ANIMAL WELFARE POLICY

Seafresh Group (SFG) produces, manufactures, and distributes wild-caught and farmed seafood internationally, primarily shellfish (decapod crustaceans). A core objective of our business is to produce and supply the most responsibly produced seafood. For all seafood production, SFG understands and promotes the principle that best practice (for both fishing and aquaculture operations) is underpinned by good animal welfare.

COMMITMENTS

SFG commits to comply with the legislation on animal welfare applying to the species we source, in both production and market countries. SFG commits to promoting best practice and improving knowledge and awareness of animal welfare in our supply chain, through research, certifications, supplier training and improvement projects. Our supplier approval process includes welfare considerations and criteria. SFG commits to working with suppliers and other stakeholders to eliminate any form of mutilation within our supply chains. SFG work with suppliers to implement humane slaughter methods for decapod species, including farmed warm water prawns, crab, lobster, and crayfish. All our warmwater prawns are stunned by thermal shock or electrically prior to slaughter. All our crabs are electrically stunned prior to slaughter. By the end of 2024, all our lobsters will be electrically stunned, and we will aim to trial electric stunning on crayfish.

APPROACH

SFG advocates for a species-specific approach to animal welfare, whereby production methods meet the specific environmental, nutritional, health and behavioural requirements of the species involved, aligning with the 5 freedoms. This also means that production systems should be managed, monitored, and improved using science-based welfare indicators. We work with our suppliers to apply this approach to all activities which involve live animals, such as during stocking, culture, handling, storage, transport, capture or harvesting, and slaughter, and make effective improvements across the supply chain.

SFG collaborates with academia, suppliers, customers, non-profit organisations, industry-peers, and technology specialists to contribute to research on decapod welfare. We are members of The Shellfish Association of Great Britain (SAGB), and we actively contribute to the development of industry codes of practice and certification standards on welfare criteria.

Lasse B. Hansen, CEO
14th May, 2024

ANIMAL WELFARE STRATEGY

Approach & Implementation

Approach	Actions	Purposes	Timeline
1.Policy	Write, approve and publish an Animal Welfare Policy	Policy for internal and public reference to communicate our company position and objectives on animal welfare	Completed (to be reviewed annually)
2.Framework	Identify targets & define action plan for each species and supply chain	Develop methods to assess animal welfare management by supply chain, such as through a risk assessment based on certification and industry standards, as well as scientific knowledge Identify the welfare hotspots to establish KPI's by supply chain and by species Develop an action plan to support the implementation of best practice & support research and development where required	July 2024
3.Engage with suppliers	Engage in dialogue and initiate projects where required	Communicate our welfare expectations and support guidance on implementation, such as new or developed certification or industry standards. Communicate any needs for improvements (i.e., as identified by welfare risk assessments).	Ongoing
4. Report on progress	Report on action plan implementation and performance against KPI's	Report performance against our KPI's annually based on calendar year sales, by species and by supply chain, internally and to other relevant stakeholders.	December 2024
5.Establish a monitoring system	Integrate welfare questions and requirements into SFL Quality Management System	Supply chain monitoring of welfare KPI's, through annual questionnaires, ongoing supplier reporting and onsite visits.	December 2024

ANIMAL WELFARE STRATEGY

Welfare Risk Assessment

The internal welfare risk assessment has been developed as a tool for assessing the inherent welfare risk in each of our seafood supply chains, identify areas for improvement and support our action plan. The assessment considers 6 main risk factors, by-catch, nutrition, environmental conditions, health, handling, mutilation and stunning & slaughter, and each risk factor is applied to every step where the supply chain has a degree of control and/or responsibility for the animal while it is alive. This covers from broodstock & egg stages for farmed species and from capture for wild species, until slaughter. For each step and risk factor, a RAG rating (Red, Amber, Green) is determined based on the following criteria:

