

A man wearing a white hard hat and a blue work shirt is operating machinery. He is wearing grey work gloves and is looking towards the camera. To his right is a large, vertical fishing net made of light-colored rope with blue accents. The background is a bright, overcast sky.

CSR report 2021

**Parlevliet &
Van der Plas Group**

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A word from the CEO

Our people, our fish, for life.

Parlevliet & Van der Plas, hereafter referred to as “PP Group”, is one of the world’s largest fish and seafood companies. Founded in 1950, our 100% family-owned concern with more than 10,000 employees worldwide, is dedicated to provide millions of people worldwide with affordable, healthy food every day.

The only way we can do this, is in a sustainable way. With our corporate social responsibility strategy we want to contribute to

our aim of preserving the capital in the sea, by catching the interest only. An important aspect of this is certifying all fisheries in which our vessels operate against a relevant responsible standard. We need to balance ecological, social and economic interests, to become responsible stewards in the end and we are continuously looking for ways to improve in order to make this possible.

In 2021, we faced the ongoing impacts of Covid-19. The global pandemic still had its impact on

our people and our operations. As an internationally operating company, we needed to be extra careful and closely anticipate on developments per country. Health and safety are among our primary concerns in our day-to-day operations. This increased even more as a result of the pandemic. What caught our attention was the impact of physical distance and, again, the realization of the importance of relationships and face to face communication. We are a people oriented organization and hope that we can have more physical connections again, now we can put most of the impactful measures behind us. Also, because working together physically and having real dialogues are important in collaborating and making the most of our sustainability efforts. This includes hosting physical expert group sessions, dialogue with our crew, on-board monitoring and regulating safety measures. Together with sustainability efforts in our headquarters, facilities and processing units. With our people-oriented strategy, health and safety remain top of mind at all times (see our pillar Happy People for more information). In addition, we are well on our way with regards to our pillars Healthy Oceans and Happy Planet.

This 2021 Corporate Social Responsibility report reflects on our activities, and the corresponding impact that we have made. We focus on 2021, but look at important developments in a wider context and over the past couple of years. Despite the fact that 2021 was a year with many challenges, there were also many positive developments for PP Group. This was the year in which we finalized our sustainability policies company wide, in which we organized kick-off meetings and set-up expert group sessions to internally engage our experts. It’s how we create ownership for the different sustainability topics and goals that we have set in our strategy. We look forward to further implement these internal developments, start implementing our policies company wide and start measuring progress, to evaluate on our achievements over shorter and longer term.

Our membership of the Pelagic Freezer-trawler Association (PFA), Europêche, Orthongel and AIPCE-CEP play a significant role in the sustainability efforts that we - as an organization - are making. As one of the world’s largest fish and seafood companies, it’s our responsibility to make sustainability a joint effort in our industry, and working on focus

themes, together with partners.

Concluding, one of the things I am most proud of are the people working for PP Group companies. There are more than 10,000 employees in 15 different countries worldwide: people we want to take under our wings by taking responsibility and creating a safe and positive working environment. We are passionate and dedicated to make a change in our industry. On the level of people, products and the way we operate. It’s how we prepare for and move with global developments ahead of us.

I am excited to share our sustainability report for 2021 with you.

Diek Parlevliet, CEO
Katwijk, December 2022

Our impact in 2021



The sustainability strategy of PP Group is centered around three main pillars. The infographic on the next pages presents the biggest impact on healthy oceans, happy planet and happy people, achieved in the past year.

	HEALTHY OCEANS SUSTAINABLE RESOURCE MANAGEMENT
	HAPPY PLANET DURABLE SUPPLY CHAIN OPTIMIZATION
	HAPPY PEOPLE PRODUCT INNOVATION TO ENHANCE HUMAN WELLBEING

- In this report, you will find the sustainability data of the subsidiaries companies of PP Group. The companies in which PP Group has a > 50% share are included in the scope of reporting.
- In the year before last, our tuna fishery was certified: a big milestone. In the Indian Ocean, where our tuna comes from, stock management is closely monitored. PP Group focuses on improvement plans to monitor and improve our own efforts aligning the MSC principles. When the state of the stock allows it, we will continue growing the share of certified tuna.
- The carton board boxes we use are FSC certified. 75% of our products is packed in carton board.
- In the last year, we started implementing

different sustainability projects in our offices and facilities based in the Netherlands. Implementing our sustainability policies and building a governance structure are central elements in this effort.

More about 2021...

- The total carbon footprint in 2021 was 439,700 tonnes CO₂. This is 6% more than in 2020 (413,900 tonnes CO₂) and can be explained by the use of 3 extra vessels in 2021.
- The total carbon footprint per employee decreased with 6% compared to 2020.
- The total carbon footprint per millions of revenues: 300 tonnes (compared to 302 tonnes in 2020).
- Over the past 4 years, we were able to grow our business and witnessed a 7% revenues growth. This growth came along with a growth of our employee base of almost 50% between 2016 and 2020. In the last year, the amount of FTE at PP Group increased with 13%, up to 7,978 FTE today.



Use of electricity: as a group we used 75,431,000 kWh. This is similar to what 30,400 Dutch household on average consume in one year.

- While our energy consumption increased with 7% in 2021, our relative energy consumption (per FTE) saw a decrease of 6%, which is a positive development.

Fuel used by our vessels: in 2021 we used 96,6 million litres of fuel in total, and 8,800 litres per day at sea. We saw a 14% increase in our fuel use, since 2020. This is due to adding 3 vessels to our fuel data since then.



Heiploeg International's state-of-the art facility lowers energy need and carbon emissions with 70% compared to conventional buildings with similar functions. The facility in Zoutkamp fully utilizes the rooftop for solar panels and that foresee for 6% in its total energy demand.

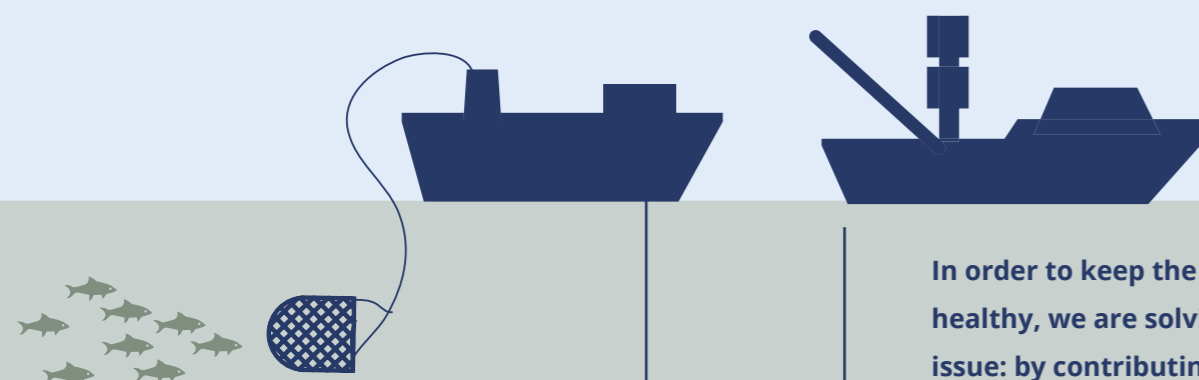


We grew our share of renewable energy: with 5% to 7% in total, by sourcing both wind and solar power.



Our carbon footprint is 439,700 tonnes.

- Our scope 1 and 2 emissions is 81,5% of total. Our value chain (scope 3) emissions is 18,5% of total. This distribution is similar to 2020.
- Our total carbon footprint per FTE reduced with 6%.



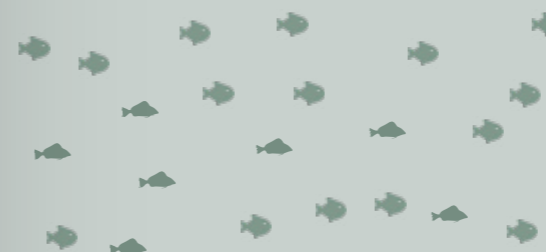
In 2021, 58% of our fish and seafood products were certified against a sustainability standard such as MSC or Friends of the Sea, compared to 77% in 2020.

In order to keep the oceans healthy, we are solving a marine issue: by contributing to the prevention and reduction of abandoned FADs (Fish Aggregating Devices), used to localize and aggregate tuna. By working on FAD retrieval and recovery, to reduce negative impact and pollution in our waters.

- The amount of recyclable packaging increased with 30%.
- The share of recycled packaging increased to 10% today.
- We cut our plastic packaging footprint in the following ways:
 1. We switched from foam trays, plastic boxes and aluminium trays to cardboard boxes.
 2. We reduced 30% of packaging material by creating smaller, thinner and lighter packaging.
 3. We switched to 100% recycled PE (polyethylene).
- Waste streams that are circular are now 43% (the year before we re-used 15% of waste streams).



