



OCEAN ALLIES

STRENGTHENING OUR BOND WITH THE OCEAN AND EACH OTHER

2023 | ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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About This Report

Our inaugural report communicates our environmental, social and governance (ESG) strategy and performance on issues where our business is in a unique position to influence impacts on people, the environment or the economy.

The information in this report describes our policies, programs and goals and includes performance data for the 2022 calendar year unless stated otherwise. All references to dollars are to U.S. dollars unless otherwise noted. The information in this report is accurate as of the date of its initial publication.



A MESSAGE FROM OUR CEO

Welcome to Trident's first ESG report.

Our company has long held a commitment to do business in ways that are good for the planet and good for people. However, this is the first time we have gathered the actions we take in meeting those commitments into a single, comprehensive document. Seeing it all together makes me proud of all we've accomplished.

It seems fitting that this report comes at the same time we are celebrating our 50th year in business. As we look back on how my father, Chuck Bundrant, founded the company — with a vision for combining talented people, lasting relationships and quality seafood from fleet to fork — I still see his vision reflected in our company ethos today. Everything we achieve comes from the collaboration and camaraderie we have with the fishermen who choose to fish for us, our employees, customers and suppliers who work with us, and the communities where we live and work. Together, we are ocean allies, working side by side to promote the resilience and abundance of the ocean and strengthen our bonds with one another. I am grateful for their support and look forward to working together over the next 50 years.

It's this spirit of working together toward a common goal that makes me optimistic for what lies ahead, despite the challenges we face. Climate change is having a dramatic impact on ocean temperatures and marine ecosystems, a direct concern for everyone whose livelihood depends on thriving, healthy oceans. Some of our facilities are aging and require significant reinvestment to remain competitive in global seafood markets while maintaining our longstanding commitment to the Alaskan communities in which we operate. We aspire to make a great deal of change in how we operate in the years ahead — in advancing science and technologies, making new investments in our facilities, and improving our processes and practices. What will never change is our dedication to conducting business with integrity and treating people with respect and kindness. Those values are ingrained in who we are.

I am so proud of our ESG accomplishments and even more proud of the course we are charting for the future — together. Thanks to all of our stakeholders, we have a truly bright future ahead.

Thank you for being part of the Trident family.

Joe Bundrant
CEO, Trident Seafoods

THE YEAR IN REVIEW



Created an **in-house team for fisheries research and gear improvement**

Contributed **more than \$500,000 to foundations and academic institutions** conducting research on pressing fisheries management needs

Established a baseline to track our environmental impact across all Trident U.S. operations — for energy, water and solid wastes



Designed and began planning for a new **state-of-the-art processing facility** with industry-leading technology to maximize manufacturing, water and energy efficiency



Increased the average weight shipped per container by 439 pounds and used 1,766 fewer containers to ship our product, compared to 2021

Determined that **more than 94% of our packaging is recyclable or recycle ready**



Launched a **paid employee volunteer program** in honor of Trident's 50th anniversary



Sponsored the first four apprentices in the newly created **Trident Skilled Trades Training Program**

Launched a **new portfolio and program management business processes** to drive innovation and engage employees in the product innovation process



Launched the new **Fleet Experience group** to better support fishermen

Reduced employee safety incidents by 25%

Trained 100+ employees in Mental Health First Aid



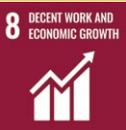
Created a **new team dedicated to improving employee experience**

Refreshed our **Code of Business Conduct**

UN Sustainable Development Goals

Trident supports the United Nations (UN) Sustainable Development Goals (SDGs). Trident has programs and initiatives that contribute to progress against 10 of 17 goals.

We are committed to helping reach these SDGs directly through our operations and investments and through collaboration with our stakeholders. You'll see the SDGs referenced throughout the report.

SDG	FOCUS AREA	TRIDENT'S ACTIONS	SDG	FOCUS AREA	TRIDENT'S ACTIONS
 1 NO POVERTY	End poverty in all its forms everywhere	<ul style="list-style-type: none"> Our Communities: Corporate Responsibility 	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation	<ul style="list-style-type: none"> How We Catch: Advocating for Ecosystem Science and Management, Reducing the Impact of Our Fishing Operations How We Manage: Modernizing Our Primary Processing Facilities How We Collaborate
 2 ZERO HUNGER	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture	<ul style="list-style-type: none"> Our Communities: Corporate Responsibility Our Customers and Consumers 	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> How We Catch: Reducing the Impact of Our Fishing Operations How We Manage: Modernizing Our Primary Processing Facilities, Implementing Our Environmental Management System How We Deliver: Reducing the Impact of Packaging Materials How We Collaborate
 3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> Our Communities: Corporate Responsibility Our Customers and Consumers: Consumer Education Our Employees: Promoting Employee Health and Wellness Food Safety and Quality Assurance 	 13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none"> How We Catch: Advocating for Ecosystem Science and Management How We Deliver: Reducing the Impact of Transportation How We Collaborate
 7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none"> How We Manage: Modernizing Our Primary Processing Facilities, Implementing Our Environmental Management System 	 14 LIFE BELOW WATER	Conserve and sustainably use the oceans, seas and marine resources for sustainable development	<ul style="list-style-type: none"> How We Catch How We Manage How We Collaborate Risk Management: Managing Fishery Resource Risks
 8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all	<ul style="list-style-type: none"> Our Communities: Our Economic Impact Our Fishermen Our Employees Ethics and Compliance: Our Code of Conduct, Our Supplier Code of Conduct 	 17 PARTNERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalize the global partnership for sustainable development	<ul style="list-style-type: none"> Our Stakeholder Model How We Collaborate



ABOUT TRIDENT SEAFOODS

Trident Seafoods is a family-owned company that's been producing delicious seafood products for 50 years.

Trident Seafoods was founded in 1973 by Chuck Bundrant and two fisherman partners. Initially earning a livelihood from Alaska's king crab fishery, their flagship vessel, the 135-foot Billikin, was Alaska's first modern crab catcher-processor. It set the stage for a history rooted in innovation, quality and sustainability.

Today, Trident is the largest vertically integrated seafood harvesting and processing company in North America. We employ more than 9,000 people worldwide during the course of each year and have facilities and partnerships around the world. Importantly, all of Trident's shore-based operations are reliant on independent fishermen. We are honored to serve over 5,400 independent fishermen and crew members from Ketchikan to Nome, Alaska.

Headquartered in Seattle, Washington, Trident's focus on commercial fishing and primary processing operations continues to be in Alaska. We operate 16 facilities in 14 communities across Alaska and are consistently recognized as one of the state's top five largest private employers, with more than 5,500 in-state, full-time and seasonal employees annually.

Over the past 50 years, the scope of species harvested and processed by Trident has expanded from king crab to include virtually every commercial species of salmon, whitefish and crab harvested in Alaska, as well as Pacific whiting off the West Coast. At the same time, Trident expanded its global supply chain to include sourcing from a growing network of trusted seafood producers worldwide.

We are committed to delivering sustainable Alaska seafood within and outside the U.S. Trident is a leader in product development for wild Alaska seafood, serving customers in more than 50 countries with wild Alaska seafood products from our processing facilities in the U.S., Japan, Germany, China and Latin America.

TRIDENT SEAFOODS AT A GLANCE

9,000+

Employees
each year, contributing
to our success

5,400+

Independent Fishermen and Crew Members
whom we consider to be part of our family



16

Alaska-based
shore plants and
support operations



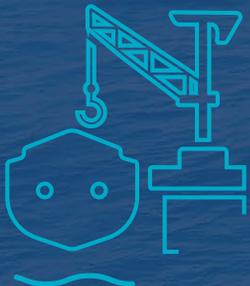
10

Lower 48 U.S.
processing and production
plants and Seattle HQ



18

International
value-added processing
plants and sales offices



2

Shipyards
in Washington with
support in Alaska



37

Company-owned Vessels
including harvesting vessels, support vessels,
catcher-processors and a floating processor vessel



1,350

Independent Vessels
who choose to work with
Trident each year

OUR VISION, MISSION AND VALUES

At our core, we are a people business. What sets us apart is how we care for each other. Chuck Bundrant's vision for combining talented people and lasting relationships is central to how we do business and is embodied in our mission and values.

We are invested in people's success. We want people's lives to be better because Trident is here. And we are optimistic about the future. The strengths and capabilities we've developed over the last 50 years provide the wherewithal to address any future challenges.

OUR VISION

(Why we exist)

We make people's lives better.

OUR MISSION

(What we want to accomplish)

We work together to responsibly share wild Alaska seafood with the world.

OUR VALUES

(How we behave)

We care for each other.
We pursue excellence.
We do the right thing.





OUR FISHERMEN'S PLEDGE

Providing service to our fishermen and demonstrating appreciation for our fleet is a primary goal for every Trident employee.

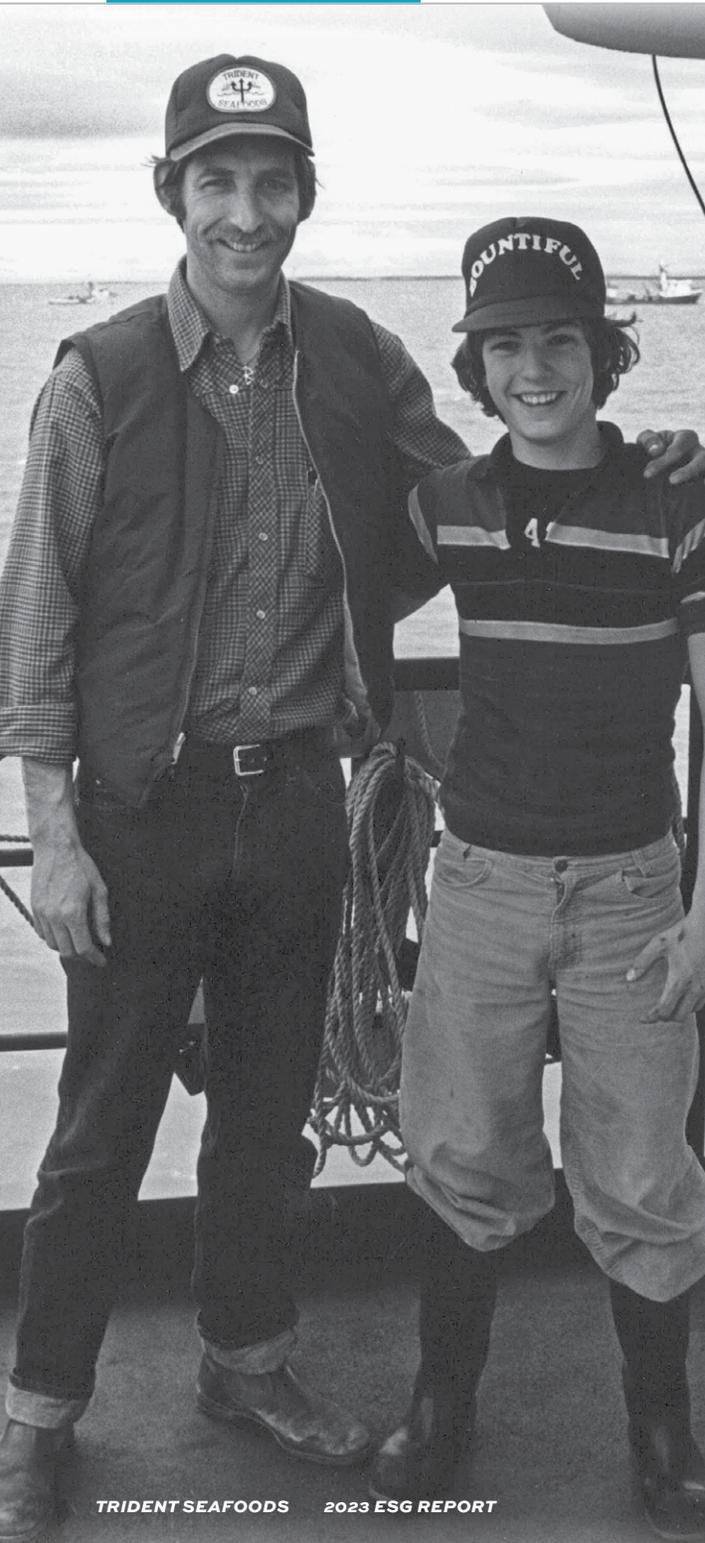
Trident is sensitive to using gender-inclusive language. In discussion with our employees, a strong preference was voiced to refer to men, women and gender-diverse people as “fishermen.” Being a “fisherman” is viewed as a profession rather than a gender-based term.

OUR HISTORY

In 1961, Chuck Bundrant arrived in Seattle with \$18 in his pocket and made his way to Alaska, taking on any work he could find. He repaired boats, shoveled shrimp and worked his way onto the deck of a crabber, fishing some of the world's roughest waters in the nation's most dangerous profession.

