Shore community through community and volunteer events, targeting one event per quarter
-  Increase safety for all employees and maintain or improve TCIR and DART metrics year over year