- Absenteeism rate: 4,06% in 2021.
- Absenteeism cases: in 2021 we counted 5400 absenteeism cases, this is 31% less than the previous year.
- Total FTE: 7,978.
 - o In total, we offer employment to over 10,000 people.
 - o We are happy to grow our employee base with 13% this year.
 - o We are proud to offer a growing amount of (international) workers safe, healthy and sustainable jobs.
- Together with, and as a member of, the Pelagic Freezer Association (PFA), we make a substantial contribution to global food security. Members of the PFA collectively provide 6 million fish meals per day, the majority of which is sent to markets outside Europe, especially low-income countries. Offering these markets high-protein fish, with high-levels omega 3 fatty acids.
- Our whole round sea frozen pelagic fish and canned tuna contain all the elements of a healthy, affordable and nutritionally optimal food source for humans and are an important contributor to the food and nutritional security of many poor, low-income households in developing countries in Africa, Asia and the Caribbean. With a total production of more than 300.000 tons of small pelagics and tuna in 2021, PP Group provided millions of meals on a daily base. For the growing middle class we offer value added products like shrimps, cod and salmon.
- With the health and wellbeing baseline measurement in 2016, we finalized and approved our employee policy. These are ready to implement in the current year.
- As a diverse and multicultural work place, we have a diverse employee base, with employees from all over the world. A large share of our employees is, among others, German, Dutch, Lithuanian, Portuguese. Also, Russian, Peruvian, French, Ukrainian and Mauritanian employees are highly represented at PP Group. With these diverse groups of employees, different perspectives, backgrounds and visions are represented: something that is highly valued within our company.



About the company



PP Group started in 1950 as a herring trader and gradually developed into a larger fishing company over time, with its own international fleet and consisting of fish and seafood businesses and processing companies in the Netherlands, Germany, France, Lithuania, the Faroe Islands, Suriname, Guyana and Morocco. In addition, the group has shareholdings in, among other countries, the United Kingdom, France, Spain, Portugal, Madagascar, Ivory Coast, Latvia and Poland. All parts of the group – each with its own specific knowledge and technology – together contribute to the strength of the whole family business. The parts of PP Group are:

These are our subsidiaries:

Pelagic Fishing

Parlevliet & Van der Plas B.V. – Valkenburg, the Netherlands

Parlevliet & Van der Plas B.V. is a fishing and trading company (established in 1950), founded by Dirk Parlevliet and brothers Dirk and Jan van der Plas. Parlevliet & Van der Plas fishes mainly for pelagic fish species such as herring, mackerel and blue whiting in the northeastern Atlantic Ocean, off the coast of Morocco and Mauritania and in the international waters of the southern Pacific Ocean.

Demersal Fishing

Doggerbank Seefischerei GmbH – Bremerhaven, Germany

Part of the group since 1986. Operates mainly in fishing for redfish, cod and pelagic fish species.

Mecklenburger Hochseefischerei GmbH – Sassnitz, Germany

Part of the group since 1998. Fishes mainly for redfish, cod and halibut in the waters to the west and east of Greenland and to the north of Norway.

German Seafood Fish Handelsgesellschaft mbH – Bremerhaven, Germany

Part of the group since 1999. A trading company, trading in deep-frozen fish products (including redfish, cod, halibut and saithe).

Tuna Fishing

Compagnie Française du Thon Oceanique (CFTO) – Concarneau, France

Part of the group since 2016. A producer of sustainably caught tuna.

Fish Processing

Ouwehand Visverwerking B.V. – Katwijk, the Netherlands

Part of the group since 2009. A producer of, among other things, soured herring, pickled herring, marinated and pickled herring, kippers, rollmops, sweet and sour herring, mussels and pickled liver sausage.

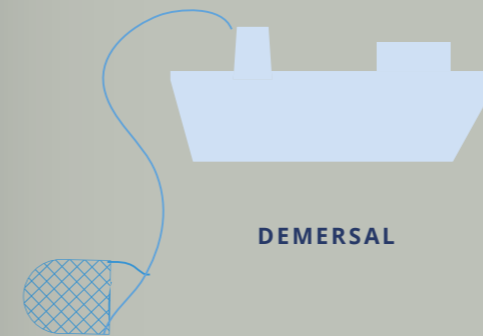
Profish Food B.V., Twello, the Netherlands

Part of the group since 2018. A producer and distributor of prepacked fresh and frozen fish products.

Flatfish Urk B.V., Urk, the Netherlands

Part of the group since 2018. Processes flatfish such as plaice and sole.

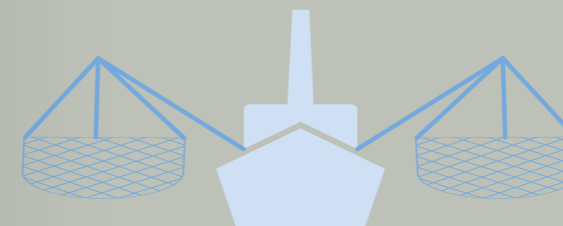
OUR FLEET



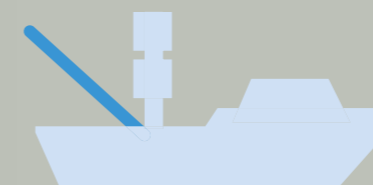
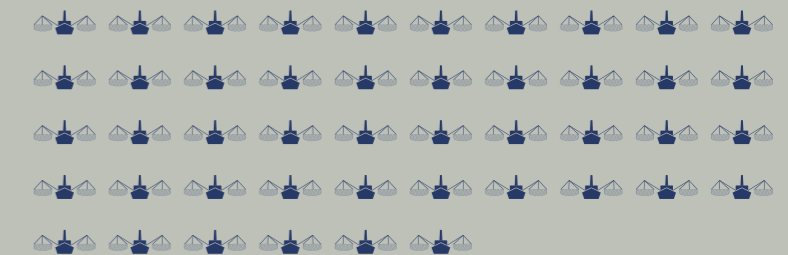
DEMERSAL



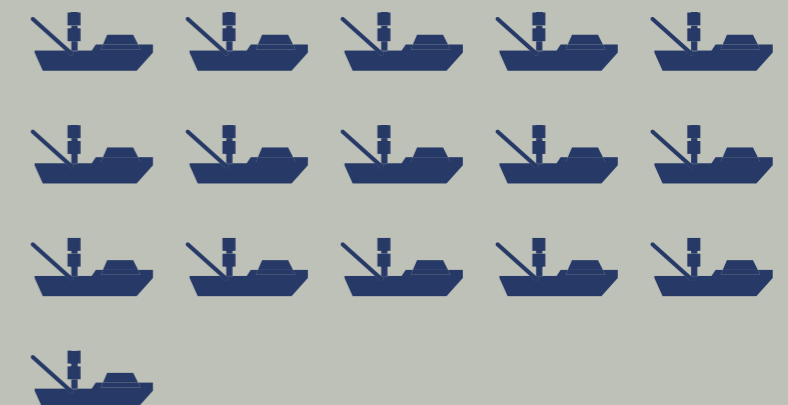
PELAGIC



SHRIMP



TUNA



Euro Baltic Fisch Verarbeitungs

GmbH – Sassnitz, Germany

Part of the group since 2003.

A processor of herring and semi-finished products.

Seafood

Heiploeg International B.V. –

Zoutkamp, the Netherlands

Part of the group since 2014.

A processor and supplier of shrimps, prawns and seafood products.

Deutsche See Fischmanufaktur

GmbH – Bremerhaven, Germany

Part of the group since 2018. A processor and supplier of salmon and other seafood products.

Where do we come from?

Parlevliet & Van der Plas, founded 1950

Katwijk residents Dirk Parlevliet and brothers Dirk and Jan van der Plas, started a herring business. Their startup capital was 50 Guilders and an old lorry. The three of them bought herring at the herring auction in Katwijk and sold them successfully in the domestic market. Very soon they were looking for business beyond the borders and they decided to invest in a boat and catch the herring themselves. 'Jan Maria' was the name of the first trawler that the business started using in 1959, followed in 1967 by the first freezer trawler, 'Annie Hillina'.

Originally the company fished on and traded in pelagic species such as herring, horse mackerel, mackerel and blue whiting.

PP Group's growth began in the 80's and 90's. With the founding of Doggerbank Seefischerei in 1986,



Parlevliet & Van der Plas bought a German business and then grew impressively and strengthened its position by taking over Mecklenburger Hochseefischerei (MHF) and by founding German SeaFrozen Fish (GSF).

With the takeover of MHF, PP Group also became involved in fishing for demersal species such as cod, redfish and halibut. GSF specialises in the sale of demersal fish species that the group produces. In 2003 PP Group saw the launch of Euro Baltic Fisch.