Risk Rating	Description	Examples
High	Highly stressful or damaging scenarios (without timebound limits)	Mutilation, stunning, slaughter, epidemic or severe cases of disease, very poor environmental conditions
Medium	Moderately stressful or damaging timebound scenarios	Live transportation, pumping, rigorous handling or handling for long periods of time, starvation periods, endemic diseases, poor environmental conditions
Low	Minimal stress or potentially damaging scenarios	No handling, good environmental conditions

This method is specifically looking at inherent risk, for example, any step which involves stunning & slaughter will always be inherently high risk, regardless of methods used in the supply chain being assessed. This allows us to identify where improvements are required ensure that the risks identified are managed and mitigated where necessary. By reviewing our supply chain with a welfare lens using this holistic approach, we can map where good practices are implemented and where there are opportunities for improvements, to ensure that we can effectively and strategically improve and maintain the welfare of the animals within our supply chain.

ANIMAL WELFARE STRATEGY

OUTCOMES	KPI's	Targets	Progress to date	Action Plan	Timeline
Mutilation					
Eliminate any form of mutilation on live animals	% shrimp PL's from non-ablated broodstock	100%	74%	For the supply chains where eyestalk ablation is still used, engage with hatcheries to agree reduction plans with timebound targets.	Dec-24
	% crabs which have not had their claws nicked	100%	67%	There are currently no practical alternative solutions available for vessels which must do this to ensure crabs do not fight. Action is to engage with suppliers and other stakeholders within the crab industry to assess possibilities of innovation projects.	Dec-25
Production					
Minimise the use of antibiotic use, and ensuring antibiotics are used responsibly where required	% of farms who do not use antibiotics	100%	100%	Achieved - continue to monitor.	NA
	If required, % of farms using antibiotics only used therapeutically	100%	100%	Achieved - continue to monitor.	NA
Good Farming Practices	% of product certified to GSSI-benchmarked standards	100%	100%	Achieved - continue to monitor.	NA
Higher Welfare Standards	% of suppliers which comply with a Higher Welfare Standard (where available) (e.g. certifications or customer standards which involve welfare requirements beyond the industry norm)	100%	74%	Support the development and adoption of higher welfare standards (e.g. certification or industry standards)	Ongoing

ANIMAL WELFARE STRATEGY

Stunning and Slaughter					
All farmed decapods and any wild decapods landed live are slaughtered humanely	% of product which is stunned prior to slaughter	100%	Shrimp 100% Crab 100%	**Lobster** - Trial and implement electric stunning. *At date of publication, all our lobsters are electrically stunned.*	Completed
				Crayfish - are not stunned prior to slaughter. Action is to conduct electric stunning trials to verify & compare different stunning techniques that could be used at commercial scale.	Dec-24
All stunning and slaughter methods use should be humane, whereby animals are rendered insensible and must not recover until death ensues	Number of research projects on available alternatives for stunning and slaughter methods where there are knowledge gaps	#	2	1. SFG and its producers will participate in a research project with Stirling University to assess and verify the use of electric stunning methods in commercial conditions. 2. Crayfish trial as described above	Dec-24 and continuing in 2025
Supply Chain Management					
Supplier Welfare Training	Species-specific welfare training in the supply base	#	1	Coordinate & execute onsite shrimp welfare training courses for select shrimp suppliers and SFG sustainability staff. Once completed, review internal shrimp welfare training requirements for all shrimp supply chains.	Dec-24
Collaborative research projects for knowledge gaps on welfare	Projects initiated and ongoing	#	3	2 projects on shrimp and 1 on crayfish as above	As above
Public communications	Number of publications and communications SFG staff contribute to	#	6	To continue support the publication of scientific studies through collaborative research and participate in forums and conferences.	Ongoing
Welfare Risk Assessments	Assess supply chains used our welfare risk assessment methodology	100%	Pending	To assess all supply chains for all farmed decapods and wild caught decapods landed live with our internal welfare risk assessment, methodology described above.	Dec-24