

Environmental Policy Statement



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Although we're only a relatively small company, at JCS Fish our aim is to be as 'green' as possible in everything we do.

JCS Fish is one of the UK's leading seafood companies and a specialist salmon supplier operating from a BRC AA-Grade 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.

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.

Our environmental commitments

- 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.
- To purchase only farmed fish (currently salmon and trout) which meet 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 also maintain Chain of Custody certification to GlobalG.A.P., ASC and Marine Stewardship Council (MSC) standards.
- 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.
- 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

Our designated Environmental champions are responsible for ensuring that the policy is implemented. We also have an in-house eco-group, which meets quarterly. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

Packaging

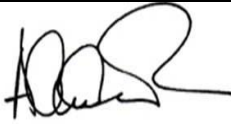
Our first concern is for product packaging solutions which maintain food quality and safety, keeping our fish in tip-top condition from the time it leaves our Grimsby factory right through to when people open and cook it, particularly since many of our frozen salmon products have long shelf lives.

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. For example, during 2020 we will complete a process to repackage all our BigFish™ frozen fillet portions in 100% recyclable cardboard sleeves, rather than non-recyclable black plastic outer bags.
- 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 are already a zero waste to landfill business and have a strong internal recycling culture. 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: 08/11/2019

Andrew Coulbeck
Director Responsible for Health, Safety and Environment