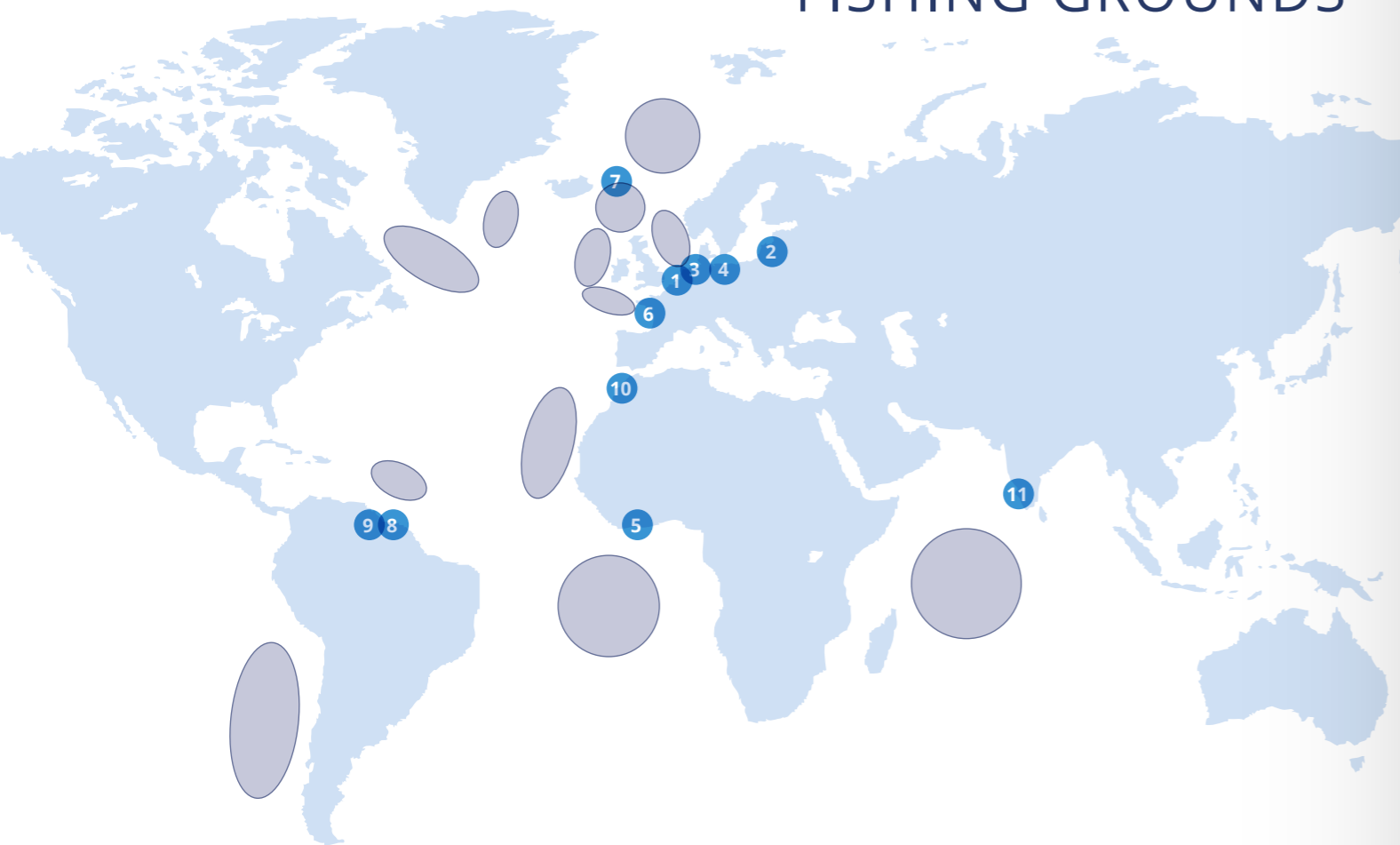
Ouwehand Visverwerking was taken over in 2009. With this, PP Group took the first step in the direction of processing consumer products, a new area for the company. Then Heiploeg International and Deutsche See, both fish and seafood processors, were acquired. As Ouwehand Visverwerking and Heiploeg International, Deutsche See is also a leading company that specialises in the entire fish and seafood range for retail, wholesale and top-class catering.

PP Group has also established a base in France. The major tuna supplier Compagnie Française du Thon Oceanique (CFTO) was taken over in 2016. The group also has (not majority owned) shareholdings in France, Spain, Portugal, Poland, the United Kingdom, Madagascar, Lithuania, Latvia, Faroe Islands and Ivory Coast.

Since 2002, PP Group's head office has been located in Valkenburg, in the province of South Holland, near Katwijk, the home of both the Parlevliet and Van der Plas families.



OFFICES/PLANTS FISHING GROUNDS



Offices/plants		FTE per country	
Ouwehand (1)	CFTO, COMPAGNIE FRANÇAISE DU THON (6)	The Netherlands	1545
PP Valkenburg (1)	Faroer (7)	Germany	2316
PP Ijmuiden (1)	Heiploeg (1)	Ivory Coast	1228
Profish (1)	- Heiploeg Suriname (8)	Lithuania	212
Dutch Flatfish (1)	- Noble House Seafoods (9)	Poland	1
Atlantic Highsea Fishing (2)	- TK Fish (10)	Faroe Islands	65
Deutsche See (3)	- Heiploeg India (11)	Suriname	312
German Seafood Fish (3)		Guyana	262
Doggerbank (3)		Morocco	1634
Euro-Baltic (4)		India	16
Sivco Industries (5)		France	
			1191
		England	5
		Portugal	34

Corporate Social Responsibility governance

At PP Group we believe that every employee working with us, has the opportunity to contribute to a more sustainable company. The process of embedding CSR more and more into our way of working, requires engagement of different people and teams and clear ownership of the project and KPIs that are part of any of our three sustainability pillars.

CSR is coordinated and managed by our two CSR Managers at PP Group level. They are directly supported by and report to the Board of Directors. The CSR Managers are responsible for developing, implementing and sharing the CSR strategy; for stakeholder engagement and for enabling the implementation of the strategy at PP Group subsidiary level. Today, we have successfully finalized our CSR policies company wide. We hosted expert group kick-off meetings as part of this. In order to engage the PP Group subsidiaries, each company has one CSR expert and contact person that is represented in the expert group. This contact person will be in charge of rolling out the CSR strategy at company level. The expert groups are a great means to share progress, updates and monitor on KPIs under every pillar. The expert groups focus on sustainable fishing management; durable supply chain optimization; sustainable product innovation and human wellbeing.

In addition to this, we have developed and launched our data management system, which enables us to collect and manage all data related to the three sustainability pillars, in one central place. This Microsoft based application (Beezzz) is a software solution focused on CSR related topics. Helping us to analyse and report our sustainability

data in a better and easier way. From the coming year on, Beezzz will support us in benchmarking (to our own progress) and monitoring our sustainability KPIs in a profound way.

“One of the key themes was building ownership for every sustainability pillar, to create responsibility for the different themes in our strategy and corresponding projects and goals. This is how we appoint knowledge and experience to every sustainability pillar and create a workable structure for our ambitions.”

Annelies and Brigitta Parlevliet, CSR Managers

About this report: scope, frequency

This report covers the social and environmental performance of PP Group and all of its majority owned subsidiaries as stated above in the year 2021, with some additional reflections on and comparisons with the previous period.

The 2021 report is our second published CSR report. We will publish and share a PP Group CSR report on an annual basis. This report has been written according to the reporting principles of the Global Reporting Initiative Standards. For the reference table, please see chapter 8: GRI table.

For more information about this CSR report or about CSR at PP Group in general, please contact our CSR team at csr@pp-group.eu.

Our promise to the planet

CSR vision, mission & strategy



The state of the world

On a global scale and across sectors, climate change is a well-known phenomenon today, challenging us to change the way we do business. Effects of climate change are becoming increasingly visible and the solution to counteract can no longer be pushed forward. The climate agreement defines clear ambitions, but we need more action today coming from all sectors and industries. According to the Intergovernmental Panel on Climate Change (IPCC) report 2022, and according to what we see around us in the world, we need urgent and drastic action to mitigate climate change (to 1,5°C). Companies should acknowledge and take their responsibility, and do what they can to bring their footprint to a minimum and reduce their GHG emissions.

For PP Group, sustainability is intertwined in our vision. Our oceans turn the earth into a liveable place. They are a vital resource that we must manage well to protect the wellbeing of our planet, the people living there and to fight climate change. The oceans provide more than three billion people with affordable and nutritious food. This makes it very important to protect and sustainably manage marine ecosystems and fish stocks in the best possible way and at a level that they can produce sustainable yields.

Even though the majority of fish consumed today is coming from sustainably managed stocks, there is room for further improvement. There are many challenges remaining that impact the health of our oceans. Also, with the world's population steadily growing, the demand for healthy and nutritious fish and seafood products is rising. We should take action and measures beyond what is known as sustainable fishing today, and develop the standards and criteria that we use to define sustainability. With our knowledge and experience, we believe we can make a valuable contribution in sharing it for the aim of further development of for example fishing and certification standards. Illegal, Unreported and Unregulated (IUU) fishing is still increasing worldwide, so the negative impact on the health of our fish stocks continues. At PP Group, we turn our back against this trend and aim to keep fish stocks healthy. Together with large amounts of by-catch, this is a direct threat to many species. We are willing to partner and collaborate with multiple stakeholders to search for, and deploy, solutions for this, and already do this today. Also, when looking at the plastic soup in our oceans and overall human wellbeing and quality of life of different coastal communities, there are still many opportunities to, collectively, move towards a better and more sustainable industry. At PP Group, we commit to being part of improvements in our industry, aiming to keep fish stocks and our oceans as healthy as possible.

“We are therefore committed to making a positive contribution to how we use oceans, seas and marine systems as resources. We do this directly with our activities at sea, but also indirectly via our activities on land, from the way we process and package our fish and seafood products to the way we distribute them.”

