



GORTON'S **2024** **CORPORATE SOCIAL** **RESPONSIBILITY 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 2024 Corporate Social Responsibility (CSR) Report. This report provides an overview of our 2024 sustainability progress and longer term priorities. At Gorton's, we are passionate about our mission: Spreading the goodness of the sea by making quality seafood accessible to everyone. Last year, we marked a historic milestone in Gorton's history celebrating our 175th anniversary. As we look ahead, it is pivotal that we continue to identify ways in which we can improve the world we live in to continue delivering upon our mission.

The four key pillars of our sustainability program, known as Trusted Catch, take a comprehensive approach to our CSR strategy. In 2025, we will be consolidating our Eco-Friendly Packaging work under our existing Carbon Footprint Reduction pillar and debuting a new Food Safety & Quality pillar. This new pillar will increase visibility on longstanding priorities for Gorton's: Food Safety, Trusted Products & Ingredients, Transparent Product Labeling, Health & Nutrition, and Food Security & Access.

We have both short-term and long-term goals across all our CSR pillars. Our efforts continue in building Ocean & Fishery Health by continuing to responsibly source over 99% of our seafood products as either Marine Stewardship Council (MSC) or Best Aquaculture Practices (BAP) certified. In 2025, we will continue supporting a Fishery Improvement Project for wild-caught shrimp to help address the < 1%, as well as develop and publicly state Scope 1 & 2 absolute reduction targets that will guide us in reducing our long-term carbon footprint. We have also targeted a plan to increase our more eco-friendly packaging by 50%. We need to accomplish these goals while becoming a more agile and empowered organization, a key priority within our Social Responsibility pillar.

Gorton's sustainability journey continues to evolve but has always been driven by a desire to be responsible stewards of the planet. We took a large step forward in 2008 by partnering with the New England Aquarium and are proud of our consistent progress and collaboration through the years. As we look to our future, it is more important than ever to shape our environmental policies and drive positive change throughout the industry, ensuring that we continue to deliver on our mission for many years to come.



KURT HOGAN
President and CEO
Gorton's Seafood



OCEAN & FISHERY HEALTH

- Seafood Sourcing
- Seafood Traceability
- Responsible Aquaculture
- Ocean Plastic Reduction

CARBON FOOTPRINT REDUCTION

- Environmental Management
- Energy Reduction
- Waste Management



ECO-FRIENDLY PACKAGING

- Sustainable Packaging
- Packaging Optimization
- Recyclability Awareness

SOCIAL RESPONSIBILITY




- Inclusion & Integrity
- Community Impacts & Philanthropy
- Human Rights & Ethical Labor Practices
- Workplace Safety

OCEAN & FISHERY HEALTH





In 2024, Gorton's progressed our work in Ocean & Fishery health by strengthening sourcing requirements, continuing to support on-the-water improvements throughout our supply chain, and working with suppliers and industry partners for future growth.

Our long-standing collaboration with the Anderson Cabot Center for Ocean Life at the New England Aquarium and ongoing membership with the Global Ghost Gear Initiative help ensure responsible sourcing and mindful stewardship of the ocean.

2024 ACCOMPLISHMENTS

-  >99% of wild-caught seafood sourced certified by the Marine Stewardship Council (MSC); continuing to support an Ecuadorean Fishery Improvement Project to help address the <1%
-  100% of aquaculture seafood sourced certified Best Aquaculture Practices (BAP) 4 Star
-  Completed Year 1 of Gorton's Action Plan with the Global Ghost Gear Initiative (GGGI) to help address abandoned, lost, and discarded fishing gear & ocean plastic in our supply chain

2025-2027 SMART GOALS

-  Continue supporting the Ecuador Titi Shrimp Fishery Improvement Project as it progresses its workplan (targeting completion in 2028), allowing for pursuit of MSC certification
-  Complete Year 2 & 3 Action Plan in collaboration with GGGI
-  Identify opportunities to further strengthen aquaculture sourcing requirements and identify a project to advance aquatic animal health monitoring in our aquaculture supply base by 2025
-  Drive collaboration between Alaska Pollock suppliers, New England Aquarium, & other industry partners on bycatch and ocean plastic reduction efforts with the goal of supporting an industry pilot project by 2027