A little more than 10 years later, Chuck founded Trident Seafoods with the Billikin — the first American crab ship at sea that could process crab on the same vessel where it was caught. The Billikin laid the groundwork for Trident's future success and our culture of innovation.

Chuck's grit, determination and love for the sea made him a fishing pioneer. Now 50 years later, his legacy continues to guide Trident's mission to work together to responsibly share wild Alaska seafood with the world.



SHARING WILD ALASKA SEAFOOD WITH THE WORLD



Trident processing plants, research and development (R&D), and sales offices serve customers in more than 50 countries.



OUR APPROACH TO ESG

At Trident, we know the success of our business is linked to our ability to operate and grow sustainably. As the largest vertically integrated seafood harvesting and processing company in North America, we recognize that we have a critical responsibility to operate in ways that are good for the environment and good for people and ensure a sustainable future for all. Our approach to ESG holds us accountable to those responsibilities. You'll see this approach reflected throughout this report.



ENVIRONMENT

- Supporting science-based resource management
- Developing operational excellence
- Optimizing our supply chain
- Collaborating on innovative policy



SOCIAL

- Supporting communities
- Engaging customers and consumers
- Supporting independent fishermen
- Cherishing our employees



GOVERNANCE

- Strategic leadership
- Upholding ethical standards and complying with the law
- Providing safe, high-quality food
- Managing risk responsibly

***“For us, sustainability is more than a badge or certification.
It is an investment in the future.”***

—
Joe Bundrant
CEO, Trident Seafoods

OUR STAKEHOLDER MODEL

17 PARTNERSHIPS FOR THE GOALS



Our founder, Chuck Bundrant, believed that no single stakeholder group can be successful in the long run unless all are successful. This remains a belief that sits at the core of how we operate. We hold ourselves accountable to create value for all of our stakeholders, not only because it's the right thing to do but because we are each better when we collectively succeed.

Environmental Sustainability

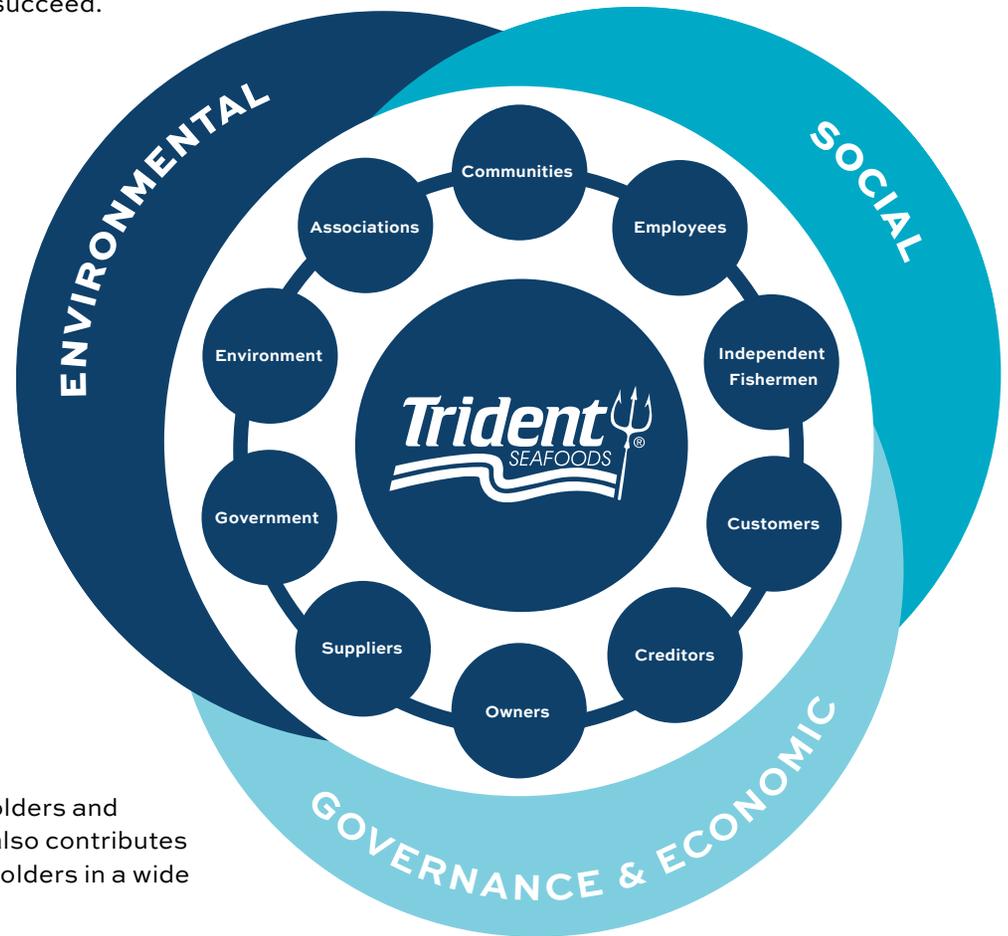
We take our stewardship role seriously. We choose to participate in responsibly managed fisheries, go above and beyond to minimize our impact on marine ecosystems, and use a best-in-class environmental management system (EMS) to manage progress to targets.

Social Sustainability

We have a responsibility to create a better world. We maintain safe and healthy workspaces, strive for mental and physical well-being, support the long-term development of local communities and deliver nutritious seafood products to our customers from fleet to fork.

Governance and Economic Sustainability

We ensure a sustainable company by holding ourselves accountable for conducting business in an ethical manner. We provide good jobs, treat our people and partners fairly, and focus on long-term profitability, which provides the opportunity to reinvest and create value for all stakeholders.



Our model ensures we acknowledge and address the needs of our stakeholders and provides valuable insights that inform our ESG priorities and progress. It also contributes to our company's long-term success. We engage regularly with key stakeholders in a wide variety of ways throughout the year.

METHODS OF ENGAGEMENT

STAKEHOLDER	STRATEGY PRESENTATION	BOARD OR ASSOC. MEMBERSHIP	ONLINE CONSULTATION	IN-PERSON MEETINGS	CONFERENCES	SITE VISITS	TRAININGS	EVENTS	WEBSITE, INTRANET, SOCIAL MEDIA	SURVEYS	CORPORATE RESPONSIBILITY CAMPAIGNS
Trident Board	●	●	●	●		●	●	●	●	●	
Trident Executive Leadership	●	●	●	●	●	●	●	●	●		●
Trident Management	●		●	●	●	●	●	●	●	●	●
Trident Global Employees	●		●	●		●	●	●	●	●	●
Fishermen			●	●		●	●	●	●	●	●
Customers	●	●	●	●	●	●	●	●	●	●	
Consumers							●	●	●	●	
Suppliers	●		●	●	●	●	●	●	●	●	
Community Leaders		●	●	●	●	●		●	●		●
Nonprofits / NGOs / Foundations		●	●	●	●	●		●	●		●
Industry Associations		●	●	●	●	●	●	●	●		
Policymakers / Regulators	●		●	●	●	●		●	●		
Research / Academic Partners		●	●	●	●						

ENVIRONMENT



ENVIRONMENT

As an ally of the ocean, we manage resources to promote resilience and ensure abundance for generations to come.

As the ocean is at the heart of what we do, we have long been dedicated to conserving the ocean resources that sustain our business, customers and communities. We collaborate with our partners and stakeholders who are involved in implementing federal and state fisheries management laws to ensure the best available science is being used to manage the marine ecosystems of the North Pacific and Pacific.

We go above and beyond the letter of the law to care for, conserve and manage these resources in a way that ensures abundance — not just for this season and the next but for future generations. Our guiding principles for managing environmental resources and impacts include the following:

Science-based Resource Management

We base our fisheries and ecosystem management actions on the best available science, using the objectives and processes established in the [Magnuson-Stevens Fishery Conservation and Management Act](#) and the [State of Alaska's Sustainable Salmon Policy](#).

Operational Excellence

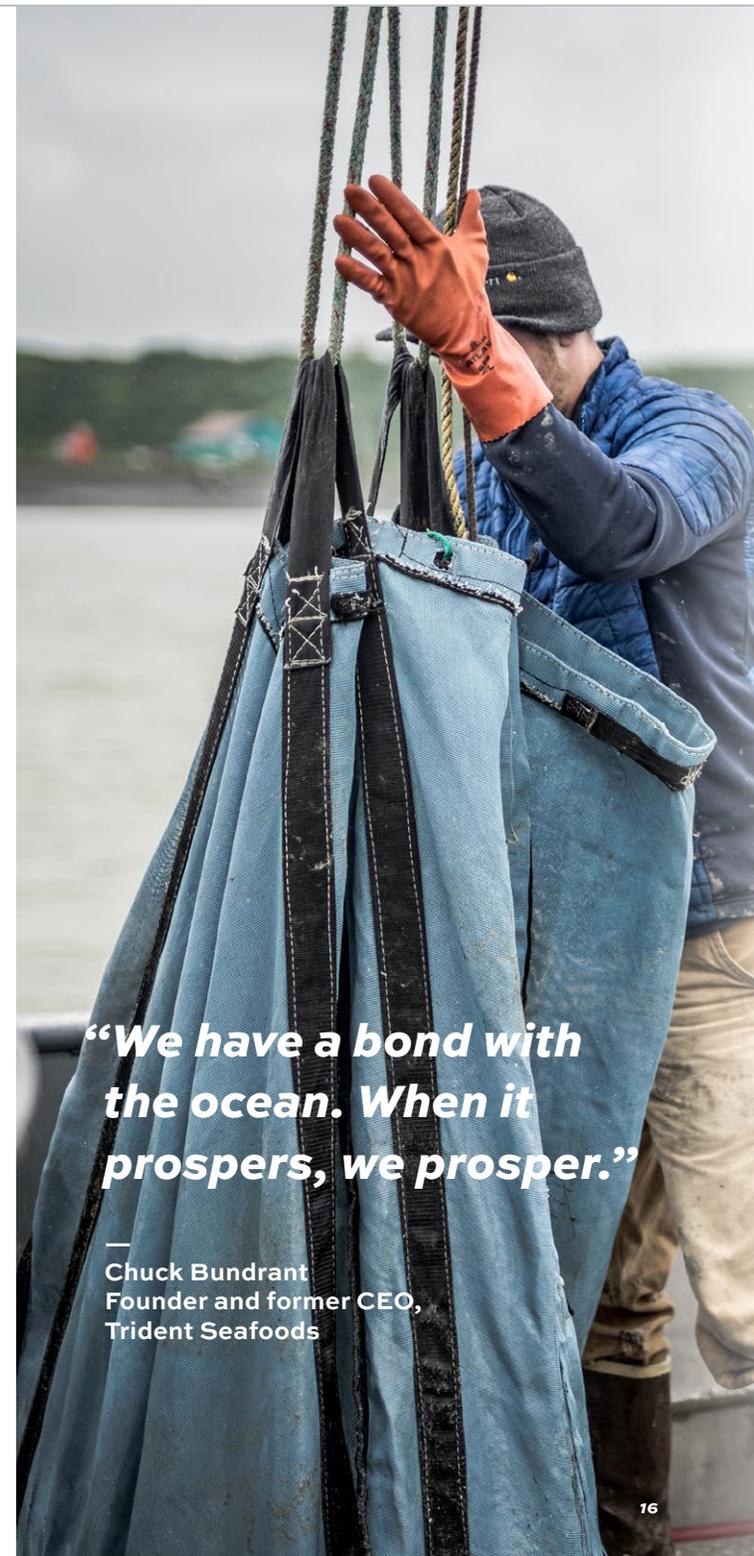
We seek to establish and maintain world-class performance on our vessels and in our facilities, minimizing waste and environmental impacts wherever possible.

Supply Chain Optimization

We seek to minimize environmental impacts throughout our supply chains, working with partners and vendors to reduce waste and maximize efficiency.

Innovative and Collaborative Policy

We collaborate across industry, government and not-for-profit organizations to ensure the U.S. maintains the most sustainably managed fisheries in the world, advances practical and effective solutions to climate change, and reduces risk in global seafood supply chains.



“We have a bond with the ocean. When it prospers, we prosper.”

—
Chuck Bundrant
 Founder and former CEO,
 Trident Seafoods

HOW WE CATCH

We promote, respect and improve responsible harvesting.

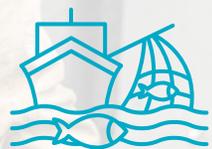
There's no denying that warming ocean temperatures and other climate-related changes are having an altering effect on marine ecosystems. Among the most visible and concerning impacts have been the decline or collapse of such iconic and culturally important species as Chinook salmon, western Alaska chum and coho salmon, and Bering Sea red king crab and snow crab.

The urgency and scale of these challenges requires collective action, a commitment to science-based management practices, and an investment in technology and practices that increase efficiency and reduce the impact of our own fishing operations.

Supporting Science-based Harvest Controls

Trident is heavily invested in — and dependent upon — the long-term sustainability of fisheries resources. We are proud to be a stakeholder in the fisheries management processes of Alaska and the North Pacific, where a long-term dedication to conservation, transparency and science-based management has maintained healthy, sustainable fisheries for decades.

