

JCS Fish is one of the UK's leading seafood companies and a specialist salmon supplier operating from a BRC (Main Factory) and Salsa (Smokehouse) accredited facility in Grimsby - at the heart of the UK's fish processing industry. We take our environmental responsibilities seriously, particularly the integrity of ocean ecosystems. Our business is in farmed fish and, as the world's population continues to grow and demand for fish increases, we believe that well-managed aquaculture has a key role to play in reducing sourcing pressure on wild fish stocks.

Although we're only a relatively small company, JCS Fish recognises its activities ultimately impact the environment in a number of ways, principally through our use of:

- Energy
- Travel & Logistics
- Waste
- Refrigerants

The impact of each of these activities is assessed below.

Activity	Impact	Level ¹	Control Measures
Power to our buildings and facilities	Carbon emissions	152.61 tCO ₂ e	<ul style="list-style-type: none"> • The electricity provided to the Smokehouse via Haven Power was generated from 100% renewable sources² • 32%³ of the electricity provided to the Factory between was from renewable sources. • Motion activated lighting in most areas.
Receiving and delivering products	Carbon emissions	28.28 tCO ₂ e	<ul style="list-style-type: none"> • Encouraging local sales to be collected from site, rather than delivered. • Company vans being replaced from traditional fuel to 100% electric over next 10 years.
Creation of recyclable and non-recyclable waste from our operations	Waste	24.9 tonnes	<ul style="list-style-type: none"> • Movement from paperwork to electronic systems to reduce paper usage. • Staff encouragement to recycle
Waste created from the use of packaging	Waste	36 tonnes	<ul style="list-style-type: none"> • Reduced non-recyclable plastic in our BigFish by 60%.
Use of refrigerants ⁴ for freezing and chilling of goods	Potential harmful gas emissions	0	<ul style="list-style-type: none"> • Perform regular maintenance and leak tests to reduce any unknown gas leaks.
Water to our buildings and facilities	Carbon emissions Trade effluent waste	3.35 tCO ₂ e	<ul style="list-style-type: none"> • Catch baskets in house to minimise processing waste entering the water supply. • Stop flow hoses used in cleaning to minimise running water usage.
Chemicals ⁵ used in the cleaning process	Pollution	5.6 tonnes	<ul style="list-style-type: none"> • Used in correct dilutions. • Chemical spillage procedure (JCSP25) to assist with any spillages.
Business travel	Carbon emissions	<1 tonne	<ul style="list-style-type: none"> • Due to the pandemic, business travel is at an all time low, with most meetings conducted via Teams. • Company cars being replaced from traditional fuel to 100% electric over next 3 years.

Our environmental commitments

¹ 2019 Investors in the Environment – Carbon Footprint Calculations

² 2019/20 Haven Power Annual fuel mix disclosure statement

³ 2019/20 Total Gas & Power fuel mix disclosure

⁴ R507 refrigerant in the spiral freezer

⁵ Rapier, Tribac, Maxifoam

We also recognise that there is a growing requirement for companies to achieve and demonstrate environmental performance by controlling the impacts of all their activities, products and services on the environment. Therefore, JCS Fish is committed to protecting the environment and continually improving its environmental performance in the following ways:

- To meet and/or exceed all relevant legal and other requirements.
- To buy only from reputable fish suppliers who adhere to the highest production and environmental standards, who are focused on the health and welfare of the salmon and who consider their impact on the environment and wild fish stocks. Proven by the standards of one or more of the following schemes: GlobalG.A.P. (GGN), Aquaculture Stewardship Council (ASC), Organic Food Federation and RSPCA Assured.
- We will minimise our use of energy and raw materials, adhering to the principles of sustainability as much as possible. This includes in the way we design products and processes, maintain equipment, manage and conserve energy and use product-related materials and services such as packaging and transport. Packaging reduction is a key priority (see next page).
- To maintain energy management systems (EMS) which provide a structured means to monitor, review and continuously improve our environmental performance.
- We will minimise our production of waste through careful planning and Good Manufacturing Practice (GMP), including using external advice to ensure continuous improvement. We will be careful in planning and ordering packaging and distribution materials to prevent waste. Wherever possible we will re-use items (e.g. crates and trays) and recycle.
- We will prevent pollution and minimise disturbance to local and global environments, particularly with reference to the usage of harmful refrigerant. These will be replaced as and when possible.
- We will set targets for ongoing improvement and create action plans to achieve them.
- We will seek to maintain and where possible improve our environmental performance, and to have this independently audited each year. Currently this is done through the independent Investors in the Environment (IiE) accreditation scheme.
- We are committed to communicating this Policy with employees, customers, other third parties and to allow for independent assessment.

Responsibility

Will Middlemass is our designated Environmental champion responsible for ensuring that the policy is implemented. We also have an in-house eco-group, who meet quarterly.

However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

Packaging

Our first concern is for product packaging solutions which maintain food quality and safety, keeping our fish in tip-top condition from the time it leaves our Grimsby factory right through to when people open and cook it, particularly since many of our frozen salmon products have long shelf lives.

Our packaging goals are as follows:

- To eliminate as far as possible the use of non-recyclable plastic from our packaging. This includes an ongoing process of a) moving to alternative types of packaging and b) seeking new packaging solutions as these become available.
- To reduce our use of the white polystyrene (EPS) boxes which are commonly used in seafood due to their unique insulating and protective qualities. We have a system to collect and send for local recycling. The boxes are decontaminated and then crushed and turned back into blocks of raw

polystyrene material for re-use. However, we will continue to review any alternative solutions which become available, as part of our efforts to reduce our use of plastics.

- To maximise recycling. We make it easy for all JCS staff to recycle, with bins in all key areas of our site.

Our aim is to eventually switch all the packaging we use – across all stages of raw material and finished product - to fully recyclable and/or compostable alternatives and eliminate the use of non-recyclable plastic. This involves finding new solutions that are both completely food-safe and able to withstand the rigours of transport, storage and (in some cases) allow for microwave and boil in the bag cooking.

We are hopeful that we may well be able to accelerate our goals as and when new materials and technologies become more widely available.

Name: Andrew Coulbeck - Managing Director	
Signed: 	Date: 01/02/2021

Andrew Coulbeck
Director Responsible for Health, Safety and Environment