With acknowledging our role and effort, we can contribute to healthy and sustainable fish and seafood systems globally. We believe this is crucial, to keep oceans and our planet healthy and meet the needs of our consumers that are increasingly looking for sustainable products.

Our mission

PP Group strives to be a recognized worldwide supplier of top quality, nutritious and sustainable fish and seafood products. As a fish and seafood company since 1950, we aim to sustainably manage and protect marine and coastal ecosystems from pollution, and conserve the fish stocks needed to maintain a healthy ecosystem. We will use only the excess production or, as we like to say: preserve the capital in the sea and use the interest only. This will not only help us to mitigate some of the challenges that our oceans face, but it also enables us to provide the world's growing population with healthy and innovative fish and seafood products for both current and future generations.

“We preserve the capital in the sea and use only the interest, to mitigate some of the challenges that our oceans face and sustainably provide fish and seafood products for future generations.”

CSR strategy & programs

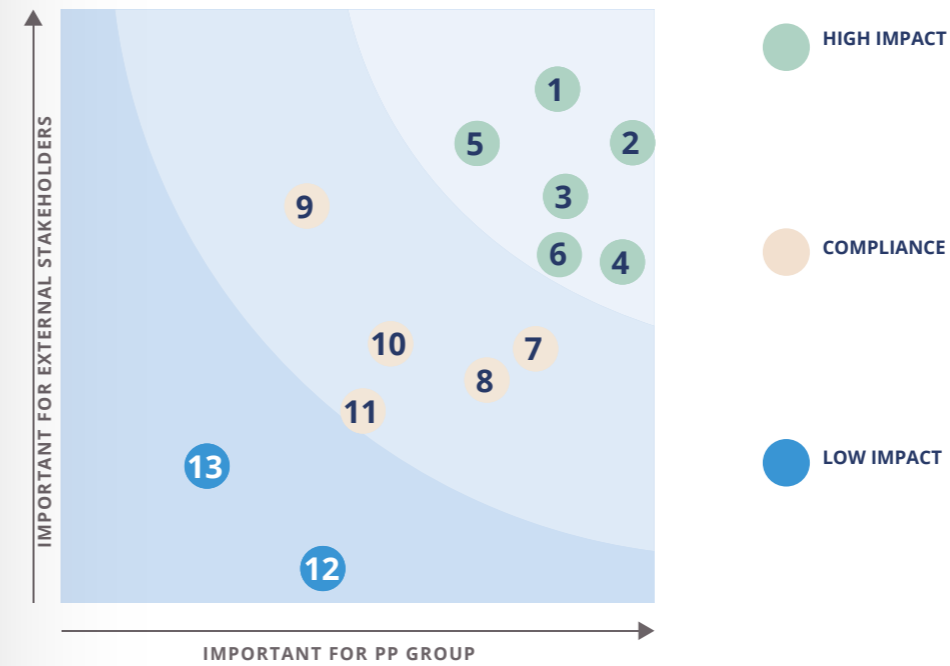
In the last years, we have defined a clear CSR strategy and programs, with goals and focus areas. With our three pillars, we can build a strong foundation for a sustainable future. As a group of several companies with different products and core processes, we do recognise however, that there will be differences in focus between these companies. As a holding company, we will not dictate in detail how our portfolio companies should establish their detailed procedures and policies. We embrace differences and encourage and facilitate our companies to translate this group CSR strategy to their own focused CSR programs.

HEALTHY OCEANS: sustainable resource management	HAPPY PLANET: durable supply chain optimization	HAPPY PEOPLE: product innovation to enhance human wellbeing
Optimize our efforts to conserve, sustainably use and protect the ocean resources at all levels within our scope of activities. While doing so, increase transparency throughout our supply chains.	Contributing to an environmentally sustainable planet, by minimizing the negative effects of our activities on the environment and climate. How? By focusing on durable supply chain optimization. Reducing our energy use, GHG emissions, waste and water footprint are central to achieve this.	Enabling all stakeholders inside and outside our organization to optimize their working and living standards and invest in their wellbeing and development. To our consumers we offer affordable, healthy, high protein, food every day. For our own people, we are creating a safe and healthy workplace. We strive towards a circular business model. The target is to reach an optimal yield utilizing 100% of the fish, in a variety of products, such as food, medicines and cosmetics.
OUR GOAL: <ul style="list-style-type: none"> Striving towards even more sustainable certified fisheries 	OUR GOALS: <ul style="list-style-type: none"> Carbon reduction and carbon neutrality Sustainable waste treatment Sustainable packaging Expand renewable energy 	OUR GOALS: <ul style="list-style-type: none"> Increased human wellbeing Maximize employee safety and satisfaction
FOCUS AREAS: <ul style="list-style-type: none"> Sustainable fishery Innovation and research Traceability Sustainable procurement 	FOCUS AREAS: <ul style="list-style-type: none"> Energy efficiency from catch to plate Carbon measurement Waste water treatment Sustainable packaging and plastic reduction 	FOCUS AREAS: <ul style="list-style-type: none"> Food safety and security Product innovation and circular business Sustainable product innovation Food safety Fair wages
READ MORE: CHAPTER 5	READ MORE: CHAPTER 6	READ MORE: CHAPTER 7

Impact matrix

In the development of our CSR and sustainability strategy, we conducted an intensive impact analysis. The central question in this analysis was: where can our group make the biggest environmental and social impact? During this process we looked at our own CSR expectations and key sustainability strengths, and we looked at our business from the perspective of important stakeholders: our suppliers, customers, partners, employees, NGOs and public domain and the United Nations' Sustainable Development Goals – representing the voice of the planet, our climate and society at large.

In this way we were able to identify the CSR topics with which we can make the biggest impact, where we should focus and which topics are less relevant to our business. The outcome of the impact analysis forms the backbone of our CSR strategy.



- 1. SUSTAINABLE FISHERY
- 2. CLIMATE (GHG and ENERGY)
- 3. SUSTAINABLE SOURCING
- 4. WASTE
- 5. FOOD SAFETY AND QUALITY
- 6. FOOD SECURITY

- 12. DIVERSITY AND INCLUSION
- 13. COMMUNITY DEVELOPMENT

- 7. HEALTH AND SAFETY EMPLOYEES
- 8. LABOUR CONDITIONS and EMPLOYEE DEVELOPMENT
- 9. ANIMAL WELFARE
- 10. WATER
- 11. ECONOMICAL DEVELOPMENT

- ADDITIONAL ORGANISATIONAL FOCUS AREAS:**
- GOVERNANCE
 - TRANSPARENCY
 - COMMUNICATION
 - INNOVATION & RESEARCH

Sustainable Development Goals

With our CSR strategy we support the United Nations Sustainable Development Goals that provide a framework for government agencies, civil society, the private sector and citizens all over the world to work together on creating a more sustainable future. The following SDGs are most relevant for our business:

THE SUSTAINABLE DEVELOPMENT GOALS

- Healthy oceans
- Happy planet
- Happy people



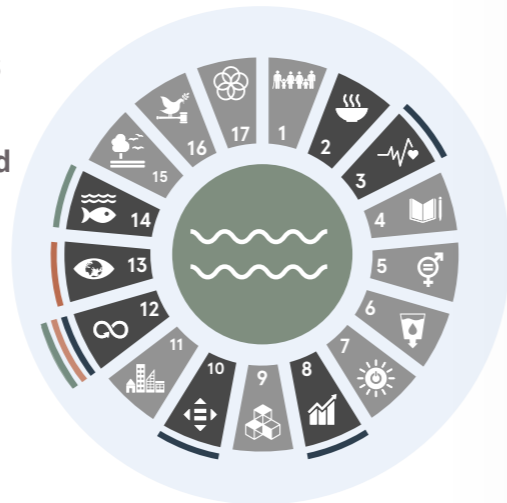
HEALTHY OCEANS: sustainable resource management	HAPPY PLANET: durable supply chain optimization	HAPPY PEOPLE: product innovation to enhance human wellbeing
 <p>12. RESPONSIBLE PRODUCTION AND CONSUMPTION: Ensure sustainable consumption and production patterns</p>	 <p>12. RESPONSIBLE PRODUCTION AND CONSUMPTION: Ensure sustainable consumption and production patterns</p>	 <p>2. ZERO HUNGER: End hunger, achieve food security and improved nutrition and promote sustainable agriculture</p>
 <p>14. LIFE UNDER WATER: Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	 <p>13. CLIMATE ACTION: Take urgent action to combat climate change and its impacts</p>	 <p>3. GOOD HEALTH AND WELLBEING: Ensure healthy lives and promote well-being for all at all ages</p>
		 <p>8. DECENT WORK AND ECONOMIC GROWTH: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>
		 <p>10. REDUCED INEQUALITIES: Reduce inequality within and among countries</p>
		 <p>12. RESPONSIBLE PRODUCTION AND CONSUMPTION: Ensure sustainable consumption and production patterns</p>



Our achievements for healthy oceans

Sustainable management of resources

Using our oceans and marine ecosystems in a sustainable way and contributing to their health is what a sustainable business means to us. We are convinced that human wellbeing goes hand in hand with the wellbeing, protection and conservation of our most important marine ecosystems. That is why we aim to maintain the marine ecosystems, if necessary restore the marine ecosystems and don't cause irreversible damage. To make this possible, we need to track, monitor and evaluate how we see, treat and manage oceans, seas and marine resources. Our knowledge, experience and resources are valuable means to deploy with the aim of improving industry standards for sustainable fishery, wherever opportunity arises. As an example, we should collaborate with partners and the industry at large, to contribute to central topics. These contributions will directly relate to the Sustainable Development Goal that is closest to our heart and business: [SDG 14 Life below water](#).