We actively support and defend a transparent, science-driven management process that includes opportunities for fishermen and other stakeholders to provide input, as well as equitable opportunity for all that are impacted by federal fisheries management. We make it a top priority to advocate for full funding of science and management and a strong peer review and public process. We also fund ecosystem research to go beyond what agencies maintain as core function/mission critical.



Science-based Harvest Controls in Action

In late 2013, scientists detected a large mass of warm water in the Gulf of Alaska and other parts of the Pacific Ocean, an unusual marine heat wave they nicknamed “the Blob.” This heat wave persisted and continued to spread over several years, with significant adverse effects on marine life. In particular, the Pacific cod stock in the Gulf declined by 80%.¹ A federal science panel recommended closing all Pacific cod fishing in the Gulf until the stock rebounded above key biomass levels, which fishery managers swiftly put into action.

While this decision had significant impacts to cod-dependent harvesters, processors and communities — and resulted in tens of millions in lost revenue for two of Trident’s facilities in the Gulf — we strongly supported the closures, along with other stakeholders. We believed that a short-term negative economic impact was worth it for the long-term sustainability of the resource.

Today, the fishery is once again open. Pacific cod stock is slowly increasing in abundance each year due to sound management and support from stakeholders.

¹ According to a 2017 stock assessment based on the National Oceanic and Atmospheric Administration’s (NOAA) biannual Gulf of Alaska Bottom Trawl Survey.



Adhering to Full Catch Accounting, Monitoring and Enforcement

While catch accounting, monitoring and enforcement methods vary across fisheries — based on, among other things, time spent at sea, volume of catch and type of catch — all fisheries in the North Pacific and Pacific are managed under global- and industry-leading accountability and enforcement measures. These include the following:

- Catch accounting systems that include vessel, harvest location, time data and species — and validate that the harvester had the correct license and/or permit
- On-deck and in-plant independent observers who can serve both biological, accounting and monitoring purposes
- Electronic monitoring that augments or provides redundancy to human observers
- Active law enforcement presence at sea and on shore to enforce meaningful penalties for violations

Through these accountability measures and the underlying harvest management practices, the fisheries of the North Pacific and the Pacific have become among the best managed in the world.

Trident remains fully committed to these collaborative, transparent and science-driven fisheries management practices. We will continue to advocate for the scientific data and analytical capabilities needed to maintain and improve them. We believe these needs will continue to grow as changing ocean conditions create additional pressures on marine species in the North Pacific.

Global Best Practice in Catch Monitoring
All of our Bering Sea pollock vessels are monitored by independent, on-board human observers or an electronic camera program.

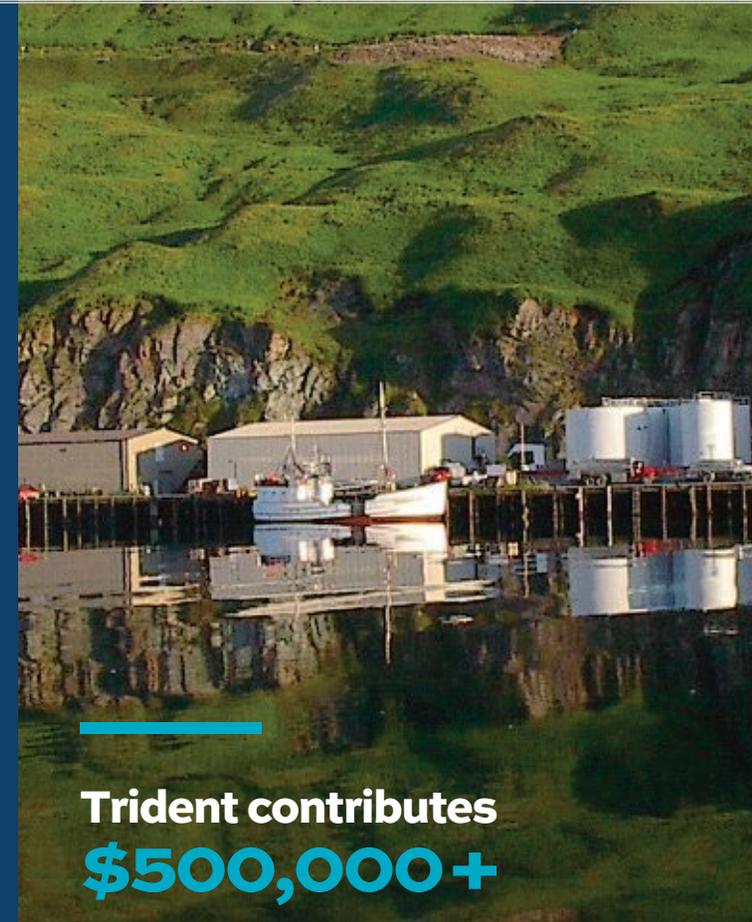
Advocating for Ecosystem Science and Management

The dramatic effect of changing ocean temperatures on Pacific cod stocks provides just one example of the pervasive and often unpredictable effects of climate-related changes on marine ecosystems.

In response, we advocate for advances in the scientific evaluation of climate impacts on marine ecosystems and for awareness of the communities most affected by these changes. This includes calling for increased funding for more robust state and federal data collection systems and scientific analyses, which have been the linchpin in sustainable fisheries management for decades.

We contribute hundreds of thousands of dollars annually, through various research foundations and academic institutions, to fund research on pressing fisheries management needs. This includes providing funding for the [Bering Sea Fisheries Research Foundation](#) and the [Pollock Conservation Cooperative Research Center](#), two cooperative research foundations that advance research related to increasing scientific understanding and reducing bycatch. In addition, Trident contributes significant resources annually to the [Fisheries, Aquatic Science, & Technology \(FAST\) Lab at Alaska Pacific University](#), an applied research center that is currently working on a multiyear study to catalog net designs across the pollock fleet, measure their impact and bottom contact, and research new designs to further minimize bottom contact and unobserved mortality.

When possible, we also provide valuable first-hand information to scientists. For example, Trident skippers relay their observations regarding fish and ocean conditions to on-board federal observers, stock assessment authors, Groundfish Plan team members and Science and Statistical Committee members.



Trident contributes
\$500,000+

annually to various research foundations and academic institutions conducting research on pressing fisheries management needs.



Reducing the Impact of Our Fishing Operations

Trident is committed to making improvements and creating new solutions to reduce the environmental impacts of our fishing operations. Our efforts include the following:

More Sustainable Fishing Practices

We are actively engaged in research, gear innovation and changes in our fishing practices that will allow us to minimize habitat and bycatch impacts, increase utilization and quality of our directed catch, and maintain Alaska fisheries' standards globally.

We are also researching, developing and implementing more sustainable and efficient fishing methods and vessel designs, work that has made Trident an industry leader and will benefit the industry as a whole.

Fleet Management

We are committed to managing our fleet in ways that minimize environmental risks. For example, all of our Bering Sea pollock vessels participate in a cooperative management program that provides real-time catch data from every fishing vessel, which helps vessel captains avoid non-target catch and optimize fresh fish to the plant.

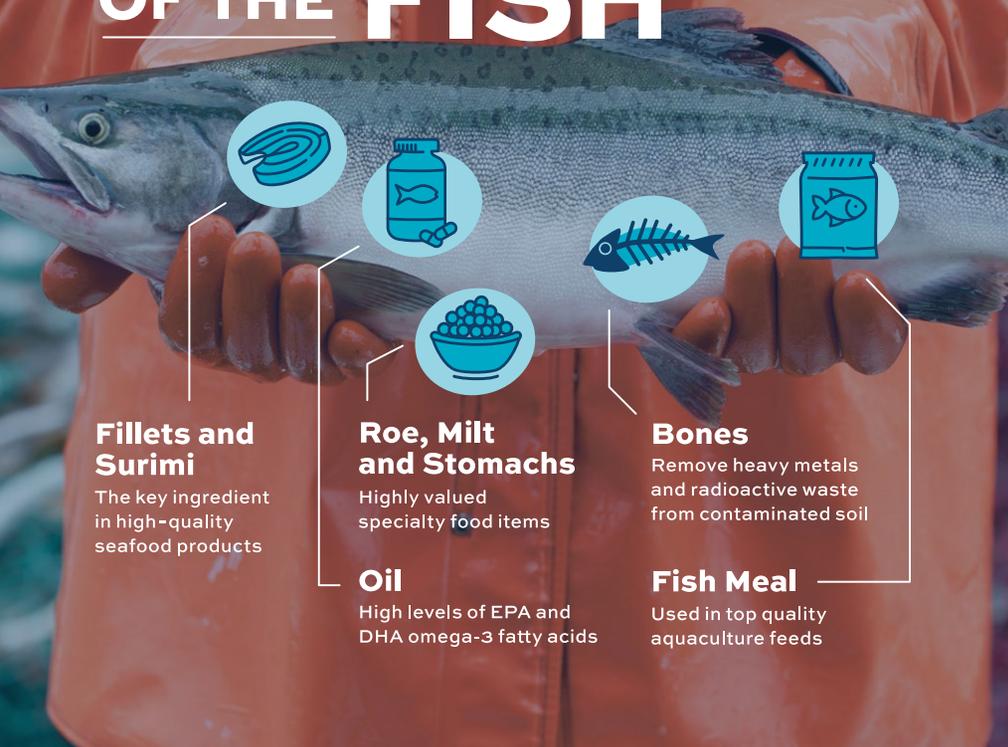
Sustainable Sourcing

Our core fisheries throughout the North Pacific are managed based on proven pillars of sustainability that include science-driven decision-making, precautionary management, strong monitoring and enforcement, and engagement from harvesters, processors, and other stakeholders supporting world-class research and management programs. We only source from fisheries with demonstrated responsible management practices.



99% Certified
Almost all of Trident's seafood products are harvested from fisheries independently certified under the Global Sustainable Seafood Initiative benchmarked assurance program.

WE AIM TO USE EVERY PART OF THE FISH



Fillets and Surimi

The key ingredient in high-quality seafood products

Roe, Milt and Stomachs

Highly valued specialty food items

Oil

High levels of EPA and DHA omega-3 fatty acids

Bones

Remove heavy metals and radioactive waste from contaminated soil

Fish Meal

Used in top quality aquaculture feeds

Increasing Utilization Rates

We see improving the utilization of the resource as one of the most important steps we can take to minimize the impact of our operations. Increased utilization means we waste less and create more from the same number of fish.

Over the past two decades, Trident has increased utilization rates to achieve almost zero source waste. We also strive to capture as much protein from the waste stream as possible and have invested significantly in fish meal and oil technology.

Our production will always be constrained by science-based catch limits. We believe doing more with a fixed quantity is a wise use of the resource — a conservation value that drives everything we do.

Near-zero Source Waste

Over the past two decades, Trident has made significant progress toward achieving near-zero source waste through our efforts to use every part of the fish.

Making Advances Through In-house Research

Trident’s history is rooted in innovation. In the spirit of advancement, we created an in-house fisheries research and improvement team in 2022. This team will use our own vessels and facilities to conduct gear R&D and experiment with solutions to minimize bycatch and impact to the benthic zone (or ocean bottom). We look to this team to assess all aspects of Trident’s business model and use peer-reviewed science to develop solutions for the challenges that lie ahead.

HOW WE MANAGE

We measure, manage and reduce impact and waste.

We set a high standard for how we process seafood and manage our operations, and we hold ourselves accountable for the wise use of resources. We are committed to making continuous progress to reduce the impact of our operations and boost efficiency in all that we do.

Modernizing Our Primary Processing Facilities

Trident operates large processing facilities in some of the most remote and challenging environments in Alaska. As some of our facilities are aging, we are making reinvestments in a new state-of-the-art processing facility that will handle our largest volume of production.

The size, complexity and consequences of this reinvestment is strategically significant. It will define our company's long-term future in the global seafood marketplace, help us remain competitive in global seafood markets and maintain our longstanding commitment to the Alaskan communities in which we operate.

In addition, innovations included in the design of the new facility will transform our environmental and economic performance, including the following:

- Increased heat recovery at every chance in meal and steam generation to reduce emissions and increase productivity
- More energy-efficient living quarters
- Reuse of non-contact wastewater, such as refrigeration condensate used for wastewater treatment spray bars
- Cutting-edge protein byproduct recovery to minimize waste generated and discharged
- Improved seafood processing wastewater discharge dilution and dispersion



Reducing Impact Through Employee Ingenuity

While our new, state-of-the-art facility promises to advance our company to the next level in sustainable processing, we continue to pursue smaller-scale modernization investments at other processing plants, which are just as significant in their ability to reduce environmental impacts and improve economic efficiency.

For example, employee-driven initiatives in our Anacortes, Washington, plant already have led to notable reductions in processing waste and energy use. Anacortes was one of the first Trident plants to use energy-tracking software to monitor energy usage. Over the past decade, Anacortes has partnered with external experts to analyze energy metrics and identify key areas where energy consumption can be reduced.

