

# ACME SMOKED FISH CORP.

## SUSTAINABLE SEAFOOD POLICY





## COMMITMENT TO SEAFOOD SUSTAINABILITY

We're proud to be a 4th generation family seafood company, and the sustainability of seafood is vital to our company's success. As we encourage recycling, less packaging, and energy saving practices in our supply chain to lessen our carbon footprint, we recognize there are additional steps that can be taken to ensure the seafood we provide to our customers is harvested in an environmentally responsible manner. Sourcing sustainable seafood is not only important to the future of our business, but to the livelihoods of fishermen and women, fish farmers worldwide, and to the health of marine ecosystems.







## ACME SMOKED FISH IS COMMITTED TO:

- ★ Supporting fishing and fish farming communities and the efforts involved to ensure their posterity.
- ★ Preferentially sourcing from suppliers that share our commitment to sustainability and transparency, as verified by third-party auditors.
- ★ Assessing the current status of the fisheries and fish farms that supply the seafood products we buy and sell.
- ★ Preferentially sourcing and selling environmentally-responsible seafood that addresses local, regional, and global concerns regarding environmental performance.
- ★ If the source of the seafood product is found to be from an unsustainable source, Acme Smoked Fish will utilize our purchasing influence to encourage less sustainable fisheries and farms to move forward with credible, documented, time-bound improvement efforts including:
  - Fishery Improvement Projects (FIPs)
  - Aquaculture Improvement Projects (AIPs)
- ★ We will not source from any fishery found to have IUU issues or that is currently on the IUCN red list or any fishery or fish farm that is unwilling to improve.
- ★ Educating our employees and our customers about the sustainability of the seafood products we sell.

## IMPLEMENTATION

In 2020, the first year of our commitment, Acme Smoked Fish will conduct a sustainability assessment of raw materials. In 2021, we will work with our suppliers to apply our Sustainable Seafood Policy above to procurement decisions. In 2022 and ongoing, Acme Smoked Fish will measure our progress and work closely with our suppliers and partners to ensure that improvements are being made in fisheries and fish farms. Acme Smoked Fish will report on the progress we have made with regards to these goals in an annual sustainability statement as part of our Acme Smoked Fish Corporate Sustainability Report. We will also provide updates on the continuous



improvement of our fishery and aquaculture supply, and highlight their achievements periodically on our website. Please see below for a more detailed explanation of each component of the Acme Smoked Fish Commitment.

## SUSTAINABLE SEAFOOD ASSESSMENT

Understanding of the status of the seafood which make the products Acme Smoked Fish buys and sells is critical to developing and executing any sustainable seafood policy. In order to conduct this assessment, Acme Smoked Fish will work closely with our seafood suppliers to capture the necessary information through a Supplier Assessment. Once detailed information is collected on each fishery or fish farm, the assessment will look at several factors.

We will measure the efforts of Wild Fisheries through the following:

- ★ Does the fishery comply with all relevant national and international laws, including those specific to fishing practices?
- ★ Do our partners in the fishery provide full transparency and traceability into how and where a resource was harvested?
- ★ Whether the target fish or by catch, does the fishery have any issues with Illegal, unreported and unregulated (IUU) fishing or species on the IUCN red list?
- ★ Is the fishery managed by an external entity?
- ★ Does the fishery have a science-based stock assessment or other catch regulations?
- ★ If it's a rebuilding fishery, is there a plan in place to ensure recovery?
- ★ What are the impacts of the fishing gear on habitat and other species?
- ★ Is the fishery currently certified by any third-party auditors?

We will measure the efforts of our Aquaculture partners through the following:

- ★ Does the farm comply with all relevant national and international laws, including those specific to farming practices?





- ★ What is the farm's impact on the local environment?
- ★ Do our partners operating farms provide full transparency and traceability in associated processes including: hatchery, feed and harvest process?
- ★ Are efforts made to reduce feed conversion ratio (FCR)?
- ★ Does the farm subject itself to third-party audits or certifications?



## SUSTAINABLE SEAFOOD STANDARDS

Acme Smoked Fish recognizes there are current standards in the seafood industry that have been developed to certify wild-caught products as sustainable, and farm-raised products as environmentally responsible, such as the Marine Stewardship Council (MSC), the Aquaculture Stewardship Council (ASC), the Global Aquaculture Alliance (GAA), Best Aquaculture Practices (BAP) and the Monterey Bay Aquarium Seafood Watch program. While we do consider these organizations' standards favorably in our sourcing decisions and currently carry products certified by these organizations, Acme Smoked Fish does not require all our products to be certified. We do seek to ensure that the products we sell meet certain minimum standards in terms of sustainability and environmental responsibility and consider these efforts as important as the focused attention we give to ensuring the highest level of quality and food safety. Where there are opportunities to help our vendors achieve certifications for their products, we will look to support and guide those efforts as best as we can.

## FISHERY & AQUACULTURE IMPROVEMENTS

If a seafood product does not meet our minimum standards for sustainability, Acme Smoked Fish is willing to continue sourcing from those fisheries and farms if we can use our leverage as buyers to encourage improvements that drive sustainability. Two of the most common ways to do this are through Fishery Improvement Projects (FIPs) and Aquaculture Improvement Projects (AIPs). This approach will ultimately lead to increased supply of sustainable seafood worldwide as we actively work





with our supply chain to improve fisheries and fish farming impacts. Acme Smoked Fish will require a commitment from suppliers that are willing to work proactively with fishermen and fish farmers to improve the environmental performance of the fishery/fish farm and can demonstrate significant progress in fixing problems by meeting clear milestones and deadlines for improvement. Projects must have work plans and must have reporting timelines, so that both Acme Smoked Fish and our suppliers can monitor the progress towards improvement. If fisheries/fish farms are unwilling to engage in improvement projects or are unable to make progress addressing sustainability challenges in a reasonable time frame, then we will discontinue sourcing.

### **PARTNERSHIPS**

Seafood sustainability is a journey that includes many stakeholders including conservation groups, fishermen and women, fish farmers, wholesalers and distributors, retailers, and industry groups—all working together to address issues. In order to have a successful sustainability program our suppliers must demonstrate a commitment to sustainability, transparency, and improvement, as criteria to work with Acme Smoked Fish.

### **TRANSPARENCY AND TRACEABILITY**

Due to the global nature of the seafood industry, Acme Smoked Fish is committed to implementing systems and practices to track our seafood back to the harvest location or farm that produced the fish, to ensure legality and to eliminate unreported and unregulated seafood from our supply chain.



### **EDUCATION**

Acme Smoked Fish will share the information collected on our seafood products with our customers and employees through our website and our Corporate Sustainability Report. We will also incorporate our sustainability principles into existing employee training, so employees fully understand the sustainability of the seafood products we sell and can communicate our visions for the future.