We see many positive developments and initiatives that are protecting our oceans. Vulnerable marine areas are increasingly being protected and responsibly used; policies are in place to encourage the responsible use of resources; and people all over the world are supporting such projects. The pressure on our marine yields has been reduced almost by half in the period between 2003 and 2018. It means that up to 47% of all stocks meet environmental criteria, which means that the exploitation and reproductive capacity of the stocks are compatible with their maximum sustainable yield (MSY). As PP Group, we want this trend to continue. That's why we include the ambition to sustainably use and protect the ocean resources and marine ecosystems in our strategy. It's how we protect marine biodiversity. Also, by further developing industry and product specific standards that are related to sustainability and contribute to research in the light of sustainable fishery. All these efforts will have a positive effect on biodiversity and contribute to limiting and mitigating the effects of climate change on the oceans and our planet. With our strategy, we both support life below water and above. Also read more in our chapter [Our achievements for a happy planet](#).

With this CSR program we focus on our activities at sea and how we can make these more sustainable.

HEALTHY OCEANS:

Sustainable resource management

Optimize our efforts to conserve, sustainably use and protect the ocean resources at all levels within our scope of activities. While doing so, increase transparency throughout our supply chains.

OUR GOAL:

- Striving towards even more sustainable certified fisheries

FOCUS AREAS:

- Sustainable fishery
- Innovation and research
- Traceability
- Sustainable procurement

“The ocean plays a fundamental role in mitigating climate change by serving as a major heat and carbon sink. The ocean also bears the effects of climate change, as evidenced by changes in temperature, currents and sea level rise, all of which affect the health of marine species, nearshore and deep ocean ecosystems.”

- The Ocean Foundation

Overview of our achievements

TOPICS	GOALS 2030	ACHIEVEMENTS 2021
1. Sustainable fishery	<ul style="list-style-type: none"> Striving to ensure that all fisheries in which vessels of PP Group operate are certified in accordance with a sustainability standard Furthur optimize full traceability in our supply chain 	<ul style="list-style-type: none"> 58% of our fish was certified. In 2022 our sustainable procurement system will be installed to contribute to sustainable sourcing and sourcing of certified fish We caught 15% more fish in total
2. Innovation and research for sustainable fishery	<ul style="list-style-type: none"> Establishment of a group wide innovation department 	<ul style="list-style-type: none"> We are member of Orthongel, a French fishery association, promoting the interests of the French tuna industry and specifically in the Atlantic Ocean and the Indian Ocean. Orthongel assists with MSC certification of our tuna fisheries. Also, we collaborate in several research projects to improve sustainability, such as the (biodegradable) FAD project We are a member of the PFA that initiates and participates in scientific research programs, and works with scientific organizations globally to maintain a sustainable fishery for pelagic fish stocks. PP Group is involved in highly relevant sustainability research and innovation projects with the PFA, for example: a self-sampling project to monitor demersal fish stocks and a species ID project, where we develop tools for species discrimination We are collaborating with Oceans Unlocked, a start-up company in the field of bio refinery and seaweed. Together, we aim to unlock the sustainable potential of the ocean and healthy oceanic ingredients and sustainably utilize by-products for health & consumption
3. Sustainable sourcing	<ul style="list-style-type: none"> Company-wide sustainable procurement system launched Development of a Supplier Code of Conduct for all business partners Strengthen our joined programs with partners/suppliers 	<ul style="list-style-type: none"> We finalized and approved our sustainable procurement policy, in line with the AIPCE-CEP Principles for Environmentally Responsible Fish Sourcing. The policy states specific requirements for sourced products within the PP Group companies. In the coming year, we will implement these and other policies company wide
4. Preventing pollution and waste at sea	<ul style="list-style-type: none"> Develop environmentally friendly vessels Reduce the amount of pollution and waste at sea 	<ul style="list-style-type: none"> We designed the protocol for sustainable vessel design and rolled it out in the group We are in the process of developing waste policies for our vessels in addition to the overarching company policy We are compliant with the MARPOL principles to decrease air and water pollution towards zero pollutant release

Sustainable fishery

Sustainable fishery means that our operations do not interfere with or harm sustainable management of fish stocks and natural habitats, and ensuring people who depend on fishing can maintain their livelihoods. In our industry, there is the concept of maximum sustainable yields for fisheries, which is used to assess the safe and healthy size of fish stocks. The maximum sustainable yield for a given fish stock means the highest possible annual catch that can be sustained over time, by keeping the stock at the level producing maximum growth. This is how fishing can be continued in the long term without damaging the fish stock. As PP Group we are in a continuous process of driving improvements in the field of sustainable fishery. This means that we steadily grow the share of certified products throughout our product portfolio and that we aim to collaborate with other fishing companies, fishery standards and partners in the industry to improve fishery standards. Glancing at the future, we need to keep doing this and develop our understanding of what sustainable fishery contains, today and in the years to come.

In the year before the reporting year, the certification of our skipjack tuna in the Indian Ocean was a big milestone. Certification of our products is a central theme, and highly important and relevant as there are still issues in some of the fishing regions. The Indian Ocean is such region where stock management of different species is closely monitored. That's why PP Group's companies focus on improvement plans to monitor and improve their efforts aligning and in strict compliance with the MSC principles. Our tuna company CFTO is

for example implementing an improvement plan for skipjack tuna management. The IOTC (Indian Ocean Tuna Commission) is responsible for setting limits for fishery, and proactively contributes with its sustainable fishery strategy and co-setting realistic catching limits, to prevent reduction of stocks. PP Group is closely following the guidelines and limits that CFTO and MSC set, at all times. Currently, it's not possible to grow the share of (certified) skipjack tuna. When the state of the stocks allow it, we will continue and prioritize the catch of certified skipjack tuna in the Atlantic Ocean. As stated before, scaling the share of certified products has been a continuous effort in the past few years. Our company Deutsche See for example offers the largest certified product range on the German market. With a focus on MSC, ASC, GlobalG.A.P. and BIO. Today, Deutsche See has a range of 1,000 certified products, which is still growing.

We focus on these certifications for our product range:



Marine Stewardship Council

The Marine Stewardship Council has an independent and science-based certification method to certify wild fish and seafood products. MSC involves stakeholders to contribute to the process, to optimize credibility of their standards for sustainable fishing and traceable seafoods, and improve the fishing industry together – step by step. Under the MSC standard requirements, fisheries must improve continuously until they reach what is considered to be the best practice in sustainability.

PP Group strives to ensure that all fisheries in which our vessels operate are certified, according to for example MSC. MSC has developed rules and standards to make fisheries more sustainable. We need to live up to and comply with these rules and standards to be able to carry the MSC certification. These standards enable third parties to evaluate fisheries on sustainability and fish stock management. MSC develops and evaluates these standards together with the fisheries industry, scientists, conservation organizations, governments and other stakeholders. With the aim to transform the world's fish and seafood markets. The process is similar for (almost) all fish and shellfish species. MSC assesses companies on the following key principles:

- **Sustainable fish stocks**
Fishing must be done at a level that allows fishing indefinitely and keeps fish stocks productive and healthy.
- **Minimize impact on other marine life**
Fisheries must work carefully so that other marine life and their habitats remain healthy.
- **Effective fisheries management**
MSC certified fisheries must comply with the laws that apply to them. This is monitored. They must also be able to adapt to changing environmental conditions that affect the size of the fish stock. It's for this reason that PP Group wants to use its voice and leverage, to not only increase the share of certified products, but also partner with all these stakeholders in our industry to make sustainable and healthy stock management a reality.

It clarifies that our ambitions are about much more than certification alone. We are however proud to work with internationally acknowledged and independent certification bodies, such as MSC, that support us in our mission. We strictly follow the guidelines and principles set by these certification bodies and have minimal influence on certifications and corresponding processes. The only thing within our sphere of influence is understanding and incorporating and integrating the standards that are shared, while certifications itself can be withdrawn by the determining partners, based on regulatory or environmental developments.

“PP Group closely follows the guidelines and limits that MSC and companies like CFTO set, at all times. When the state of the stocks allow it, we will continue to grow the amount of certified products.”



Aquaculture Stewardship Council

The Aquaculture Stewardship Council is the world's leading certification scheme for farmed seafood. The ASC label only appears on food from farms that have been independently assessed and certified as being environmentally and socially responsible. ASC develops and manages the strictest standards in the industry and to gain ASC certification, farms are independently assessed against these requirements. Focusing on water quality, responsible sourcing of feed, disease prevention, animal welfare, the fair treatment and pay of workers and maintaining positive relationships with surrounding communities.



