

# Iceland Seafood UK Ltd

## Food Safety, Quality & Authenticity Policy

- ISUK is committed to supplying products that are authentic, legal, safe, to the highest quality and to exceed our internal and customer expectations.
- To supply our customers with responsibly sourced raw materials and packaging, that exceed both Iceland Seafood's and our customers' expectations along with management of our environmental systems to reduce the company's overall carbon footprint.
- To have systems in place to manage allergens, free from claims and the integrity of all raw materials and finished product throughout our supply chain.
- To invest in our factory, people and supply chains to produce cost effective products to ensure our customers are competitive.
- The continual improvement of the sites food safety and technical standards to ensure we are at the forefront of the seafood manufacturing sector.
- To ensure a safe working environment and the health and wellbeing of our colleagues at ISUK and that of our supply base.
- To provide our colleagues with the relevant training so they are equipped with the skills to provide our customers with authentic, legal and safe products to the highest quality.
- This shall be achieved through the implementation of Iceland Seafood's Quality Management System which include policies, guidelines, customer specific requirements and compliance to safety legislation.

# Iceland Seafood UK Ltd

## Modern Slavery Statement

for the fiscal year 2021

### Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the UK Modern Slavery Act 2015.

We expect the same high standards from all our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

### Organisation

Iceland Seafood UK Ltd form part of a larger international group under the trading name of Iceland Seafood International. Further details of the group's history and operations can be found at the following link <https://www.icelandseafood.is>.

Iceland Seafood UK Ltd business model is to source fish, shellfish and plant based raw materials from approved suppliers and then manufacture both natural and added value product for UK retail and UK and international food service markets.

Iceland Seafood UK Ltd use agency workers, these are sourced from reputable employment agencies who are licenced with the Gangmasters & Labour Abuse Authority.



## Due Diligence

Iceland Seafood UK Ltd are members of SEDEX (<http://sedex.com>) and use this as part of our supply chain approval process, at any point of our supply chain where SEDEX cannot be used a detailed risk assessment process is in place. Iceland Seafood UK Ltd understands that we have high risk supply chains and as such conduct ethical audits as part of the due diligence process.

All employees have access to HR personnel for confidential support and we share details of where any help and/or advice can be found. Iceland Seafood UK Ltd have a confidential reporting system in place and actively encourages our employees to report any concerns around the wellbeing of any employee.

Iceland Seafood UK Ltd has detailed policies in place for both responsible sourcing of raw materials as well as ethical trade within our supply chain. These are continually reviewed and updated based on our risk assessments and the latest industry news.

## Looking to the Future

Iceland Seafood UK Ltd will continue to review all policies and procedures within the business to ensure that we are following the latest guidelines, including: -

- ✓ Continued reviews of the UN Sustainable Development Goals and in particular the decent work and economic growth section.
- ✓ Continued ethical audits on high risk supply chains.
- ✓ Continued training for relevant staff as required to aid the implementation of the UK Modern Slavery Act 2015.

This statement has been approved by the Iceland Seafood UK Ltd senior management team on 11<sup>th</sup> January 2022 and signed on its behalf by:

Reynir Jónsson, Interim Managing Director

# Iceland Seafood UK Ltd

## Responsible Seafood Sourcing Policy

### Introduction

Seafood is a naturally renewable resource and if managed responsibly, it can continue to be a major food source for the future of the planet. Without responsible stewardship, natural seafood resources may become depleted, reducing overall food provision, damaging eco-system productivity and harming sensitive marine habitats.

Iceland Seafood UK Ltd sources seafood products from fishing operations in which aquatic animals are captured from their wild populations – these are referred to as ‘wild captured fish’, or through cultivation within the captive aquaculture operations, these are referred to as ‘farmed fish’.

It is a priority for ISI to ensure that both wild captured and farmed fish are sourced responsibly, both to meet our own high standards for Corporate Social Responsibility and to meet the expectations and requirements of our customers.

### Scope

This policy covers issues of environmental responsibility as addressed through the measures adopted to ensure good stewardship of the resource. Matters relating to ethical trade and social responsibility are dealt with separately in the Iceland Seafood UK Ethical Trade in Supply Chains Policy.

### Responsible Sourcing Criteria

The Iceland Seafood UK responsible sourcing criteria for wild captured fish are predicated on four parameters:

- Understanding the population biology (stock size)
- Ensuring effective fisheries management (MSC, MCS)
- Protection of wider marine eco-systems
- Initiating transparent improvement initiatives for non-conforming sources

For farmed fish to meet the Iceland Seafood UK responsible sourcing criteria, they must be sourced from aquaculture operations that are independently certified third-party standard, these currently being

- ASC
- Global Gap
- GAA BAP (The Best Aquaculture Practices standard from Global Aquaculture Alliance).



## Continuous Improvement

Iceland Seafood UK Ltd regularly review our risk assessment and risk mitigation policies and procedures, and we are constantly seeking to improve our processes and supply chain tools

- We will continue to monitor the latest scientific advice and to assess how the fishery management measures adapt to any change in status within our existing supply chains
- We will not list fish from any new sources unless those sources meet responsible sourcing criteria
- Iceland Seafood UK Ltd will take guidance from MCS scoring, MCS indicate which fisheries are at risk based on fishing type, stock levels

# Iceland Seafood UK Ltd Environmental Policy

Iceland Seafood UK Limited is committed to conduct business activities in a manner that is environmentally responsible and sustainable.

We will:

- Comply with all applicable legal requirements and other requirements relevant to our business and activities.
- Prevent unnecessary pollution, promote resource efficiencies and minimise waste as far as reasonably practicable.
- Protect the natural environment from harm arising from our products and activities.
- Provide the framework for continuous improvement in environmental performance through open communication, recording of data, employee engagement and prioritised planning.

All employees of Iceland Seafood UK Ltd are made aware of our commitment to the environment and will work to consistently achieve the Company's aims. Through management leadership and appropriate training, all personnel will understand and accept their responsibilities for ensuring that our environmental commitments are met.