Employees also developed a wastewater treatment system designed so that solids removed from the system can be applied to land instead of taken to a landfill. Dry ingredients that cannot be used in production are recycled as feed commodities. Water used for machine cooling is recycled and used to preheat water used for sanitation. In addition, the plant now has state-of-the-art air emission control equipment to eliminate emission odors and is currently evaluating additional specialty treatment to improve the efficiency of the wastewater and refrigeration control systems.

Implementing Our Environmental Management System

To improve and systematize environmental performance across all of our operations, we are in the process of implementing an EMS based on the compliance-focused EMS framework published by U.S. Environmental Protection Agency in 2005. We expect to fully implement the EMS by the end of 2023.

As part of the EMS implementation process, we published a new global environmental policy and EMS Manual in January 2020. The policy lays out Trident's commitments to provide resources and continuously improve performance related to our environmental and public health responsibilities. The EMS Manual outlines how Trident will meet its commitments in a series of 12 procedures covering each aspect of the management system.

Since 2020, our EMS has led to several significant accomplishments at Trident.

Established Expectations Across the Company

- We formalized an agreement with executive and operations leadership on the responsibilities each organizational level has with regard to environmental performance.
- We distilled each facility's environmental regulatory obligations into a list of routine tasks, assigned a job role to each task and created guidance documentation to establish consistency across locations and staff who share similar requirements. This documentation is available for managers to plan staffing, train on-site environmental staff and ensure expectations are met for facility-level responsibilities.

Improved Our Cross-organization Communication

- We increased the frequency and formality of communication between facility-level environmental staff, managers, engineering staff, the corporate environmental team and Trident's top leadership. This has helped to keep environmental responsibilities top of mind, solve problems faster, ensure resources are allocated as needed and integrate environmental considerations into operational decisions.

Created a Mindset of Continuous Improvement

- We instituted regular environmental performance reviews, both at the plant level and throughout the U.S. These evaluations facilitate a continuous improvement mindset by examining past performance, anticipating future changes and identifying opportunities for improvement.
- We integrated a qualitative risk assessment into our company-wide operational and business review process. Scores from the assessment help us identify areas of persistent or elevated risk of noncompliance or environmental incidents that need to be addressed. We require environmental programs that score above a certain threshold to establish an action plan to reduce the existing risk and approve the plan with the executive team. Our goal is to bring all risk scores below the action threshold.

A Look Ahead

Our EMS is a powerful tool that we will continue to use to improve our environmental performance across the company. Efforts already in progress include the following:

Aligning Our Organizational Structure for Success

We are making organizational changes to move our environmental performance beyond compliance. We are bringing our Environmental Compliance team together with our Safety organization, into a single environmental, health and safety (EHS) organization within our Supply Chain group. This move is intended to integrate EHS performance into our manufacturing and operational best practices.

We are also seeking to bring ownership of environmental performance to the plant level, as well as streamline the hiring, development and retention of technical staff. This initiative includes evaluating our level of staffing at the plant level, creating new managerial support roles, and making technical staff roles and development pathways consistent across all of our operations.

Establishing a Baseline for Our Environmental Footprint

We are currently underway with an initiative to establish a baseline to track our impact across all Trident U.S. operations — for energy, water and solid wastes. In 2022, we worked with Cascade Energy to gather a comprehensive data set; create a database to house, view and report information; and identify areas where automated data collection would be feasible around our operations for future installation.

As of the end of 2022, the data collection process is complete and is being compiled for the U.S. In 2023, we plan to expand the reach of this initiative to our non-U.S. locations. Upon completion, this initiative will allow us to report Scope 1 and 2 greenhouse gas (GHG) emissions and other environmental metrics and will establish data-driven key performance indicators (KPIs) to help us measure our progress and performance.

Developing Innovative, More Sustainable Products

Over the years, we've found many ways to create new products from material that would have previously been wasted. These include methods of increasing raw product utilization, such as salmon and pollock burgers, and pet food, as well as secondary product recovery for fish oil, fish meal and salmon protein concentrate. We continue to look to the future by investing in next-generation product development and resource efficiency technologies.



Setting a Baseline
In 2022, we began the process of establishing a baseline to track our environmental impact across all Trident U.S. operations — for energy, water and solid wastes.



HOW WE DELIVER

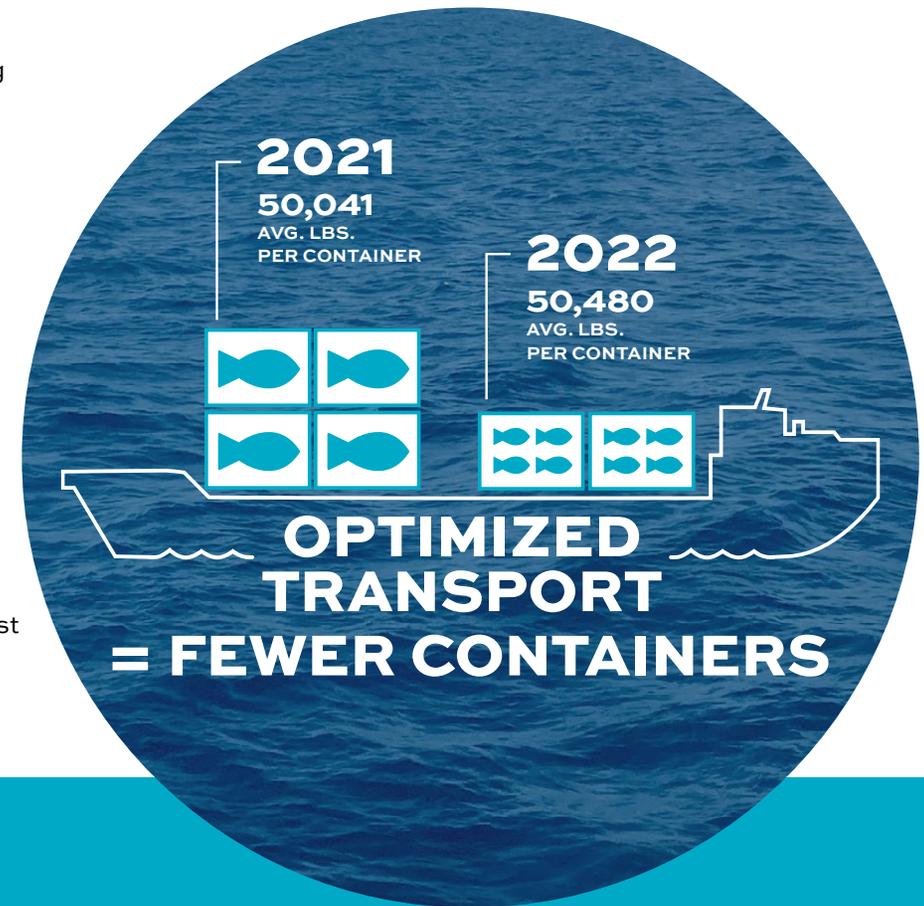
We work to optimize and improve transparency in our supply chains.

Our responsibility doesn't end when our product leaves our doorstep. We're making strides to reduce the impact of our products during transportation to and from our facilities and make it easier for consumers to recycle our packaging once they get our products home.

Reducing the Impact of Transportation

Our Global Logistics team is constantly working to reduce the environmental footprint of the transportation of our finished product to our customers and our value-added production facilities. Our approach is to reduce the number of containers requiring power and trucking by shipping as much product as possible in every container from Alaska. Toward that goal, we have increased our average weight shipped per container by 439 pounds in 2022 alone.

We seek to partner with shipping companies who share our commitment to the environment and can help us reach our goals. Our two largest shipping partners, [Matson](#) and [Maersk](#), have extensive environmental stewardship programs and invest heavily in new technology to reduce the carbon footprint of transporting our goods to market. We continue to work closely together with these and other partners to align our environmental goals and policies.



In 2022 alone, we increased the average weight shipped per container by 439 pounds and used 1,766 fewer containers to ship our product, compared to 2021.

Reducing the Impact of Packaging Materials

Packaging plays a critical role in maintaining the quality and safety of our products. We aim to reduce overall packaging materials, increase the recycled content of our packaging and improve the recyclability of packaging materials across our business.

Our 2025 Packaging Goals

Reduce

- Cut problematic materials² to 0%
- Decrease the use of virgin plastics by 10%

Reuse

- Increase average post-consumer recycled plastic content by 25%

Recycle

- Make 100% of our packaging recyclable

In late 2022, as part of our reduce, reuse, recycle initiative, we completed an audit of packaging materials by supplier and format for recyclability status to establish a baseline metric for the company. The audit showed that more than 94% of our packaging was either recyclable or recycle ready — a significant step toward meeting our 2025 goal.

- Recycle-ready printed roll stock for the Ultimate Fish Stick®
- Equipment testing with recycle-ready vacuum-packed film with salmon and cod portions
- New recyclable block liner with improved supply chain efficiencies, allowing 25% more per container
- Transitioning to bulk tote formats to reduce excess packaging and material shipments

² For more information on problematic materials, see <https://usplasticspact.org/problematic-materials/>.

2022 PACKAGING AUDIT RESULTS

TOTAL % RECYCLABLE BY WEIGHT



100% Post-consumer Recycled Cartons
As of the end of 2021, we have transitioned all retail cartons to post-consumer recycled paperboard with 100% recycled fiber content, minimum 35% post-consumer.

HOW WE COLLABORATE

We work with others to advocate for climate resilience and the sustainable management of ocean resources.

Delivering healthy, sustainable seafood to the world is hardly an individual effort. To fully live up to our principles and make significant, systemic progress toward solutions, we recognize that we must work together with governments and nongovernmental organizations (NGOs), nonprofit organizations and others in our industry.

Fisheries Science and Regulatory Policy Support

We know that our ability to get fish across the dock is tied to having good science and data. That's why we consistently support and advocate for full and expanded funding for National Oceanic and Atmospheric Administration (NOAA) Alaska Fisheries Science Center trawl surveys, which provide the bedrock of information for stock assessments of almost every major commercial species in Alaska. We also champion funding for core Alaska Department of Fish and Game budgetary needs. In addition, we invest significant resources annually to support academic research programs in Alaska and Washington that improve the science that is supporting sustainable fisheries management.

Trident also serves as a resource for regulators and decision-makers. We regularly share information regarding our operations, open our plants to tours so regulators can better understand the processing sector and participate in pilot programs to help shape new regulatory measures, such as electronic monitoring provisions.



Transparency in Our Operations
Trident partnered with NGOs, fishermen, trade associations, regulatory bodies, and observer companies to design and pilot an electronic monitoring program that will be used to enhance cost-effective data collection in the pollock fishery. This collaboration and program can be used to support the further development of electronic monitoring in other fisheries and is part of a world-class observer program that extends throughout the North Pacific.

National Policy Advocacy and Partnerships

As attention has turned to the challenge climate change presents to individuals, businesses and communities everywhere, Trident has joined with like-minded partners to build awareness of the impact of climate change on marine ecosystems, food production and food-system security and to coordinate our actions.

We also work with other U.S. seafood producers to engage federal policymakers and other stakeholders in discussions about the future of seafood production in the U.S. and in the development or use of existing policy tools to strengthen the U.S. seafood sector. We believe that addressing the systemic conditions that could threaten the viability of U.S. seafood production requires policy leadership at all levels.

Board and Associate Memberships



Sustainability Partnerships



Research Partnerships



Good for People, Good for the Planet

Food production accounts for approximately one-quarter to one-third of GHG emissions. But wild-capture fisheries are among the lowest carbon-producing modes of protein production.

We believe we can help the world shift its focus toward aquatic food production — often referred to as “blue foods” — as part of a long-term strategy for developing climate-resilient food systems. As an outcome of our partnerships and policy work, we hope to contribute to a greater scientific understanding and management of climate impacts on living marine resources and a broader public understanding of the health and environmental benefits of a seafood-rich diet.



¹ Monterey Bay Aquarium/Dalhousie University Seafood Carbon Emissions Tool; beef, chicken and pork measured as kg CO₂-eq per kg of protein, midpoints for reported range (as of July 14, 2021)

² Comparative environmental LCA of the Impossible Burger® with conventional ground beef burger, Quantis International (2019)

³ Quantis International, Life Cycle Assessment of Wild Alaska Pollock: ISO LCA Report (2021)

SOCIAL



SOCIAL

***We are a people business at our very core.
We stand apart by how we care for each other.***

At Trident, we acknowledge our success is tied to the success of our employees, the independent fishermen, and the scientists and fisheries managers we work with, as well as the communities where we fish and work. Our goal is to make people's lives better, including those who purchase and consume our products. Here are our guiding principles on social issues:

Supporting Communities

We care for and invest in the long-term vitality of the communities in which we operate and wherein we serve.

Engaging Customers and Consumers

We treat our customers as strategic partners and support efforts to educate Americans about the health and environmental benefits of seafood consumption — especially our wild Alaska seafood.