Friend of the Sea

Friend of the Sea is currently part of the World Sustainability Organization, an international NGO whose mission is to promote environmental conservation. Friend of the Sea is a leading certification standard for products and services which respect and protect the marine environment. Awarding sustainable practices in fisheries, aquaculture, fishmeal and omega 3 fish oil. Friend of the Sea also promotes projects related to for example sustainable shipping. The certification process of Friend of the Sea is recognised and supervised globally by a National Accreditation Body. With benchmark studies confirming the reliability of the chain of custody approach.



GlobalG.A.P.

GlobalG.A.P. has developed standards for good agricultural practises (G.A.P.) concerning areas such as food safety, environmental care, suppliers, and employee and animal welfare. The certification for aquaculture encompass the entire value chain from hatching to harvesting and production. The GLOBALG.A.P. Aquaculture Standard is recognized both by the Global Food Safety Initiative (GFSI) and the Global Sustainable Seafood Initiative (GSSI).

In accordance with the framework of the Marine Stewardship Council (MSC), we follow three sustainable fishing principles:

- 1. Sustainable and healthy fish stocks:**
Are there enough fish left in the ocean? Fishing must be at a level that can be sustained over time, so that the fish population can remain productive and healthy.
- 2. Minimizing environmental impact and keeping the ocean healthy:**
What are the impacts of our activities? Our fishing activities must be managed carefully so that other species and habitats within the ecosystem remain healthy and robust.
- 3. Effective fisheries management:**
Are our operations well managed? We comply with relevant laws and follow best practices in relation to fisheries management, governance and transparency.

Innovation and research initiatives as member of Orthongel, Europêche and the PFA

At PP Group, we believe we need system change to work on real sustainability. This can only happen when different stakeholders in the industry work together, inspire and learn from each other. We share our knowledge proactively with partners and relevant stakeholders. Beyond meeting MSC sustainability standards, fishery improvements could contain environmental friendlier nets, innovative gear to minimize by-catch or new localization techniques. We work on these improvement projects, and often with our valuable partners, such as Orthongel, Europêche and the PFA. It's how we make a valuable contribution to research and innovation. Turning our boats into real-time, floating research platforms, enables us to creating shared value out of our growing knowledge.

“Within the partnerships that we have, it's important that we contribute to research and use our voice to contribute to improving the fishery and aquaculture standards. That is the biggest sphere of influence of PP Group. Taking part in forums for the improvement of standards (such as ASC and Friend of the Sea) can be of great value. This is how we can share our expertise and experience.”

– Mark Nijhof, Heiploeg International

Fish Aggregating Devices (FADs)

In our fishing activities we use FADs (Fish Aggregating Devices) to attract tuna species. These man-made devices are placed in the water, with a GPS localization buoy attached, to aggregate the fish for effective catching strategies. The FAD is deployed by a purse seine or support vessel and drifts at sea to start aggregating small fish. Larger predators such as tuna and other fish aggregate under the FAD, attracted by the smaller prey and are harvested. Even though within the sector, it's aimed to prevent it, FADs are unfortunately likely to be abandoned or lost at sea, with the risk of becoming marine pollution. At CFTO we're driven to solve this marine issue, by looking closely how we can prevent this, or retrieve the FADs that are left at sea.

Our tuna company CFTO is one of the companies working on FADs, to reduce negative impact and pollution. Since 2012, CFTO is applying a limit for the number of FADs deployed. CFTO uses 100% of non-entangling FADs to avoid harm to species and recover the FADs before they beach or come too close to corals. After retrieval, the FADs are reused and/or recycled. With our FAD project, we contribute to:

- Reduction of negative impact, by pollution in open water, islands and on land.
- Reduction of potential harm to species and corals.
- Reduction of our footprint by retrieving, reusing and recycling materials.

In addition, we are conducting research to create FADs from biodegradable materials, to lower the impact on the environment. This project is now

piloted in collaboration with Orthongel.

Self-sampling program

Since 2018, self-sampling provides real-time, detailed insights into catch compositions and biological parameters per period and region. This PFA research project enables fisheries to contribute to monitoring of the pelagic fish stocks. In 2021, PP Group extended the technique of self-sampling to some of the demersal fisheries. The data that is being collected during fishing activities is shared with scientists with the aim to analyze the fish stocks. The data collection program will be further implemented in other fisheries and vessels. Collecting and sharing this data, enables PP Group to contribute to the development of the certification bodies, that use the information to increase insight in stocks. Annual meetings with the Regional Fisheries Management Organizations (RFMOs) enable us to share data and discuss the program. The self-sampling program is an example of a scientific research cooperation, which combines commercial fishing with research activities.

“The self-sampling program is an example of a scientific research cooperation, that combines commercial fishing with research activities. It's how we are able to contribute our fisheries' data to relevant expert groups and projects.”

– Uwe Richter, EuroBaltic

Vessel acoustics

The PelAcoustics project is one of the projects of the PFA. With the aim to develop methodologies to use acoustic information from pelagic trawlers as supporting information for stock assessments and surveys. In 2021, the focus was on:

- Making recent and historical acoustic data available for scientific analysis.
- Developing analytic products based on that data.
- Evaluating the properties of the deep-scattering layer during blue whiting catching.

Data that has been collected on blue whiting has been processed for further analysis. In 2021, new automated processing techniques were evaluated with the aim of further improvement.

In the past year, three trawlers were calibrated, using a new, semi-automated calibration technique. This technique made it possible to carry out the calibrations in the harbour, instead of the traditional approach at sea. A machine-learning approach to predict the presence of fish has been developed. The machine learning model was used to find the links between environmental parameters and commercial catches in the South Pacific. The information that was gained was then used to produce weekly averaged heat maps for the fish presence.

Species ID project

The species ID project is a project in which tools are developed for species discrimination. The goal is to recognize which fish is swimming under or close to the vessel, by means of acoustic equipment, such as echometers or sonars. It enables pre-identification of unwanted species, with clear added value by the degree to which unwanted species or sizes can be avoided. [Read more about this project her.](#)

Year of the mackerel project

Today, mackerel is a stock with a wide area of distribution, resulting in a continuous challenge to attempt to monitor the development of the stock. The expansion of the area of distribution reaches from the west of Portugal to the Norwegian Sea. Improving our understanding of how mackerel gonads develop and when and they spawn, helps gathering the information needed for stock monitoring and management. The aim of the Year of the mackerel project is to gain insight in the gonad development throughout the year, to better understand spawning strategy. [Read more about this project here.](#)

Fish condition project

The Fish condition project is related to the welfare of fish in the context of commercial fishing. Therefore the PFA has initiated a study to the condition of pelagic fish, as they are caught in pelagic fisheries. The aim of the project was to gain insight into the condition of fish in the catches of pelagic trawlers, from the specific moment of getting the fish on board until the end of the catch processing process. Equipment has been developed to assess fish conditions on board, together with a monitoring protocol that

is currently being tested. [Read more about this project her.](#)

The PFA does research and works with scientific organisations all over the world to maintain and promote a sustainable fishery, with a focus on pelagic fish stocks. As a member of the PFA, we are involved in numerous other, highly relevant sustainability research and innovation projects. Examples are:

1. Species ID project – developing tools for species discrimination.
2. Year of the mackerel project.
3. Fish condition project.

Other projects...

Managing fish stocks together

Like all human activities, fishing has an impact on ecosystems. Our goal is to limit this impact and to avoid irreversible damage. With our sustainable fishing practices, we catch our fish according to sustainability standards and requirements. We commit ourselves to continuous improvement to make our fishing more selective, and further reduce the catch of unwanted species. Even though we can undertake many activities ourselves, it's important to stay aware that improving the industry is something, that is to be done together. Collaboratively as an industry we should monitor and manage good and healthy fish stocks. Individual fishing rights are commonly used in the fishing industry. Individual fishing rights permit to harvest a certain quantity of fish per species per fishing area on an annual base. These fishing rights are granted to fishing companies and fishermen based on historical track records, taken into consideration the scientific advice for the sustainable management of the fish stocks.

Within the industry, there have been non-compliances with the quota regulations. This is due to illegal fishing, under-reporting of catches, and grey and black trade circuits. At PP Group, we comply with quota regulations and are driven to prevent IUU fishing at all times. Managing fish stocks together, as an industry, can help prevent and overcome non-compliances. The aim is to create an effective and efficient system of quota compliance, and improve economic performance within the quota restrictions. Collaboration and managing fish stocks

together means that fishermen and fishing companies organize themselves into groups. Within these groups there is social control and peer pressure to operate sustainably and be compliant. These groups are administered by a board, consisting of fishers but chaired by an independent chairman, with the primary task: manage and control the quota of their members. The entire group must stay within the limits of the (cumulative) quota of the participants at all times.

“Managing fish stocks together is a great example of the benefits of collaboration and social control. Participants of the groups prepare their fish plan and integrate sustainable strategies in it.”

When there are excess catches, these are subtracted from the total quota pool and thereby penalizing the entire group in case of non-compliance. It leaves a shared and considerable responsibility, delegated to the group of fishers for quota management of stocks. In the end, national governments are still in control of fisheries management, but co-management is a positive sub-managerial tool, as have been proven in Dutch fisheries.

