



GORTON'S

2025 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 2025 Corporate Social Responsibility (CSR) Report. This report provides an overview of our 2025 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. Through our comprehensive sustainability program, known as Trusted Catch, we continue to identify ways in which we can improve the world we live in while delivering on our mission.

In 2025, we consolidated our Eco-Friendly Packaging work under our existing Carbon Footprint Reduction pillar and debuted a new Food Safety & Quality pillar, increasing visibility on longstanding priorities for Gorton's: Food Safety, Trusted Ingredients, Transparent Labeling, Health & Nutrition, and Food Security & Access.

We have both short-term and long-term goals across all our CSR pillars. This past year, we developed and publicly stated Scope 1 & 2 absolute reduction targets to guide us in reducing our long-term carbon footprint. We also continued our efforts in building Ocean & Fishery Health by responsibly sourcing over 99% of our seafood products as either Marine Stewardship Council (MSC) or Best Aquaculture Practices (BAP) certified. In 2026, we will continue supporting a Fishery Improvement Project to help address the < 1%. We will develop the carbon footprint of our newest manufacturing facility and enhance our advanced Food Safety capabilities. Finally, we will achieve our goals while strengthening our commitment to responsible business, which is central to 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 more 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



FOOD SAFETY & QUALITY

- Microbiological Reviews
- Plant Audits
- Regulatory Compliance

SOCIAL RESPONSIBILITY

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

OCEAN & FISHERY HEALTH

In 2025, Gorton's continued to support improvement efforts on the water, collaborated with suppliers, and progressed against our action plans. Working with our sustainability partners, we've identified opportunities to lend support within our supply chain and engaged in meaningful discussions on future projects.

We continue to leverage the vast expertise and capabilities of the Anderson Cabot Center for Ocean Life at the New England Aquarium. Additionally, our ongoing membership with the Global Ghost Gear Initiative has helped us connect with industry peers and foster collaboration.

2025 ACCOMPLISHMENTS

-  Maintained >99% of wild-caught seafood sourced certified by the Marine Stewardship Council (MSC); continued support of the Ecuador Titi Shrimp Fishery Improvement Project to help address the remaining <1%
-  Maintained 100% of aquaculture seafood sourced certified Best Aquaculture Practices (BAP) 4 Star (highest star-level)
-  Completed Year 2 of Gorton's Action Plan with the Global Ghost Gear Initiative (GGGI) to help address ghost gear & ocean plastic in our supply chain, focusing on collaboration and supplier engagement

2026-2028 SMART GOALS

-  Continue to support the workplan of the Ecuador Titi Shrimp Fishery Improvement Project on its path toward MSC certification, targeting completion in 2028
-  Collaborate with GGGI to drive continued progress against Action Plan, completing Year 3 & 4 activities and establishing new goals for Year 5 & beyond
-  Identify and establish support of a project for bycatch reduction or gear recycling within wild-capture supply base by 2027
-  Support efforts for disease prevention or emissions tracking within aquaculture supply base by 2028



CARBON FOOTPRINT REDUCTION



In 2025, Gorton's developed and publicly stated a carbon reduction goal: to collectively reduce Gorton's current facilities' Scope 1 & 2 CO₂ emissions by 54.6% from our 2017 operations baseline by 2030, aligning with Science Based Target Initiative global climate standards.

In 2026, Gorton's will focus on State Extended Producer Responsibility (EPR) laws: state-level environmental policies that require producers to manage their products and packaging throughout their entire lifecycle, from design to end-of-life disposal. These laws shift the financial and operational responsibility of waste management from municipalities to the businesses producing the goods. The goals are to reduce waste, increase recycling, and incentivize more sustainable product designs.

2025 ACCOMPLISHMENTS

-  Developed and publicly stated a Scope 1 & Scope 2 absolute reduction target that aligns with Science Based Target Initiative criteria
-  Completed Scope 3 emissions footprinting for our Gloucester-based operations
-  Implemented an all-encompassing Environmental Management System (EMS) for Gorton's
-  Hosted Cape Ann Climate Coalition to educate employees on reducing their own carbon footprint

2026-2028 SMART GOALS

-  Develop our Lebanon, IN facility Carbon Footprint
-  Comply with all State Extended Producer Responsibility (EPR) laws for packaging materials
-  Achieve Top Tier CSR status for all key customers
-  Identify strategic electrical conversion opportunities to meet Gorton's 2030 CO₂ reduction target

FOOD SAFETY & QUALITY

In 2025, Gorton's incorporated all of our Food Safety & Quality standards into our CSR program. This pillar strengthens our Trusted Catch program by ensuring every product meets the highest standards of safety, transparency, and nutrition through five key areas: Food Safety, Trusted Ingredients, Transparent Labeling, Health & Nutrition, and Food Security & Access.

Our Food Safety & Quality department ensures all quality, safety, legality, and security standards are met for raw materials and manufacturing. Responsibilities include microbiological reviews, plant audits, regulatory compliance, product recall testing, and employee training on quality and safety—emphasizing cleanliness, hygiene, and adherence to food safety regulations.

We hold ourselves accountable at every step in order to safeguard consumers, uphold our reputation, and meet regulatory requirements. Food safety and quality are not just policies, they are promises we make every day.

2025 ACCOMPLISHMENTS

-  Achieved AA Grade at all Gorton's internal manufacturing facilities for GFSI (Global Food Safety Initiative) and BRCGS (Brand Reputation through Compliance Global Standards)
-  Completed Canadian Food Inspection Agency (CFIA) front of package food labeling requirements
-  Initiated customer compliance with the Food and Drug Administration (FDA) 204 Food Traceability Rule

2026-2028 SMART GOALS

-  Further our ability to detect foreign materials by evolving alongside new technology
-  Improve Food Safety Culture with awareness and empowerment
-  Enhance Quality trainings that include food defense and food fraud



SOCIAL RESPONSIBILITY

Recognizing that Gorton's impact extends far beyond its leadership in the seafood industry, the Social Responsibility Pillar strengthens our commitment to responsible business practices. This pillar encompasses four key areas: Inclusion & Integrity, Community Impacts & Philanthropy, Human Rights & Ethical Labor Practices, and Workplace Safety.

2025 ACCOMPLISHMENTS

- 🐟 Successfully hosted a comprehensive Safety Leadership Conference at the new Lebanon Plant, establishing consistent safety expectations and strengthening our enterprise-wide safety culture
- 🐟 Formalized and implemented a robust audit framework for Human Rights and Ethical Labor Practices, increasing transparency and reinforcing our long-term commitment to responsible sourcing
- 🐟 Surpassed our annual volunteer engagement target by 11%, demonstrating exceptional employee participation in community support initiatives, including food donations to local shelters

2026-2028 SMART GOALS

- 🐟 Continue to enhance our supply chain risk assessment and audit process for Human Rights & Ethical Labor Practices
- 🐟 Achieve below-industry average and below-2025 manufacturing accident rates
- 🐟 Enhance workplace culture through engagement and employee activities committee
- 🐟 Increase Community Involvement & Philanthropy efforts above 2025 goal

