



ENVIRONMENTAL, SOCIAL & GOVERNANCE POLICY

January 2023

RESPONSIBILITY

Export Packers is a leading diversified international food company, serving retail, foodservice, and further-processor customers throughout Canada and around the world.

Our expertise and experience give us the unique ability to source a variety of meat, seafood, fruit/vegetable and other food products that meet the diverse needs of our customers.

We are proud to share our commitment to effecting positive environmental and social change as part of the role we play in the global food industry.



ENVIRONMENTAL

We recognize the role and responsibility we have in reducing the impact of our operations on the environment and we are committed to sourcing our products in an environmentally sustainable way that meets our customers' needs and recognizes the importance of protecting the long-term health of the environment, our ecosystems and the people and communities who rely on them.

RECYCLING & PACKAGING

We work with our suppliers to meet our customers' requirements for reductions in the amount of packaging and increasing the amount of recyclable content in packaging used.

For example, the CHEP Pallet Program utilized in our warehouses reduces waste through discarded pallets and ensures 100% recyclability of the pallets used.

SEAFOOD SUSTAINABILITY

Our significant presence in the seafood market means that seafood sustainability is one of our top priorities and we look to partner with suppliers who share our view and catch or farm seafood in a sustainable and responsible manner.

We do not sell wild-caught seafood species identified as endangered in the International Union for Conservation of Nature's Red List of Threatened Species and do not permit the purchase of seafood acquired through illegal, unreported or unregulated catches. We are working towards the goal of 100% traceability on all seafood products.

Our Diamond Harvest and Ocean Jewel retail products are distributed across Canada. Within these retail product lines, we are committed to sourcing MSC certified wild-caught seafood products and BAP or ASC certified farmed seafood products.

We measure the percentage of certification for our Diamond Harvest and Ocean Jewel retail products to monitor our performance against these commitments. This information is available online at oceanjewelseafood.com.

We are committed to working proactively with our customers, suppliers, industry experts and rating agencies with the goal of increasing the percentage of third-party certified products sold through the Ocean Jewel and Diamond Harvest brands.

SOCIAL

We aim to make a positive impact in communities in which we operate through our actions and our relationships with our partners around the world.

DIVERSITY & CAREER DEVELOPMENT

We are proud of the diversity of our workplace and the varied background and experiences our employees bring to the workplace. We are committed to building a diverse and inclusive workplace where all employees can find opportunities for growth and advancement.

CHARITY

We are committed to giving back to the communities in which we operate through charitable giving. Export Packers provides hunger relief through ongoing support and regular donations to foodbanks across Canada, including Knights Table and Second Harvest. We also have provided financial support to some of Canada's leading healthcare institutions for research and specialized treatment centres, as well as various other charitable organizations.

BUSINESS DEVELOPMENT

We provide expertise, networking assistance and financing to startups and small businesses around the world who are working on developing novel ways to tackle some of the issues facing the global food system.

For example, Export Packers has provided financing, expertise and distribution assistance to startup companies focused on land-based and in-land shrimp production that are looking to address challenges in the aquaculture industry in innovative ways.

GOVERNANCE

We are committed to providing our customers with high-quality products which have been produced in a safe and responsible manner by organizations that adhere to applicable human rights and employment standards.

FOOD SAFETY & QUALITY

Our customers expect us to provide high quality and safe products everywhere around the world and we have processes in place to ensure our suppliers meet our expectations for food safety and product quality.

Domestically, our packaging facility and all of our suppliers are HACCP certified and 80% meet the GFSI benchmarking requirements. In other markets, we look to partner with established suppliers that have other recognized certifications for food safety and distribution (e.g. BRC).

HUMAN RIGHTS & EMPLOYMENT STANDARDS

We uphold and respect the human rights of our employees, customers and members of our communities and we expect our suppliers and other partners to do the same. We will not conduct business with any supplier who engages in forced or child labour, subjects workers to harassment, intimidation or discriminatory practices or otherwise fails to comply with employment law in their jurisdiction.

WORKPLACE SAFETY

We are committed to providing our employees with a safe and healthy place to work and expect our suppliers to do the same. We are proud of our record of no workplace injuries and constantly assess our practices and procedures to ensure we are keeping up with innovations and best practices to ensure the health and safety of our team.



Contact us for more information.
www.exportpackers.com