Supply chain transparency and fighting Illegal, Unreported and Unregulated (IUU) fishing

PP Group has taken the lead to certify the fisheries in which it is increasingly involved against the MSC criteria, which by definition means no Illegal, Unreported and Unregulated (IUU) fishing. We aim for MSC certification of

as much of our fisheries as possible. In all our activities we ensure IUU fishing is being avoided at all times. Our tuna is certified against the Friend of the Sea standard. In our sourcing activities, there is a strong shift towards MSC certified raw materials for the parts of the company that process and sell fish (Heiploeg International, Ouwehand Visverwerking, Deutsche See, Profish Food and GSF). As a company rooted in the EU, PP Group complies with the EU regulatory framework. Several parts of the EU regulatory framework relate to tracking and tracing provisions (e.g. food safety, fight against IUU fisheries). The EU regulatory framework is the most progressive anti-IUU legislation of its kind. It is widely recognized as one of the most effective tools in improving fisheries governance. Therefore we apply this framework as well in our companies located in other jurisdictions outside the EU.

The companies of PP Group have a sophisticated traceability system. It's a key control mechanism to prevent IUU products entering the supply chain. Our robust tracing system provides us with a mechanism to comply with current and future regulations related to environment, fisheries, labor, labelling of food products and food safety.

Animal welfare

Sustainable management of fish populations is generally top of mind when it comes to realizing a sustainable fishing industry. Themes that are less backed up with research, can be more complicated. However, with Healthy Oceans as one of our strategic pillars, we want to take responsibility for all themes that are related to our main ambitions. The developments in

science and the social debate are monitored by several partners, such as the Sustainability Committee of the Dutch Fish Federation and the European Aquaculture Advisory Council (AAC). As an active member of the Dutch Fish Federation, we are participating in stakeholder dialogue and activities on welfare of fish. The following describes how PP Group does not interfere with good animal welfare practices or specifically contributes to animal welfare:

- PP Group does not own and operate fish farms, but sources and sells farmed fish and seafood products. In the sourcing decisions that we make, we are able to contribute to limiting the use of medicine or growth promoting substances.
- We promote the best animal welfare practices, that safeguard the health and well-being of farmed seafood, by contributing to policies and standards (such as the GLOBALG.A.P. Aquaculture standard, initiated by Heiploeg International).
- Deutsche See is one of our companies that conducts analysis and tests to prevent undesirable substances being used in the products.
- Our company Heiploeg International sources GLOBALG.A.P. certified products to ensure the best aquacultural practices, including animal welfare.

Sustainable sourcing

We are developing a company-wide sustainable procurement system, which includes compliance with the AIPCE-CEP Principles for Environmentally Responsible Fish Sourcing. We completed our Code of Conduct for suppliers. We will start



Sustainability at Deutsche See

At our company Deutsche See, sustainability means intensive communication with our suppliers, knowing the respective local situation on the ground in terms of stocks, stock management, and the structure and development of aquaculture businesses. To this end, Deutsche See has its own auditing team that audits suppliers around the world, according to the Deutsche See standard. It is important for the company to have the entire chain under control - from the source to the table - and to be in a position to actively manage it.

However, standing alone this would be insufficient. That's why Deutsche See attempts to comprehend sustainability in a very broad sense. This encompasses employees, customers and suppliers, as well as all areas that can impact their business activity from an ecological, social or economic perspective. Deutsche See can draw on a wealth of recognized expertise in the complex and complicated world of fish and fishing.

Deutsche See has a long-term experience in the process that covers the entire value chain. From the fishing source to the distribution to customers. In this process, Deutsche See sees sustainability as primary concern.

“To maintain healthy fish stocks, Deutsche See established its own fishing quota for core-suppliers, and has a policy for exclusion of suppliers who do not meet the standards or repeatedly violate specifications.”

For Deutsche See this means that there is active support for the “Initiative for the support of a sustainable fishery”. Other activities of Deutsche See are:

- Supports the Forum Association for the rescue of the sturgeon;
- Founding Member of the federal association Marine litter ([Bundesverband Meeresmüll](#));
- Support of the Biodiversity-Initiative of the German Federal Ministry for Environmental Protection (BMU);
- Lobby work for better protection of fish populations, part of the “EU fishery politics”;
- Stop Discard, NO to IUU, massive improvement and extension of surveillance, harder sanctions, reasonable use of subventions, etc.;
- Influencing fish-association activities;
- Original member of the [“Initiative to aid the European Eel”](#).



agreement with the Code of Conduct among our partners in the coming year. According to the AIPCE-CEP Principles, ‘responsible sourcing’ means that we secure long-term sustainable sources of fish to provide high quality, nutritious food for today’s consumers and future generations. What ‘responsible’ means varies per fishery and between fish species. This is set out in the FAO Code of Conduct for Responsible Fisheries that we comply with.

Sustainable procurement means that we take sustainability into account with purchasing decisions, alongside the conventional procurement criteria of price and quality. It helps us to engage in dialogue with stakeholders and also with the general public and to emphasize why healthy fish stocks are so important. Our aim is to lower our environmental impact and ensure regard for social issues, such as employment conditions via our procurement system. We want to work in partnerships with our suppliers to achieve our ambitions and continually improve our performance over time.

Preventing pollution at sea

We innovate by designing new vessels that are more environmental-friendly. We use best practices and state of the art techniques to lower emissions, waste streams and increase selectivity of fishing operations. We are proud to possess a modern fleet, and that renewal and modernization of the vessels allow for continuous improvement. We developed a waste policy for our vessels. In the coming time these will be shared for approval by our board and will be implemented to increase sustainability on board. The policy includes waste water procedures. Waste management plays a crucial

role in contributing to healthy oceans and marine life.

We continued to commit ourselves to the ‘Green Deal for Clean Sea’. The deal is aimed at minimizing the impact of fisheries on the environment, by preventing pollution by garbage from vessels. It prohibits discharge of all types of garbage into the sea, and states that our vessels will store and deliver all waste separately in Dutch fishing ports. All our vessels (> 45 meters) make their own freshwater on board, with fresh water generators. The water generated is used for drinking, cooking, washing and even running other machinery. The production of fresh water is done by using the evaporation method: using seawater and heat, and then seawater for cooling. We ensure compliance with MARPOL principles to prevent air and water pollution. We are also a member of the Fishing for a Clean Sea covenant. The covenant supports projects that focus on responsible waste management on board fishing vessels.

As a large company operating a fleet of vessels, dependent on the sea as a source of income and our stewardship, the prevention of pollution at sea is one of our main priorities. The major vessel-sourced pollutants, from an operational perspective, are oil and oily residues or mixtures; chemicals and chemical residues; sewage; and garbage. We take sustainable vessel and waste management to a higher level. Both the pollution and waste from fishery activities, as well as other relevant on-board activities are incorporated, including food, domestic and operational waste, and waste from discharged fishing gear. At last, we want to commit ourselves to protecting the ocean against further pollution.

Outlook 2021 / 2022

Sustainable fishery

- As part of our vessels, special gear construction is being developed, to reduce the by-catch of different sized fish and species. This project is in the research and test phase, and is expected to be implemented over a period of 2-3 years.

Research and innovation

- Gear technology to minimize the impact on the seabed and protect the ocean during demersal activities is being developed in collaboration with a research institute in London. We will continue this project in the coming period.

Preventing pollution at sea

- PP Group will also focus on building a new pelagic vessel type in the coming year. It is expected that this vessel will be in use mid-2024. This high-tech vessel will enable us to reduce energy, carbon emissions, cut our waste footprint and create optimal conditions for on-board crew. In addition, two demersal vessels will be built in the coming year (expected to be delivered mid-2023). These will contribute to our steps towards a more sustainable fleet, contributing to minimizing our pollution at sea.

Our
achievements for
a happy planet

Durable supply chain optimization



We believe that it's our responsibility to make an effort in protecting both marine resources as our oceans and lands. It's our ambition to protect all and limit and mitigate the effects of climate change on both our oceans and our planet. We support life below and above water. That's why durable supply chain optimization is so important for us, and an essential part of our stewardship responsibility. It all comes down to sustainable use and protection of the planet's resources. We strive to use these resources as economically and efficiently as possible and commit ourselves to continuous improvements to minimize any negative impact of our activities. The upside is that fish as a nutrient and protein source is low-carbon compared to meat. We are aware that still, the fishing industry in total has a significant carbon footprint. So the challenge is that this can only be an upside under the conditions that operations are designed and managed in the right way: both at sea as well as on land.



THE CARBON FOOTPRINT OF FISH PRODUCTS IS RELATIVELY LOW COMPARED TO OTHER PROTEIN RICH ANIMAL PRODUCTS.



Our sustainability strategy focuses on optimization of our supply chain: managing and monitoring the energy consumption and footprint of all our vessels, processing units, cold storage and offices – and also our logistics. Besides fishing; processing, packaging and storing are the biggest consumers of energy and water, and are the biggest generators of emissions and waste. We focus on decisions with which we can make a significant impact to reach our goals.

“We aim for continuous improvement of our fleet. New technologies enable us to reduce our impact. The procurement of improved engines can help us reduce greenhouse gas emissions (GHGs), that are causing climate change. This is highly relevant for us: for climate change and global warming seriously impact marine life and ecosystems.”

