

Sustainability Policy

Version 19.04-06



Cooke Aquaculture was established in 1985 by the Cooke family with one farm and 5,000 salmon. Recognizing that integration and diversification was key to global competitiveness, the family launched an aggressive growth strategy involving acquisitions, expanded facilities, product lines and distribution networks. Today, Cooke Aquaculture is a vertically-integrated seafood corporation headquartered in Blacks Harbour, NB, with the Cooke family of companies now employing more than 9,000 people worldwide.

Initially focused on expanding the New Brunswick salmon farming operations, the Company has since grown to include farming operations in Atlantic Canada, the United States, Chile, and Scotland as well as sea bass and sea bream farming in Spain and shrimp farming in Honduras and Nicaragua. The Cooke family has also worked to diversify the operations, including wild fisheries. The Cooke family's entrepreneurial spirit has taken the company upstream since 1985 – through the industry's early development to today's modern, sophisticated food production industry. The company has thrived, impacting the lives of thousands of employees and bringing tremendous benefits to the communities in which it operates.

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

OUR COMMITMENTS:

- 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.
- As farmers, we shall raise our fish with optimal care and consideration of animal welfare practices and we shall continue to participate in the ongoing research to source new technologies that may support best practices.
- We shall ensure that our farming practices, both on land and in the marine environment, are conducted in a manner that causes minimal alterations to the benthic environment - by implementing best practices and new technologies; the surrounding wildlife – by limiting interactions through design; and landscape – by mitigating against litter, pollution and lost or abandoned marine debris.
- We shall demonstrate respect for the working environment, supporting sustainable development and environmentally sound business practices and operate our facilities following the applicable legal and other requirements in every jurisdiction where we operate. We shall participate in local aquaculture siting strategies and/or Bay Management Areas where applicable.
- Our employees shall be educated and trained to uphold high standards of safety, food safety, quality and operational integrity while handling our fish and products, and we shall provide the necessary infrastructure, resources and training to enable them.
- We shall work with and liaise with Government, non-government organizations, customers, employees, neighbours and the community to work towards improving our processes and we shall continue to adopt best practices, which are verified by external third-party certifications, such as the Best Aquaculture Practices.
- We shall integrate and infuse quality and food safety principles within the company and between the various divisions as well as ensure that this Policy is available to the public and shared with all employees and those persons who may affect our food safety, quality and environmental performance.
- This Policy and the performance of sites within the scope of our IMS, including consultations with customers, regulators and other stakeholders shall be reviewed on a yearly basis to ensure continuous improvement.

Glenn Cooke,
CEO Cooke Aquaculture Inc.