



ANIMAL WELFARE POSITION STATEMENT

Since its inception, Pacific Seafood has been dedicated to sustainably providing consumers with the highest quality seafood products. Sustainability is, in fact, one of the company's core tenants, and our commitment to sustainability necessarily includes a similar commitment to animal health and welfare. After all, high quality seafood products require healthy fish stocks and healthy aquatic environments, and stress-free animals both taste better and produce higher-quality food products. As we often remind our team, the future of fisheries is the future of our business.

How we protect and preserve marine resources for future generations is an on-going process that relies on the best available science to promulgate effective management policies and regulations. We work closely with regulatory agencies at all levels to manage both wild and farmed resources in a way that ensures a consistent, safe, and abundant supply of seafood for both the present and the future.

Best practices for wild species require sustainable harvest methods that limit by-catch of non-target species, limit overall impacts to aquatic environments, and ensure that marine animals continue to have natural, positive experiences in their natural habitat. We similarly partner with the independent commercial fishing vessels that deliver to us to ensure that the fish they harvest are delivered to our docks as quickly as possible.

Best practices for farmed (aquaculture) species require careful management throughout the entire lifecycle: from hatchery, to grow out, to harvesting. Our vertical integration allows us the ability to control those processes at every single stage and bring a consistent, safe supply of quality seafood to the marketplace. We endeavor to raise the animals we farm in environments that approximate their natural habitats and environments as closely as possible, while minimizing impacts to surrounding environments.

Our commitment to employing best practices in both the wild and farmed environments has been recognized by a number of independent, third-party certification bodies, including the Marine Stewardship Council and the Aquaculture Certification Council's Best Aquaculture Practices program. Those certifications include detailed standards and guidelines specific to animal health and welfare, and their logos on our packages and labels provide third-party verification of our adherence to those standards.

Supplier Standards

At Pacific Seafood, we hold our suppliers to the same high standards that we hold ourselves. For example, we require all vendors supplying products to us to certify that they:

- Employ sustainable technologies and methods to grow or harvest all products
- Do not engage in any business practices that permanently damage or deplete natural resources
- Do not engage in any illegal, unreported, or unregulated fishing or harvesting practices
- Comply with all environmental laws and regulations in the countries in which they do business;
- Employ the highest ethical, human rights, social responsibility, and sustainability principles in their business

Doing the right thing isn't always easy. But, at Pacific Seafood, that's just how we do business: consistently doing our best and always striving to do better.™