Supporting Independent Fishermen

We treat independent fishermen as integral members of the Trident team and do everything we can to ensure their success.

Cherishing Our Employees

We take care of each other and encourage our people to innovate, grow and thrive.



OUR COMMUNITIES

We support and invest in the communities where we live and work.

Since the beginning, Trident has been strongly committed to supporting and improving the communities where we do business and where our employees live and work. In particular, we feel a deep sense of responsibility to the coastal Alaskan communities who depend heavily on access to a sustainable resource, jobs and income generated both directly and indirectly from commercial fishing and seafood processing.

COMMUNITIES WHERE WE OPERATE



Our Economic Impact

Trident plays an integral role in the local economies and communities where we operate. Whether in Alaska, Washington, Minnesota, Georgia, or our operations abroad, we are committed to making a positive impact and ensuring our contributions are clear, transparent and meaningful.

We invest millions each year to support and maintain our facilities and to source parts, supplies and gear for our fleet and plants. These investments provide millions of dollars of indirect benefits to local and regional support services such as regional airlines, freight providers, groceries, supplies and more. Wherever possible, we partner with local businesses and invest in the economies where we live and work.



Anchored in Alaska

Trident operates in more than a dozen locations throughout Alaska, making us an important part of the state's economic engine. We contribute tens of millions of dollars annually to the State of Alaska and its local communities in the form of fisheries landing taxes. These revenues help fund local employment, school budgets, road maintenance and local infrastructure programs and are the foundation of many coastal communities' tax base. We are proud to be a member of several regional economic development organizations in the state, including the [Southwest Alaska Municipal Conference](#), the [Southeast Conference](#) and the [Alaska Chamber](#).

We also partner with Community Development Quota (CDQ) entities through harvest agreements, custom processing arrangements and support for local community fisheries. The CDQ program provides extensive support and benefits to western Alaska communities, and we are proud to partner with these groups.

In 2023, we plan to partner with CDQ entities to harvest quota that brings revenue back into the communities through various CDQ programs. In addition, we are working on developing workforce development and career awareness programs aimed at increasing local job opportunities. We are also actively engaged in supporting infrastructure projects and grant opportunities in CDQ communities.

Corporate Responsibility

We believe in giving back to the communities where we do business and where our employees work, live and raise their families. Over the last 50 years, Trident has been proud to support numerous communities and community initiatives through charitable giving, employee volunteerism and strategic partnerships with local organizations.

To maximize the impact of our giving, we focus our time and resources in four strategic areas.



ENVIRONMENT

Creating a positive impact and supporting local environmental efforts



HUNGER RELIEF

Partnering with organizations providing hunger relief in our communities

FOUR STRATEGIC AREAS



HEALTH AND WELL-BEING

Educating and supporting mental and physical health and well-being



FAMILIES AND YOUTH

Supporting families and providing youth with opportunities and vocational education

Making a Local Environmental Impact

Employee volunteerism and strategic partnerships help us make a positive environmental impact in our communities. Our employees engage with community leaders and organizations to identify and support grassroots environmental efforts. In addition, our company advocates for and supports research organizations that work to advance the science necessary to combat climate change and ensure healthy environmental ecosystems.

Partnering To Provide Hunger Relief

We have a deeply rooted commitment to removing barriers for those without access to healthy, nutritious food. We use our unique position as a leading seafood company to partner with organizations that provide hunger relief in our communities such as food banks. Our employees volunteer with many of these organizations, raise money and distribute food on their behalf. During times of crisis and natural disasters, Trident supports organizations that provide on-the-ground food services.

Supporting Mental and Physical Health and Well-being

Trident supports mental and physical health and well-being education and partners with organizations that are advancing research in these areas. Our employees volunteer and raise money and awareness for health-related causes in their communities. In addition, we provide support for community health clinics and services, especially in some of the remote locations where our employees live and work. During times of crisis and natural disasters, we support organizations providing on-the-ground medical support and health services.

Investing in Families and Youth

We are invested in building technical vocational skills for young people through school-based and industry-supported skills training. In addition, our employees volunteer at local events that encourage family bonding and healthy social interactions.

Improving Nutrition for People Served by Food Banks

One in five Americans don't know where their next meal will come from. That's why we proudly support **SeaShare**, an organization dedicated to providing food banks with nutrient-dense seafood. In 2022, we donated

1.1 million servings of seafood for a total of **29.2 million servings** of seafood since 1994. That's an incredible **7.3 million pounds** of protein-rich food going to help hungry families across the country.



Apprenticeships for the Future of Fishing

In Alaska, the demand for people who are skilled in technical trades is unmatched by the current and projected labor market. In response, we've launched the Trident Skilled Trades Training Program, an apprenticeship program designed to recruit, train and retain a skilled workforce through on-the-job learning, mentorship and technical training.

In 2022, as an initial pilot, we sponsored four apprentices to take part in the four-year program, where they will spend the first two years training at the [Alaska Vocational Technical Center](#) before progressing to work at Trident in a skilled-trades position for two years. At the end of their apprenticeships, these individuals will have gained the crucial skills needed to be considered for permanent engineering roles throughout Trident.

In 2023, we will extend the program to an additional 10 students through outreach to high school students in several communities in Alaska, including rural and Alaskan Native communities.



Employee Giving and Volunteering

We have long encouraged Trident employees to be actively engaged in their communities, and we've recently formalized our stance by launching a paid employee volunteer program. Created in early 2023 in honor of our 50th anniversary, the program gives employees the opportunity to spend up to two days each year volunteering with an organization of their choice. We encourage employees to pursue opportunities where they can use their knowledge and skills to address unmet community needs and to use their normal working time.

We also support the generosity of our people by matching their charitable contributions with an equivalent employer dollar-match contribution. In 2022, we matched the contributions of 733 employees who donated to nine separate charitable giving campaigns through payroll deductions. This is in addition to our annual holiday season employee-employer dollar-match campaign, which supported 12 local charitable partners in 2022.



Paid Volunteering
In honor of Trident's 50th anniversary, we launched a paid employee volunteer program giving employees the opportunity to spend up to two days each year volunteering with an organization of their choice.

OUR CUSTOMERS AND CONSUMERS

Our culture of innovation has been alive and well for 50 years, bringing customers and consumers the healthiest, freshest, best-tasting products possible.

Trident's diverse product portfolio includes nine brands and hundreds of products — from Wild Alaska Pollock Fish Sticks and Alaskan Pollock Burgers to surimi and omega-rich fish oils. We serve more than 35 global sales partners and consumers in more than 50 countries, with an R&D team driven to create fresh, healthy, sustainable products.

Exceeding Customer Expectations

We believe that customer satisfaction is achieved through integrity, honesty and on-time delivery of high-quality products, value pricing and full service. We value our long-term relationships with our customers. We strive to earn customer confidence and maintain a competitive profile by offering the following:

High-quality Products

Our vertical integration ensures we maintain control of our products from fleet to fork, including high-quality raw material used in hundreds of applications and finished packaged products for people and pets.

Sustainable Practices

We take responsibility for everything we harvest, including maximizing fish utilization and working hard to avoid waste. We not only process the best wild Alaska fish for their incredible fillets, but we also use all parts of the fish for products such as oil.

Responsive and Innovative Product Development

We work closely with our customers to understand, respond to and shape the evolution of consumer preferences. We are committed to maintaining a culture of innovation.



New Product Development

At Trident, our focus is creating quality seafood products with exceptional customer value for this generation and the next. We base our product development upon in-depth customer insights, market trends and our in-house expertise.

R&D at Trident is led by our U.S. value-added R&D team, comprised of food product developers and support technicians, culinary professionals, certified food scientists and process engineers in three technical R&D centers. This team drives new product and technology development, renovation and optimization of current products and processes, and the ongoing research of market trends and scientific information. The team operates under all requirements for internal food safety, [Brand Reputation Compliance Global Standards \(BRCGS\)](#) and [U.S. Food and Drug Administration](#).

We operate an agile 6-D Innovation process to enable the effective commercialization of new ideas into compelling solutions. Our portfolio of innovative solutions spans a broad range of product categories including fillet/fillet portions, surimi-based products, fish-based burgers and appetizers as well as other derivative products including fish oils, pet food and fish meal.

Consumer Education

We believe that fish is an incredibly healthy food — for people and the planet. Despite the evidence, fish is still misunderstood, and some people are unaware of or unsure about the benefits of eating fish.

We work with our wholesale and retail customers, partners and associations such as [Seafood Nutrition Partnership](#), [National Fisheries Institute](#), and the [Global Organization for EPA and DHA Omega-3 \(GOED\)](#), and others to help consumers learn more about our industry, our company and our products. We also support consumer education about the nutrition and health benefits of a seafood-rich diet and collaborate with other seafood producers to ensure federal government and local school systems better integrate seafood into school lunch programs.

Fostering a Culture of Innovation

In 2022, we implemented an updated set of portfolio and program management business processes to streamline innovation and product development, increase our product success rate, focus resources on the highest-value market opportunities and accelerate time to market. These processes are enabled by the BrightFire App, which provides a single system of record for business decision-making data for all innovation and product-related initiatives across the business. The new agile process consists of a series of stages and gates used to govern each initiative. Portfolio reviews are conducted periodically with executive sponsors to align on strategy fit, project mix and resource allocation.

We also launched a program to engage our employees and harness the wisdom of our workforce. In late 2022, we made a call for innovative product and process improvement ideas and received more than 140 submissions from our global workforce. We look forward to continuing this program and celebrating the passion and creativity of our people.

OUR FISHERMEN

We're a family of fishermen committed to wild, sustainable Alaska seafood and committed to sharing it with the world.

There's no denying that the cornerstone of our business is a strong partnership with our fishermen. We simply wouldn't be here without them. Throughout our 50 years, we have maintained vital connections with our fleet and independent fishing partners, many of whom have been working with us for multiple generations. Our growth and success as a company relies on their continued success.

Trident is sensitive to using gender-inclusive language. In discussion with our employees, a strong preference was voiced to refer to men, women and gender-diverse people as "fishermen." Being a "fisherman" is viewed as a profession rather than a gender-based term.



8 DECENT WORK AND ECONOMIC GROWTH



“Nothing happens at Trident until one of our fishermen pulls fish over the rail.”

Joe Bundrant
CEO, Trident Seafoods



Improving Fleet Experience Through Service and Knowledge Sharing

At Trident, our goal — shared by every employee — is to support the more than 5,400 independent fishermen and crew members we work with and demonstrate appreciation for our fleet. At the end of the day, if we've helped Trident fishermen become more profitable and efficient in their harvesting operations, we know we've succeeded.

We strive to constantly improve the overall quality of our operations by sharing knowledge and experiences with fishermen, both shoreside and on the water. As we look to the future, we aim to strengthen connections with our fishermen and seek out new and innovative means of working together. We are exploring technology and newer forms of communication to build on our relationships with our fishermen partners.

In 2022, we created a new department, the Fleet Experience group, with a focus on supporting our fishermen. Our commitment is to never leave a problem unresolved when a Trident fisherman brings it to our attention.

Competitive Market Access

For the fleets who choose to fish with us, we provide access to competitive markets. We work with fishermen on an ongoing basis to improve quality, develop sustainable business practices and ensure we continue to provide the best possible products to our customers.

We believe that traceability flows both ways: our fishermen are proud to deliver fish to a market where they know their catch will be transformed and ultimately consumed with the highest regard for quality and integrity.

Access to our markets is not without the support of our coastal communities. We recognize that our fleets and communities have entrusted a great deal in us to provide the best available means to market and to sell the products caught. We respect our relationships and the commitments we've made in the spirit of keeping that trust.



Opportunity at Trident Is a Family Affair

In May 2022, Trinity Jackson Sr. purchased a new salmon seine vessel with help from Trident’s fishermen loan program. Trinity is a member of the Metlakatla Indian Community, Alaska’s only Indian Reserve. Trinity and his family participate in the

Reserve’s self-managed and sovereign fisheries, which Trident Seafoods supports by processing and tendering fish.

When it came time for Trinity’s 16-year-old son, TJ, to make a presentation at his school’s job fair, he knew just what company he wanted to feature: Trident Seafoods. That’s because Trinity’s new vessel gave TJ the opportunity to run his dad’s old boat and make his debut onto the scene of salmon seine fishing in Alaska during the summer fishing season. In late 2022, TJ approached our Southeast Alaska fleet management team to ask for some Trident “swag” for his presentation. Our team was more than on board to help.

“Growing up, all I wanted to do in life was fish for Trident. Now, look. This kid’s dream came true.”

—
TJ Jackson
Trident fisherman and
high school student



OUR EMPLOYEES

Trident is a family-owned business, and we treat each other like family.

At Trident, we have a unique heritage, talented employees and a company culture founded on the “can do” spirit. We believe that our more than 9,000 employees worldwide are the foremost reason for our success, allowing us to be a leader in the seafood industry. We’re fortunate to have many employees who spend their entire careers with us, including several who have more than 30 years of service with the company.

