

# Integrated Management Policy

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Headquartered on the east coast of North America, the Cooke family has built a global seafood company with both aquaculture and fishery divisions. The company raises and harvests quality seafood for global customers in an environmentally sustainable manner while maintaining a safe and healthy work atmosphere.

The Cooke family's expanded global reach includes Cooke Aquaculture, Cooke Aquaculture USA (Maine), Cooke Aquaculture Chile, Cooke Aquaculture Scotland, Cooke Aquaculture Pacific (Washington State), Culmarex, a sea bass and seabream farming company in Spain, the Wanchese Fish Company, primarily a wild fishery harvester and processor in the USA and Argentina, Icicle Seafoods, Inc., a wild seafood harvester and processor in Alaska; and Cooke Uruguay, primarily a hake fishery in Uruguay.

The family's aquaculture operations in Atlantic Canada and the USA are vertically integrated including broodstock facilities, salmon hatcheries, marine farms, processing plants, an equipment manufacturing and service division, a transportation division, a feed division and a global sales and marketing division.

**OUR SCOPE:** Our Integrated Management System (IMS) encompasses our freshwater, saltwater, processing, feed and net service divisions for our North American aquaculture operations.

**OUR POLICY:** We are committed to minimizing the impacts of our business on the environment and to respecting the needs of all users of our shared resources while producing safe, wholesome, quality and nutritious seafood products which consistently meet the expectations of our customers.

## OUR COMMITMENTS:

- We shall demonstrate respect for the working environment, supporting sustainable development and environmentally sound business practices.
- We shall educate and train our employees regarding their responsibility to maintain and sustain high levels of food safety and quality while handling our products.
- We shall maintain systems to ensure that methods, processes and products comply with set requirements.
- We shall meet the applicable legal and other requirements in every jurisdiction where we operate.
- We shall continue to adopt best practices to ensure our quality standards are met, verified by external third-party certification such as the Best Aquaculture Practices.
- We shall work with and liaise with Government, non-government organizations, customers, employees, neighbours and the community to work towards improving our processes and the local environment.
- We shall integrate and infuse quality and food safety principles within the company between various divisions.
- We shall continue to participate in the ongoing research to source new technologies that may support best practices and the interaction of our operations with the environment.
- We shall participate in local aquaculture siting strategies and/or Bay Management Areas where applicable.
- We shall ensure that all employees and contractors or those persons who can affect our food safety, quality and environmental performance are aware of this Policy.
- We shall ensure that this Policy is available to the public.
- We shall review this Policy and the performance of sites within the scope of our IMS, including consultations with customers, regulators and other stakeholders on a yearly basis to ensure continuous improvement. We shall provide the necessary infrastructure, resources and training to staff to enable our teams to conform to the provisions of our IMS.

Glenn Cooke,  
CEO Cooke Aquaculture Inc.