CARBON FOOTPRINT REDUCTION






This year, we compiled Scope 1 and Scope 2 emissions data for our entire company's operations: in 2024, Gorton's Gloucester-based operations generated net 5,523 MT of CO₂e. Gorton's has since set a target to collectively reduce our current facilities' Scope 1 & 2 CO₂ emissions by 54.6% from our 2017 operations baseline by 2030, to be aligned with the Science Based Target Initiative global climate standards. As we look ahead to 2025, Gorton's will be developing Scope 3 emissions for our Gloucester-based operations, with the objective of setting Scope 3 reduction targets for the future. We are also investigating options to implement a new plastics recycling stream.

Gorton's was also featured as a case study by both the Recycleworks of Massachusetts and the Cape Ann Climate Coalition for best practices in energy & waste management at our Gloucester-based operations.

2024 ACCOMPLISHMENTS

-  Developed an Environmental Management System for our Gloucester-based operations
-  Completed Scope 1 & Scope 2 emissions for all Gorton's operations
-  Achieved 74,000 kwh electricity reduction through Continuous Energy Reduction (CEI)

2025-2027 SMART GOALS




-  Develop and publicly state a Scope 1 & Scope 2 absolute reduction target that aligns with Science Based Target initiative (SBTi) criteria
-  Complete Scope 3 emissions footprinting for our Gloucester-based operations
-  Implement an all-encompassing Environmental Management System (EMS) for Gorton's

ECO-FRIENDLY PACKAGING

Sustainable packaging is a driving priority at Gorton's as we focus on responsibility of materials sourced, made, and distributed. Since 2012, 100% of fiber packaging has been sourced from Forest Stewardship Council (FSC) or Sustainable Forestry Initiative (SFI) certified materials.




Currently, ~1/3 of our products are packaged in recyclable materials. We continue to work on solutions for our two most widely used packaging materials, cartons and stand-up, re-sealable pouches (SURPs). Looking ahead to 2025, we will be consolidating this pillar as a focus area within our existing Carbon Footprint Reduction pillar to make room for our new Food Safety & Quality pillar.

2024 ACCOMPLISHMENTS

-  Tested coating for recyclable cartons; working with supplier to optimize results
-  Received post-consumer recycled (PCR) film for testing on SURPs; working to identify a PCR zipper compatible with our equipment
-  Increased recyclability and awareness by including How2Recycle labels on 35% of packaging materials



2025-2027 SMART GOALS

-  Test new recyclable materials for cartons by the end of 2025, and continue research on alternate film materials
-  Increase the amount of recyclable consumer product packaging by 50% by the end of 2026
-  Include a How2Recycle label on over 50% of Gorton's packaging by the end of 2026







SOCIAL RESPONSIBILITY

Recognizing Gorton's broader contributions beyond seafood, the Social Responsibility Pillar was formed in 2022 and encompasses four key humanitarian efforts: Inclusion and Integrity, Community Impacts & Philanthropy, Human Rights & Ethical Labor Practices and Workplace Safety.

2024 ACCOMPLISHMENTS

-  Achieved recruitment goal of increasing inclusivity & the diverse representation of Gorton's staff
-  Achieved lowest safety incident rate in over 10 years, well below industry standards
-  Launched an internal team focusing on strengthening Human Rights and Ethical Labor Practices
-  Successfully completed McDonald's Social Workplace Accountability audit
-  Exceeded volunteer hours' goal by 100%, donated > 1,600 lb. of food to local food shelters, and hosted quarterly events both internally and externally within local community

2025-2027 SMART GOALS

-  Remain below industry averages for safety incident rate metrics
-  Develop documented, industry-specific supply chain risk assessment & audit process for human rights & ethical labor practices via dedicated internal team
-  Enhance overall organizational Agility and Empowerment, first by identifying opportunity areas via employee focus groups
-  Maintain Community Involvement & Philanthropy efforts, targeting one volunteer event per quarter