We are firmly committed to creating a work environment where our employees can grow personally and professionally. We create opportunities to learn, teach and share on the job. We look for and recognize positive contributions and cultivate pride in our organization and our people.

Respect for others sits at the foundation of everything we do. We strive for the equitable and fair treatment of employees, regardless of race, color, gender, religion, sexual orientation, or any other aspect of diversity. We value a work culture that encourages the free and open flow of information and ideas.



Building a Culture of Safety

Safety, quality and compliance with the U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) and other safety standards are nonnegotiable at Trident. In 2022, we achieved a 25% reduction in incidents companywide compared to 2021. While our safety results lead the industry, we’re not done yet. We won’t rest until we get to zero incidents.

We believe that safety is everyone’s responsibility. Examples of safety measures at our Trident facilities and vessels include the following:

Facilities

- Safety messages from various managers during weekly Operations calls
- Master Lock program with standardized lockout tagout procedures for all facilities
- Company standardization and review of our emergency response plan
- Tabletop safety drills and exercises
- Corporate safety audits and inspections
- Plant-wide hearing-protection testing
- Weekly safety manager meetings
- OSHA training for safety coordinators
- Beta-testing an incident and near-miss heat-map app at our facilities in Everett, Washington; Carrollton, Georgia; and Kodiak, Alaska

Vessels

- Yearly in-water survival training for 800+ vessel personnel
- Yearly classroom training for 800+ vessel personnel on donning a survival suit, launching a life raft, hearing protection, basic fire extinguisher use, bloodborne pathogens and fall protection
- In-person OSHA, hazmat, first aid and firefighting training during transit north on Trident catcher-processors and processor vessels
- Biannual safety audits of all vessels
- Annual visits to all vessels to conduct U.S. Coast Guard-required safety drills
- Safety messages from various managers during weekly Operations meetings
- Implemented an equipment tracker app

2022 SAFETY INCIDENT RATES



In 2022, we achieved a **25%** reduction in safety incidents companywide compared to 2021.

³ The Total Case Incident Rate (TCIR) is defined as the number of work-related injuries per 100 full-time workers during a one-year period.

⁴ The Days Away, Restricted or Transferred (DART) rate is the number of recordable incidents, per 100 full-time employees, that results in one or more days away from work, or one or more days of restricted work or job transfer.



Promoting Employee Health and Wellness



Mental Health
FIRST AID

from NATIONAL COUNCIL FOR
MENTAL WELLBEING

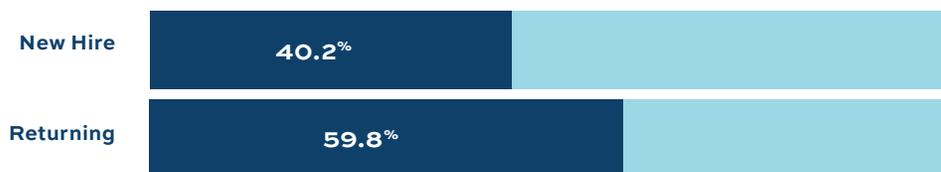
Over the past year, we enhanced our support for the mental well-being of Trident employees. For example, we offered Mental Health First Aid trainings, designed to increase understanding and awareness around mental health, which is in turn helping us to build an internal network of peer-to-peer support. To date, more than 100 individuals have completed the training across our U.S. locations. In 2023, we plan to add to our employee offerings by developing a framework for employee mental health support groups.

We continually evaluate and modify our wellness program to evolve with the needs of our people and organization. In 2023, we expect to launch a more advanced well-being platform and incentive program to increase access, inclusivity and employee engagement.

Ensuring Employees Are Paid Fairly

In all of Trident’s operations around the world, we pay above minimum wage. Our aim is to ensure that we provide fair, living wages to all employees, including entry-level and seasonal workers. Our high returning seasonal workforce rate is evidence of how we care for our employees.

SEASONAL EMPLOYEES, RETURNING (U.S. Only)



Creating a Diverse and Inclusive Workplace

Trident has a long history of valuing diversity, equity and inclusion (DE&I). Our vision is to create an inclusive culture and equitable environment that fosters a sense of belonging for everyone.

We aspire to attract, retain and fully leverage a workforce reflective of the communities where we do business. We're working to strengthen our company's talent ecosystem, including our policies and processes for hiring, advancement, performance management, compensation and development. In particular, we plan to finalize a new DE&I strategy in the coming year, which will include supporting policies and KPIs and help us establish employee resource groups.

2022 WORKFORCE DEMOGRAPHICS⁵

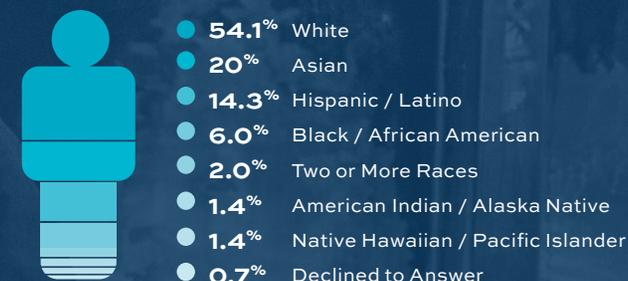
FULL-TIME EMPLOYEES BY GENDER
(Global)



FULL-TIME EMPLOYEES BY TENURE
(Global)



FULL-TIME EMPLOYEES BY ETHNICITY
(U.S. Only)



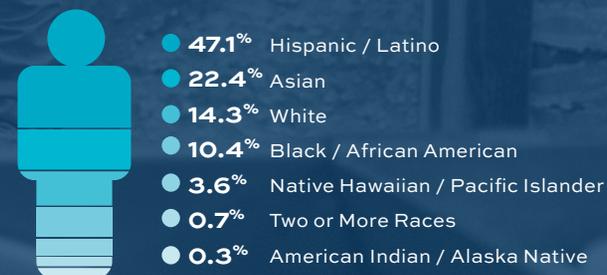
FULL-TIME EMPLOYEES BY REGION
(Non-U.S.)



SEASONAL EMPLOYEES BY GENDER
(U.S. Only)



SEASONAL EMPLOYEES BY ETHNICITY
(U.S. Only)



⁵ Percentages may not total 100 due to rounding.

Strengthening Employee Experience and Engagement

Listening to our employees and acting on their feedback helps us better understand and improve their experiences — and identify opportunities to strengthen our culture. We conduct an annual employee engagement survey to gauge how our employees feel about their experience working for the company. In 2022, our engagement survey had a 66% response rate, and we improved our engagement index score by 1.6% to a total of 77.5%.

In 2022, we created a new team solely focused on improving employee experience. Members of this team ensure that all employees benefit from optimal experiences at Trident, from the day they are hired through to the day they retire and beyond. These are the initial focus areas for the Employee Experience team:

- Improving employee accommodations in Alaska, for both full-time and seasonal workers at shore plants and on vessels
- Elevating employee meals, training, dining experience, menus and access to healthy food at company locations
- Reenvisioning the seasonal employee experience to include improvements to hiring, staffing, communication, onboarding and orientation of all employees
- Championing best-in-class employee care in crisis times and at major life milestones and transitions
- Implementing DE&I and Belonging strategies and conversations
- Providing coaching, training, evaluation and cross-organizational alignment to champion a healthy work culture and exceptional employee experience for every employee

Among Trident employees who participated in the 2022 engagement survey:

86.8% say their team is committed to doing high-quality work.

81.9% say their manager treats employees with respect.

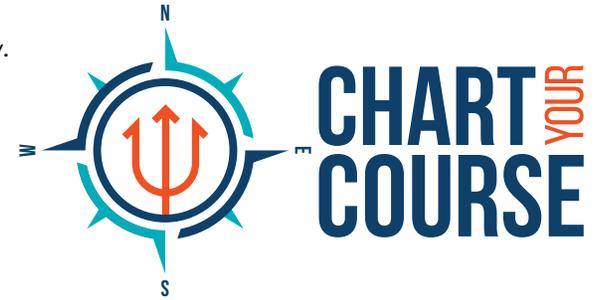
81.9% say they have a clear understanding of the goals and objectives of the company.





Creating Opportunities for Learning and Development

We offer leadership and employee development programs for employees at every level of the company. We are committed to providing employees and their managers with the tools and resources needed to support successful careers.



Employees at Trident have access to a wide variety of continuous learning and development opportunities, including instructor-led, on-the-job development and training, and access to formal education. In addition, we provide many e-learning opportunities for employees as part of our Trident Learning — Chart Your Course initiative. Employees can refine or develop their professional skills, learn new software and explore other careers as they plan for their futures.

Given the complexity and variety of employee roles at Trident, our Learning and Development team has multiple Learning Management Systems to ensure all employees receive professional development opportunities in addition to the trainings required to perform their work. This includes the following:

Frontline Workforce Training

We employ an international best-in-class training solution designed specifically for frontline food manufacturing employees. Subjects include, but are not limited to, current Good Manufacturing Practices and OSHA-compliant employee awareness-level safety training.

Professional/Administration Training

We use [Ceridian Dayforce](#) to engage, empower and develop our people. This online platform helps us to facilitate and track traditional e-learning, social learning and compliance training. In addition, we use [Skillsoft](#), a third-party vendor of legal compliance content, for required legal compliance training.

LinkedIn Learning

We've recently given our employees on-demand access to LinkedIn Learning Hub, making available a digital library of more than 6,000 courses covering a wide range of technical, business, software and creative topics. Employees can also access Trident courses through the Hub. In 2022, 544 Trident employees activated their LinkedIn Learning licenses and viewed a total of 990 hours of professional development training. This equates to an average of 3 hours, 36 minutes per viewer. These numbers continue to grow in 2023.



Supporting Employees During the COVID-19 Pandemic

The COVID-19 pandemic disrupted the personal and professional lives of people across the world. As a family-owned company, it was clear that our top priority was to care for our people and their families.

Processing fish during the peak of the pandemic presented logistical and operational problems unlike any we had ever experienced. We knew that a failure to prevent the introduction or spread of COVID-19 in one of our facilities could lead to rapid outbreaks that could jeopardize the health and safety of the entire workforce and the surrounding community. At the same time, we recognized the need to keep our plants running, to provide much-needed food security to the nation and to ensure the livelihoods of the fishermen, businesses and communities that depend on commercial fishing activity in rural Alaska.

To combat these challenges, we quickly engaged with state and local leaders and health professionals, as well as harvesters and other processors, to develop operational plans that would ensure the health and safety of our employees and our communities.

In Alaska, our COVID-19 team implemented industry-leading protocols, including mandatory off-site two-week quarantines with testing, “safe-transit” travel to the facility, routine on-site testing, and mask and distancing requirements. We continuously monitored U.S. Centers for Disease Control and Prevention and state guidance to ensure that our protocols were up to date, and when circumstances on the ground changed, we quickly adapted. In Germany, a risk assessment and a pandemic plan were developed in consultation with a specialist physician; these COVID-19 protocols successfully prevented a major outbreak at our processing facilities.

While many of the most extreme challenges are now behind us, we want to thank our employees for the tremendous lengths they went to in caring for each other and keeping each other safe throughout the pandemic. Thanks to their efforts, we carry forward valuable lessons about how to keep our people safe and healthy and create systems to help us be responsive should another public health crisis arise.



Making Access to the COVID-19 Vaccine Easier

When COVID-19 vaccines became available in 2021, we recognized the need to reach a 100% vaccination rate to protect the health and safety of our employees and the communities in which we operate.

In partnership with regional and state health organizations, we organized large-scale vaccination clinics in our facilities, vaccinating nearly 2,000 employees in the first month. We also provided on-site COVID-19 vaccination clinics for employees and their family members in the contiguous United States (aka “lower 48”). In total, we helped more than 9,000 individuals obtain their primary vaccination.





Supporting Seasonal Workers from Ukraine

When Russia invaded Ukraine in 2022, it felt like more than just a significant world event at Trident. With roughly 185 Ukrainian employees working in our Alaska operations and strong relationships with recruiters in Ukraine, it felt personal.

Recognizing the need for immediate support, we brought a team of mental health counselors and interpreters to our facilities, where they provided group and individual counseling sessions. Trident also contracted with a local immigration law firm to provide rapid and comprehensive immigration legal support for all Ukrainian employees and their families. We also supported employee donations to Ukrainian aid organizations with company-matching funds and made corporate donations, including sending thousands of cans of salmon directly to Ukraine.



GOVERNANCE



GOVERNANCE

Doing the right thing is a value that runs through our business and culture.

At Trident, responsible governance and strong economic performance are fundamental to the sustainability of our business. Trident is a privately held company, and as such, we are not required to disclose our financial performance. Here are our guiding principles in this area:

Strategic Leadership

Our executive leadership team relies on the strategic advice and guidance of our Board of Directors.

