



GORTON'S 2023 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 the Gorton's Seafood 2023 Corporate Social Responsibility (CSR) Report. This report provides an overview of our sustainability progress and priorities for 2023 and beyond. At Gorton's, we are passionate about our mission: Spreading the goodness of the sea by making quality seafood accessible to everyone. In 2024, we mark a milestone in Gorton's history, as we celebrate and embark on our 175th anniversary. As we reflect on our past, it is pivotal that we can continue to identify ways in which we can improve the world we live in.

While Gorton's has a long history and a strong beginning in sustainability, we need to continuously adapt and improve to advance our efforts. Our Sustainability Program, known as Trusted Catch, takes a comprehensive approach to our sustainability strategy by focusing on four key pillars: Ocean & Fishery Health, Carbon Footprint Reduction, Eco-Friendly Packaging, and our newest pillar added in 2022, Social Responsibility.

We have key short-term and long-term goals across all our CSR pillars. Our efforts continue 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 2024, we will continue our support of industry improvement efforts by participating in a Fishery Improvement Project for wild-caught shrimp as well as continuing the development and implementation of an Environmental Management System 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 at the same time become a more diverse and inclusive organization, which is a key priority of our new Social Responsibility pillar.

Gorton's sustainability journey has evolved significantly over time, 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

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



ECO-FRIENDLY PACKAGING

- Package Recyclability
- Packaging Optimization
- Transparent Product Labeling




SOCIAL RESPONSIBILITY

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






OCEAN & FISHERY HEALTH

At Gorton's, our focus on the ocean and its fisheries from which we source remains constant. For the Ocean & Fishery Health Pillar, it was a year of partnerships both old and new. We announced an exciting partnership to help tackle ghost gear and ocean plastic, joined a coalition driving improvements in one of our source fisheries, and continued to collaborate with our supply base and trusted partner, the Anderson Cabot Center for Ocean Life at the New England Aquarium, to ensure that we are sourcing responsibly and remaining good stewards of the ocean.

2023 ACCOMPLISHMENTS

-  >99% of wild-caught seafood sourced certified by the Marine Stewardship Council (MSC); supporting an Ecuadorean Fishery Improvement Project to help address the <1%
-  100% of aquaculture sourced certified by Best Aquaculture Practices (BAP) with >80% BAP 4 Star
-  Formalized membership with Global Ghost Gear Initiative (GGGI) to better understand & address abandoned, lost, and discarded fishing gear in our supply chain

2024-2026 SMART GOALS

-  Active participation in Ecuador Titi Shrimp Fishery Improvement Project as new member company in 2024
-  Complete GGGI Year 1 Action Plan & develop foundation for future efforts in 2024
-  Increase aquaculture sourcing requirement to 100% BAP 4 Star in 2024
-  Identify an ocean plastic reduction/recycling initiative by end of 2024
-  Continue to engage Alaska Pollock suppliers and New England Aquarium on bycatch reduction efforts & facilitate collaboration with the goal of an industry pilot project in 2025




CARBON FOOTPRINT REDUCTION







Carbon reduction is at the heart of combating climate change, and in 2023, Gorton's took critical steps to align our carbon footprint goals with the Science Based Target initiative approach for ambitious corporate climate action. Our Gloucester operations are providing baseline data to set new, quantifiable climate goals later this year, and our focus will pivot to gross CO2 reduction targets as opposed to just efficiency of our operations.

And to reduce our waste, we've implemented many exciting recycling streams that include using byproducts for animal feed, alternative building heating and cogeneration of electricity, as well as partnering with Recycling Works of Massachusetts to further optimize our existing waste streams.

2023 ACCOMPLISHMENTS

-  Maintained Giga-guru status with Walmart amidst stricter qualifications
-  Completed Scope 1 & Scope 2 emissions tracking to set baseline data for developing future science-based climate targets
-  Achieved 71,864 kwh electricity reduction through Continuous Energy Improvement (CEI)

2024-2026 SMART GOALS

-  Develop an Environmental Management System (EMS) by end of 2024
-  Reduce natural gas intensity by 6% by July 2025 (CEI) vs. July 2019
-  Reduce electricity intensity by 6% (CEI) and 2% (Capital Investment) by July 2025 vs. July 2019
-  Develop 1 Additional Recycling Stream by 2025




ECO-FRIENDLY PACKAGING

Gorton's goal is to reduce our carbon footprint and help our consumers live a more sustainable lifestyle. 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, one-third 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.






2023 ACCOMPLISHMENTS

-  Tested multiple recyclable materials for poly coated cartons
-  Identified and ordered PCR (post-consumer recycled) film for testing on stand-up, re-sealable pouches (SURPs)
-  Increased recyclability and awareness by including How2Recycle labels on 31% of packaging materials



2024-2026 SMART GOALS

-  Test PCR content film and new recyclable materials for cartons by the end of 2024
-  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 that Gorton's has much more to contribute to its customers, consumers, and employees beyond seafood, Gorton's officially formed its Social Responsibility Pillar in 2022. The Social Responsibility Pillar spans four key humanitarian efforts: Diversity Equity & Inclusion (DEI), Community Impacts & Philanthropy, Human Rights & Ethical Labor Practices, and Workplace Safety.

2023 ACCOMPLISHMENTS

- Offered various DEI trainings, partnered with both community DEI groups to host company-wide events as well as with a diverse recruiting platform
- Hired Safety & Training Coordinator to improve employee safety and reduce accident rates
- Increased volunteer hours to >100 hours & donated >1,500 lbs of food to local food pantry

2024-2026 SMART GOALS

- Achieve Gorton's Recruitment and DEI goals by 2025, including increasing inclusivity & the diverse representation of Gorton's staff
- Give back to the North Shore community, targeting one volunteer event per quarter
- Direct McDonald's Code of Conduct audit by end of 2024
- Ensure compliance with Gorton's Workplace and Employment Standards Policy by all supply chain partners
- Identify a strategic partner to provide guidance on human rights due diligence for the supply chain, with the goal of strengthening policies and increasing transparency