Ethics and Compliance

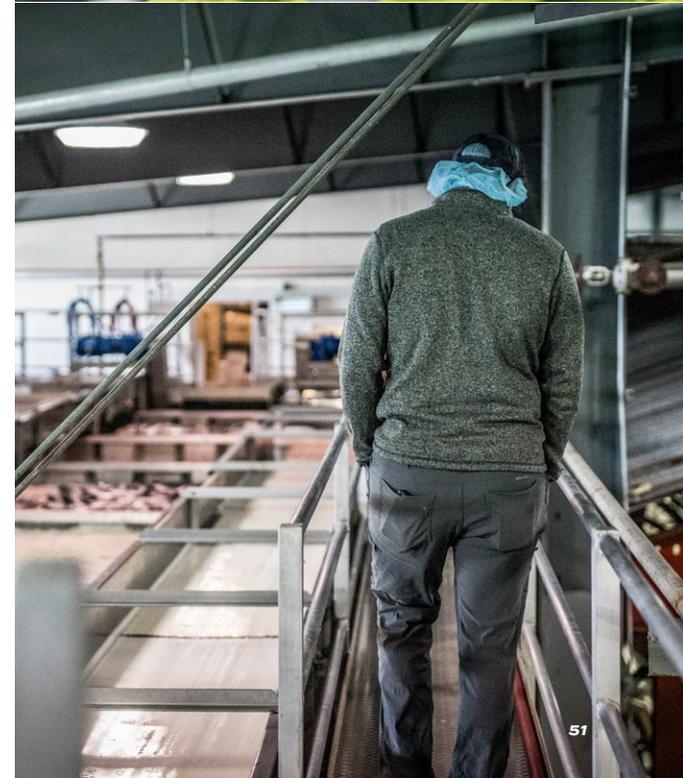
We are honorable, compete fairly and honestly, follow the law everywhere and always, and require the highest standards of integrity throughout our organization and our supply chain.

Food Safety and Quality

We provide our customers with safe, nutritious seafood products that meet or exceed regulatory requirements and are produced in accordance with industry best practices.

Risk Management

Enterprise risk management drives organizational resiliency and strategic success.



OUR LEADERSHIP

Our leaders ensure we create value for all of our stakeholders and uphold our commitments to environmental, social and economic sustainability.

Trident's Board of Directors

Our Board consists of 11 directors, chaired by Stein Kruse. The Board has five committees to help in discharging its duties: the Audit committee, Compensation committee, People and Organizational Development committee, Nomination and Governance committee, and Conflicts committee.

Board Members



Joe Bundrant
CEO of Trident
and son of founder,
Chuck Bundrant



Tom Lindquist
Former president and COO
of Plum Creek Timber



Jim Murphy
Former managing partner
at Deloitte and longtime
tax advisor for Trident and
the Bundrant family



Mike Quinn
Former vice president
of sales at Microsoft



Diane Bundrant
Wife of founder, Chuck
Bundrant; has played an
integral role at Trident for
more than 30 years



Leif Mannes
Veteran fisherman and
longtime Trident supporter;
Leif, along with Arne Ness,
represents the Ness family
and their ownership stake



Arne Ness
Veteran fisherman and
longtime Trident supporter;
Arne, along with Leif
Mannes, represents the
Ness family and their
ownership stake



Steve Rummel
Former CFO of Lamb
Weston and former
CFO of Trident



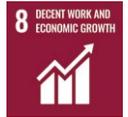
Stein Kruse
Former CEO of Holland
America Group and
Carnival UK, and current
senior advisor to the
chairman and CEO of
Carnival Corporation & plc



Jim McManus
Industry veteran and
president of Trident
subsidiary, Royal Viking Inc.



Vic Scheibert
Retired president
of Trident's Alaska
Operations



ETHICS AND COMPLIANCE

How we do business is just as important as what we do.

We believe that a sustainable and successful business starts with ethical behavior. Our founder instilled a sense of honor and integrity in our culture. We remain committed to doing business the right way, competing fairly and honestly, and following the law everywhere.

Our Code of Conduct

In December 2022, we released a refreshed Code of Business Conduct (the “Code”). The Code reflects our company values, beginning with the simple and all-encompassing directive that “we follow the law everywhere.” We’ve made the Code available in 12 languages on our Ethics and Compliance intranet website for Trident employees.

Reporting Unethical Behavior

Employees play a critical role in maintaining the Code by reporting any violations of the Code, related company policies or the law. We give them multiple channels to report potential violations and communicate these channels in onboarding materials, training sessions, policy documents, and company emails and town halls. These channels include using the independent external EthicsPoint website or toll-free hotline, sending an email to the Trident Legal department, or simply talking to their supervisor, human resources representative or member of Trident’s Internal Audit team. Employees can remain anonymous, where allowed by law. We have a strict no-retaliation policy to protect employees who make reports in good faith.

Responsible and Ethical Labor Practices

We require that all people be treated with dignity and respect and maintain a culture of civility and inclusion in everything we do. We take measures to ensure our workplace environment is safe and healthy for our employees, as well as free from harassment, discrimination, bullying and retaliation. Our hiring and promotion decisions are based on job skills and experience. We promote a culture of equal opportunity for all. Employees are paid in accordance with all applicable local and national wage requirements. We are dedicated to making improvements in responsible and ethical labor practices, demonstrated by the following actions:



- Conducting internal audits throughout our global facilities
- Verifying social compliance through third-party audit firms to ensure the health, safety and ethical treatment of employees
- Registering with the [Supplier Ethical Data Exchange \(SEDEX\)](#), a not-for-profit membership organization dedicated to driving improvements in ethical and responsible business practices in global supply chains



Ethics and Compliance Training

To reinforce our commitment to ethics and compliance, we make the most of online and instructor-led training. All employees are expected to attend training on our Code and other topics when hired. In addition, we provide specialized training on specific subject matters to certain employees at periodic intervals including the following:

- Antitrust and fair competition
- Conflicts of interest
- Bribery and corruption prevention
- Business gifts and entertainment
- Contact with government organizations
- External communications
- Anti-harassment
- Trident Ethical Trading Initiative training
- U.S. Customs and Border Protection Customs Trade Partnership Against Terrorism
- Legal Compliance Training for Trident Administrative and Professional Employees

U.S.-BASED TRAINING

PERCENTAGE OF ENROLLED EMPLOYEES WHO COMPLETED TRAINING

	2021	2022 ⁶
Conflict of Interest	99	98
Global Antitrust Training	N/A	96.11
Anti-bribery and Corruption	95	N/A
Harassment Prevention Training	N/A	76

NON-U.S.-BASED TRAINING

PERCENTAGE OF ENROLLED EMPLOYEES WHO COMPLETED TRAINING

	2021	2022 ⁶
Conflict of Interest	N/A	100
Global Antitrust Training	N/A	96
Global Anti-bribery and Corruption	99	N/A
Harassment Prevention Training	N/A	96

⁶ Training time period is January 1, 2022, to February 8, 2023.

Our Supplier Code of Conduct

When it comes to the species of fish we don't catch ourselves, the quality of our products depends on the quality and service we receive from our trusted suppliers. Our customers expect the best from Trident. Likewise, we expect the best from our suppliers. We value productive, long-term relationships with our suppliers, founded on principles of honesty, integrity, transparency and the on-time delivery of quality products, attentive service and value.

Trident's Supplier Code of Business Conduct ("Supplier Code") aligns closely with the Code of Business Conduct for our own employees. The Supplier Code states suppliers must treat people with dignity and respect and provide a healthy and safe work environment for their employees. Both the Code of Business Conduct and Supplier Code prohibit forced or child labor or any kind of human trafficking.

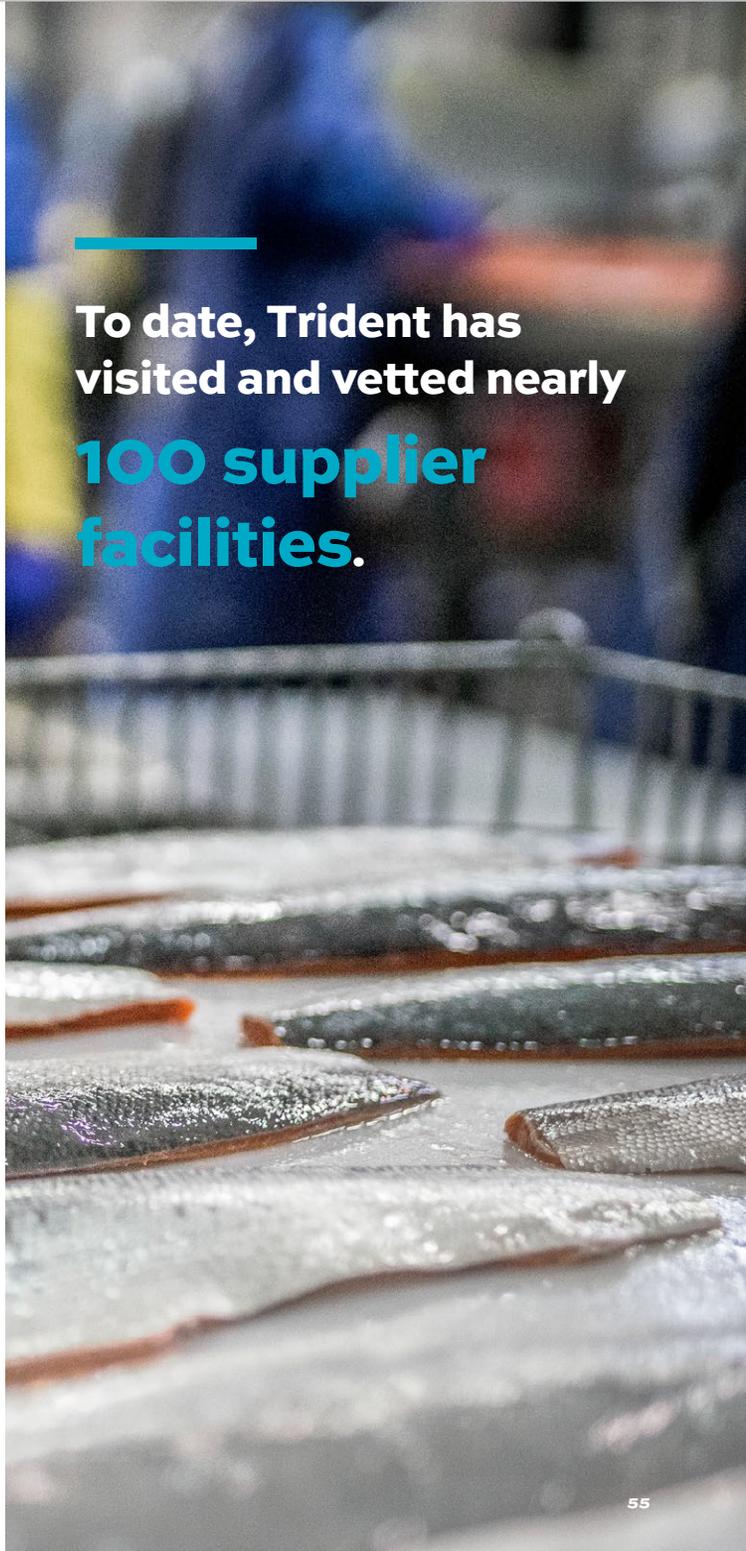
We created the Supplier Code and Human Rights policy with guidance from the [United Nations Global Compact](#), [Ethical Trading Initiative](#) and the [International Labour Organization](#) to align with most international standards that are recognized and widely accepted by global companies. Trident requires all suppliers to sign and state they are following the Supplier Code along with the Human Rights policy, as a condition of doing business with Trident.

Supplier Vetting and Auditing

In 2016, we created a robust program to vet potential suppliers and perform ongoing audits of their operations to ensure their practices and policies are in line with Trident's Supplier Code.

All Trident suppliers undergo a thorough vetting process which includes preliminary social compliance visits from a member of our ESG team and third-party social auditor. For suppliers in high-risk regions, these visits occur prior to doing business. In low-risk regions, these visits occur within one year of starting business. To date, Trident has visited and vetted close to 100 supplier facilities.

Once a supplier is vetted, we ensure ongoing compliance with our Supplier Code through visits and third-party audits. A regular cadence of internal and external audits is required of Trident and supplier facilities. All but three of our U.S. plants are audited by a third party. These three Alaska facilities — St. Paul, Wrangell, Petersburg — are open only for a very short seasonal period, if at all. When we determine a supplier is in nonconformance with our Supplier Code, we terminate relationships where improvement has been slow or lacking.



To date, Trident has visited and vetted nearly **100 supplier facilities.**



FOOD SAFETY AND QUALITY ASSURANCE

Safety, quality and compliance are nonnegotiable in everything we do.

We demonstrate our commitment to food safety, quality, compliance and authenticity by participating in a scheduled annual audit program using the BRCGS. The BRCGS is a comprehensive third-party standard that meets the benchmarks for the Global Food Safety Initiative (GFSI). A leader in the industry, Trident was one of the first Alaska primary processing sites to voluntarily embrace this third-party audit program. In addition to BRCGS, Trident's Everett and Anacortes, Washington, plants participate in the Safe Quality Food Institute (SQFI) and Global Seafood Alliance (GSA) audits, respectively. Both audit schemes are GFSI benchmarked.

In addition to our legal requirements, we are committed to providing all employees with the necessary information they need for food safety in the workplace, ensuring our employees understand and adhere to relevant GFSI requirements and are vigilant about our responsibilities.



RISK MANAGEMENT



We take action to reduce risk throughout our business, including risks related to managing fishery resources, preventing seafood fraud and cybersecurity.

Our Enterprise Risk Management (ERM) team works with Trident's top leadership to establish a culture where key risks are identified and responded to appropriately. The Board and executive leadership team believe managing risk is critical to Trident's long-term sustainability and that effective risk management starts with enterprise resiliency.

Risk Mitigation Strategies

Annually, our ERM team conducts a global strategic risk assessment with members of the Board, executive leadership and other key business leaders. The assessment identifies risks, including those with immediate potential impact and those that may arise in the longer term if not strategically managed. Risks are ranked based on likelihood and magnitude. The resulting risk ranking informs strategic alignment and prioritization of the ERM team's short- and long-term focus areas.

The ERM team creates an action plan for each risk focus area designed to mitigate the noted risk. Quarterly, the team meets to assess progress against agreed-upon milestones and address issues. The team provides periodic updates to the Board to ensure continued awareness and alignment.

Business Continuity Planning

We engage in business continuity planning to provide a global, overarching structure to enable our company to respond to any type of disaster that poses a risk to the safety of human life, the protection of corporate property and reputation, and the continuity of business operations. At the core of Trident's strategy are clear site-level response plans and a communications protocol for efficient two-way communication upward and downward within the organization to support effective disaster response.

Managing Fishery Resource Risks

Trident is committed to the responsible use of fishery resources. Our core fisheries throughout the North Pacific are managed based on proven pillars of sustainability that include science-driven decision-making, precautionary management, strong monitoring and enforcement, and engagement from harvesters, processors and other stakeholders supporting world-class research and management programs. We only source from fisheries with demonstrated responsible management practices.

Species Diversification

Since our start in the Bering Sea crab fisheries, we have strategically invested in Alaska to diversify our geographic locations and species. Wild capture fishery abundance fluctuates with changes in the marine environment and salmon spawning grounds, and some years are more productive than others. Investments throughout Alaska's coast and in multiple species ensure Trident is resilient in times of extreme conservation constraints.

Ensuring Traceability and Preventing Seafood Fraud

From the Source to the Plate® is a promise to our customers and the final consumer of our products. We pledge the ability to trace products through our systems and confirm the harvest origin for all our seafood products.

Trident is known for seafood products originating from our primary production facilities and processing vessels in Alaska and the Pacific Northwest. Those facilities depend on seafood harvested and delivered fresh from adjacent fishing grounds by our own captains and independent fishermen. Combined with regulatory catch count measures, Trident's presence in the fishery and our vessel support teams throughout Alaska provide exceptional visibility and controls to the source, preventing species substitution or other fraudulent activity.

Harvest origin information, including species, harvest area, product form and weight for all our Alaska and Pacific Northwest inputs are maintained by the state or federal fishery management authority, the harvest vessel and the Trident plant or catcher-processor. All vessels in these fisheries are U.S.-flag vessels, fishing under clear U.S. federal and state authorities.

When sourcing fishery resources from other producers around the world, we purchase only raw materials from known reliable partners with controls for species identification and who are close to the primary processors of the fish. We require these suppliers to allow site access for full visibility of our supply chain.

Cybersecurity

We have a comprehensive cybersecurity program in place to safeguard Trident's intellectual property, customer data, employee data, and computer systems and networks. We are committed to protecting the security and confidentiality of the information entrusted to us by our employees, customers, business partners and vendors.

Cybersecurity Platform

Trident is aligned with ISO 27000 framework to guide our security efforts and measure the maturity of our cybersecurity program. The National Institute of Standards and Technology (NIST) Cybersecurity Framework is used in conjunction with the ISO 27000 framework. NIST provides additional guidance to support our cybersecurity program.

Cybersecurity Training and Education

Trident has a robust program to educate employees about cybersecurity. All new employees with access to the company's digital network must complete an online cybersecurity awareness training course within 60 days of hire and are required to take a refresher training course each year. We raise employees' awareness of phishing through ongoing campaigns that test whether they can successfully identify multiple types of phishing attempts, based on real situations. Employees receive additional training when needed. Involved and vigilant employees are key to the success of our cybersecurity program. Anyone with a Trident email account can report suspicious emails.

Threat and Vulnerability Management

Trident has enhanced monitoring tools on its network and systems. An independent third party performs attack and penetration testing on a biannual basis. We perform internal vulnerability scans on a regular schedule and manage findings to address remediation and mitigate threats, giving priority to the most critical issues.

Incident Response Operations

We have a cybersecurity threat intelligence and response team dedicated to monitoring threat intelligence and ensuring we are aware of advancing threats and known indicators of compromise. Trident uses a managed security service for intrusion detection and response, including 24/7 monitoring and managed incident response.



A worker in a yellow safety suit and orange helmet is working in a dark, industrial environment. The worker is positioned in the middle ground, looking towards the right. In the foreground, there are large, dark metal chains and a thick layer of blue and brown material, possibly insulation or debris. The background is a dark, metallic wall with some pipes and a light source. The word "APPENDIX" is overlaid in large, white, bold letters across the center of the image.

APPENDIX

OUR ENVIRONMENTAL, SOCIAL AND GOVERNANCE COMMITMENTS AND ACTIONS

The following tables provide an at-a-glance summary of Trident Seafoods' environmental, social and governance (ESG) commitments and actions represented in this report.





ENVIRONMENT

PRINCIPLES	COMMITMENTS	ACTIONS
Science-based Resource Management	Maintain and expand science-based conservation and management of ocean ecosystems	<ul style="list-style-type: none"> Advocate for improved federal and state data collection and analytical capabilities needed to support decision-making processes of the North Pacific Fishery Management Council, Pacific Fishery Management Council and Alaska Department of Fish and Game Provide funding for the Bering Sea Fisheries Research Foundation and the Pollock Conservation Cooperative Research Center Advocate for improved understanding of community impacts and for resources to support long-term adaptation needs in Alaska
	Increase utilization and quality of our directed catch, minimize habitat and bycatch impacts, and maintain Alaska fisheries' standards globally	<ul style="list-style-type: none"> Continued use and refinement of dynamic management techniques, in collaboration with other companies and stakeholders Design, develop, test and deploy gear technologies to reduce bycatch and habitat impacts Support independent applied research such as Fisheries, Aquatic Science, & Technology (FAST) Lab Pursue full utilization; maximize value per pound of fish harvested
Operational Excellence	Modernize processing operations to best-in-class standards	<ul style="list-style-type: none"> Design, evaluate and decide on plan to rebuild the primary processing plant currently located in Akutan, Alaska Incentivize employees and invest in new technologies and processes for waste management and energy efficiency
	Systematically manage and reduce environmental impacts across all processing operations to achieve near zero waste	<ul style="list-style-type: none"> Complete implementation of environmental management system in 2023 Establish baseline performance data for energy, water and solid waste management Establish out-year environmental performance goals and targets
Supply Chain Optimization	Collaborate with partners and vendors to reduce environmental impacts in our supply chains	<ul style="list-style-type: none"> Reduce the number of containers shipped from Alaska and around the world Align environmental goals with external shipping vendors
	Eliminate nonrecyclable materials wherever possible by 2025	<ul style="list-style-type: none"> Audit packaging materials by supplier for recyclability status Implement management and tracking systems to support the reduce, reuse, recycle initiative
Innovative and Collaborative Policy	Collaborate to improve fisheries science and regulatory policy	<ul style="list-style-type: none"> Advocate for full and expanded funding for National Oceanic and Atmospheric Administration Alaska Fisheries Science Center trawl surveys and for core Alaska Department of Fish and Game data collection and analysis Collaborate in the testing and development of new regulatory measures
	Collaborate in the development of federal policies to improve climate-resilient food production	<ul style="list-style-type: none"> Engage federal policymakers and other stakeholders in discussions about the future of U.S. seafood production and in the development or use of existing policy tools to strengthen U.S. seafood production



SOCIAL

PRINCIPLES	COMMITMENTS	ACTIONS
Support Communities	Maintain Trident's economic contributions to the communities where we operate	<ul style="list-style-type: none"> Reinvest in rural Alaska processing plants to ensure long-term economic vitality
	Partner with groups from the Western Alaska Community Development Quota (CDQ) program to ensure their long-term success	<ul style="list-style-type: none"> Partner with CDQ entities to harvest quota that brings revenue back into the communities Develop workforce development and career awareness programs aimed at increasing local job opportunities
	Participate in regional economic planning and community development efforts	<ul style="list-style-type: none"> Actively engage in the Southwest Alaska Municipal Conference, the Southeast Conference, the Alaska Chamber and related efforts in other regions
	Empower employees to serve community needs	<ul style="list-style-type: none"> Implement a paid employee volunteerism program across the Trident enterprise in 2023
Engage Customers and Consumers	Collaborate with customers in new product development	<ul style="list-style-type: none"> Food scientists and chefs at the Trident Innovation Center in Seattle collaborate with customers on product research and development
	Improve consumer awareness of the health benefits of seafood	<ul style="list-style-type: none"> Support the Seafood Nutrition Partnership and other stakeholders who can educate the public about U.S. dietary guidelines and the health benefits of seafood consumption
Support Fishermen	Never leave a problem unresolved	<ul style="list-style-type: none"> Deploy the Fleet Experience group to continuously improve response and resolve metrics
	Provide competitive market access	<ul style="list-style-type: none"> Support more than 1,350 independent harvesting vessels, which support over 5,400 independent fishermen and crew members
Cherish Our Employees	Zero safety incidents	<ul style="list-style-type: none"> Use safety audits, training and continuous improvement strategies to maintain industry-leading safety metrics
	Support a lifestyle of holistic well-being	<ul style="list-style-type: none"> Increase access to, inclusivity and use of wellness program initiatives; use incentive programs to increase use of preventative care
	Attract, retain and fully leverage a workforce reflective of the communities where Trident operates	<ul style="list-style-type: none"> Finalize a diversity, equity and inclusion strategy and establish policies and key performance indicators
	Provide employees with an optimal work experience	<ul style="list-style-type: none"> Deploy new capabilities to improve employee services; establish employee resource groups
	Provide opportunities for personal and professional growth	<ul style="list-style-type: none"> Deliver instructor-led, online learning, on-the-job development and training, and access to formal education
	Develop and continuously improve a healthy and flexible work environment	<ul style="list-style-type: none"> Deploy the new Employee Experience team to enhance housing and services in remote Alaska locations Continuous training and investment in employee mental and physical health and well-being



GOVERNANCE

PRINCIPLES	COMMITMENTS	ACTIONS
Ethics and Compliance	All employees understand and comply with our Code of Business Conduct	<ul style="list-style-type: none"> Develop and globally distribute a refreshed Code of Business Conduct
	Continuously communicate and reinforce ethics and compliance	<ul style="list-style-type: none"> Ensure 100% employee adherence with mandatory enterprise-wide ethics and compliance training requirements
	All suppliers who conduct business with Trident understand and comply with our Supplier Code of Business Conduct (“Supplier Code”)	<ul style="list-style-type: none"> Develop and globally distribute a Supplier Code; ensure compliance and social responsibility through direct and third-party audits
Food Safety and Quality Assurance	All employees understand the importance of food safety in the workplace and adhere to relevant Global Food Safety Initiative requirements	<ul style="list-style-type: none"> Regular employee trainings Participate in audit programs using the Brand Reputation Compliance Global Standards Select plants also participate in the Safe Quality Food Institute and Global Seafood Alliance audits
Risk Management	Senior leadership systematically evaluates and mitigates strategic and operational risks	<ul style="list-style-type: none"> Ensure all sources adhere to Alaska Responsible Fisheries Management, Marine Stewardship Council and Best Aquaculture Practices or Aquaculture Stewardship Council certification requirements
	Source supplies exclusively from responsibly managed fisheries	<ul style="list-style-type: none"> Audit packaging materials by supplier for recyclability status Implement management and tracking systems to support the reduce, reuse, recycle initiative
	Protect all intellectual property, customer data, employee data, and computer systems and networks	<ul style="list-style-type: none"> Maintain best-in-class standards for cybersecurity; continuously educate employees on cybersecurity threat mitigation

“We’re in this for the long haul. We are dedicated to sustaining the ocean resources that sustain our fishermen, our employees, and our communities for generations to come.”

—
Joe Bundrant
CEO, Trident Seafoods



5303 SHILSHOLE AVENUE NW | SEATTLE, WA 98107 USA | 206-783-3818

WWW.TRIDENTSEAFOODS.COM