With this CSR program, we focus on our activities on shore and how we can make these more sustainable.

HAPPY PLANET:

Durable supply chain optimization

Contributing to an environmentally sustainable planet, by minimizing the negative effects of our activities on the environment and climate. How? By focusing on durable supply chain optimization. Reducing our energy use, GHG emissions, waste and water footprint are central to achieve this.

OUR GOALS:

- Carbon reduction and carbon neutrality
- Sustainable waste treatment
- Sustainable packaging
- Expand renewable energy

FOCUS AREAS:

- Energy efficiency from catch to plate
- Carbon measurement
- Waste water treatment
- Sustainable packaging and plastic reduction

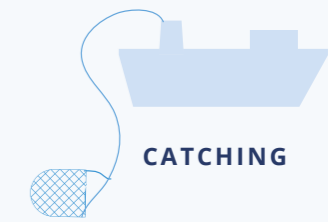
Overview of our achievements

IMPACT PROGRAMS & TOPICS	GOALS 2030	ACHIEVEMENTS 2021
Energy efficiency and management <ul style="list-style-type: none"> Catching Storage Processing Distribution Management (offices) 	<ul style="list-style-type: none"> Reduction of carbon footprint per kilo fish Energy audits and 5-year plans for PP Group facilities Expand renewable energy on group level Implementation of our construction, renovation and demolition policy 	<ul style="list-style-type: none"> We are continuously working on better fishing plans, fishing technology and lighter nets. At the same time, we are expanding our business and fleet. In the past year, we reported on the fuel use of 3 more vessels compared to 2020. This resulted in an increase of 14% in fuel use Our relative energy demand decreased with 6% (per FTE); our absolute energy demand grew with 7%, under revenue growth of 7% The share of renewable energy has increased from 2% to 7% in 2021
Carbon emission management	<ul style="list-style-type: none"> Annual CO2 measurement on company level CO2 neutral offices and processing units by investing in carbon projects 	<ul style="list-style-type: none"> Since 2018, we observed a gradual reduction of our carbon footprint. In the last year, we witnessed an increase of 6% in our total carbon footprint. This can be explained by adding 3 vessels to our emissions report. Emissions from our vessels had the biggest share in this growth (+17%) Since 2016, the amount of CO2 emissions per employee decreased. In 2021, this number decreased with 6% Since 2016 until 2020, our carbon intensity (carbon emissions per million of revenues) has reduced 37%. In 2021, our carbon intensity was similar to 2020 (< 1% decrease)
Waste and water in processing and packaging	<ul style="list-style-type: none"> Less food waste Sustainable packaging Less plastic packaging Enlarging waste water treatment in our processing facilities 	<ul style="list-style-type: none"> In 2021, we reduced our use of single use plastic to an absolute minimum (<0,01%) We still use (recyclable) plastics, but mainly use carton board as packaging materials. 75% of our products is packed in carton board. We will optimize the use of sustainable packaging in the year ahead Also, almost 10% of our packaging already consisted of completely recycled material in 2021 The waste streams that are being reused grew to 43% in the past year

Energy-efficiency from catch to plate

- We are happy that in the previous year(s) we witnessed a reduction of our carbon footprint relative to our revenues and amount of FTE.
- We are happy with a trend of fuel use reduction since 2016. In the past year alone, our absolute fuel use increased, because we added 3 vessels to our data collection and emissions report.
- We are growing the share of renewable energy production, focusing on both solar and wind energy since last year. In the coming years we want to accelerate the share of renewable energy used in our facilities.

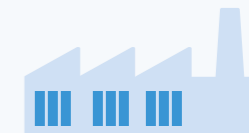
We want to invest in a low-carbon industry and make fish and seafood consumption a great source of nutrients from all points of view. Also when it comes to the impact on the planet. One of the biggest challenges relates to the emissions of our fleet. And in line with that: the development and global availability of alternative and innovative green technologies and carbon-neutral fuels and energy sources. With the serious impact greenhouse gases have on our planet, it is crucial that we use energy and materials in the most efficient way and optimize all our processes. We do so in the following areas:



CATCHING



STORAGE



PROCESSING



DISTRIBUTING



MANAGING

1. CATCHING:

Implementing new technologies for energy-efficient vessels

There are not yet many alternatives for the use of fossil fuel, that powers our vessels. That's why we focus on deploying creative solutions, in our aim to reduce our negative impact. Among these are sailing more economically and optimizing energy efficiency of our installations on board. PP Group prefers their newly built vessels to be designed in the best way, taking environmental impact into account as well. Vessels should be hydrodynamic and efficient and all major systems should be fully integrated for the best performance. Vessel design should be developed to provide optimal fuel consumption, fish handling and working conditions at sea. All our vessels comply with the MARPOL regulatory framework, which is one of the conventions of the IMO (international Maritime Organization). One of the compliance guidelines is that we should prevent air pollution from our vessels, by setting limits on GHG emissions (including CO₂, sulphur oxide (Sox) and Nitrogen Oxide (NO_x)). The switch to low-sulphur heavy fuel helped with this.

Over the past years, our vessels have implemented valuable energy saving measures thanks to the use of innovative technologies. This enabled us to create a reduction in the amount of fuel used by our vessels since 2016. In 2021, the absolute increase in amount of fuel used can be explained by adding three vessels to our data emission report. In the development of two new demersal vessels, innovative engines are deployed, that operate extremely efficient and are certified accordingly. This is how we work on relative reduction of our vessels' footprint:

these engines are more quiet, require less maintenance and expel less emissions.

In addition, we are in the process of implementing the following initiatives to increase energy-efficiency at sea:

- We optimize the use of our vessels through our fishing plans.
- We are using lighter fishing nets, resulting in less resistance of the nets in the water and therefore requires less energy.
- We are working on more linear fuel consumption of our engines; by better regulation of the fuel injection, so that higher speeds do not lead to unregulated higher fuel consumption.
- We are equipping our pelagic vessels with the latest type of trawl doors, which are used to keep the net open, at the right height for pelagic fishing, with the effect that less propulsion power is needed.

2. STORING AND PROCESSING:

Energy efficient fish processing

Apart from our fishing activities, our storage and processing facilities account for a large share of our footprint. Of our total carbon footprint, 50% derives from vessels and fishing activities (of total 74% scope 1 emissions). Scope 2 accounts for 7,5% and scope 3 for 18,5%. It's important to take into account that our scope 3 emissions are indirect and value chain related emissions: we do not have all data yet, to cover all indirect emissions. Today, scope 3 includes upstream value chain emissions and business travel.

We put great effort in energy-efficiency in our storage and processing facilities all over the world. Our Heiploeg International factory in

Zoutkamp (the Netherlands) is a state-of-the-art factory in which numerous technical features are implemented to reduce the impact on the environment. The facility is a big step ahead when it comes to building materials, components and features when compared to industry standards. By using these sustainable features, the building saves 70% of energy and carbon emissions compared to when the facility would meet these industry standards. In addition to this, there is the application of solar panels which now makes the building energy neutral and carbon neutral.

Compared to conventional buildings, Zoutkamp facility:

- Saves 15% energy as a result of improved isolation.
- Saves 20% energy by energy-efficient cooling.
- Saves 69% energy due to entire design compared to conventional freezing facilities.
- Saves 100% gas: there is no demand for gas, for the building uses recovery heat.
- Has 9 charging stations which are also provided with solar power.

Overall, the Zoutkamp freezing facility covers the "Trias Energetica" pillars:

1. reduce the energy demand;
2. deploy energy from renewable sources; and,
3. use (finite) resources as efficient as possible.

"With Heiploeg International, we have taken many sustainability measures from the start. We want to stay critical, and notice that the sustainability curve is flattening. Which is also a positive thing, when it comes to making use of the opportunities we have in this facility."

- Mark Nijhof, Heiploeg International

3. DISTRIBUTING: Sustainable transport

Sustainable transport and distribution are the following focus areas within environmental sustainability. The carbon footprint of our logistics is very important to us. We want to invest in sustainability that covers the full scope of our activities. Transport is a very visible activity, that can raise awareness and inspire others to improve their sustainable transport endeavours too.

Our company Deutsche See was the first customer of the newly developed electric vans of StreetScooter. A milestone in e-logistics. A state-of-the-art refrigeration system had never been installed in an electric delivery van before. Up to 680 kilograms of fresh fish can be transported through the city with it. The cooling system is supported by a photovoltaic film on the roof and thus relieves the battery - perfect cooling is achieved 100% sustainably. With the combination of a completely emission-free drive and state-of-the-art refrigeration logistics, the StreetScooter is a useful addition to our fleet of

modern, conventionally powered vehicles.

Also, Deutsche See is investing in sustainable transport. Examples of this are the electric cargo bikes, with which they take care of city deliveries; the electric trucks they use in their own operation; and the electric bikes used by employees for commuting. Other companies are joining this effort, like Ouwehand Visverwerking that has renewed its car fleet in 2020, enabling them to realize a fuel reduction of 12,5%, under similar transport distances and load. Improved motors and driver's courses enabled the company in realizing this.

4. MANAGING: Energy efficiency at our offices

Whilst at sea, sustainability is a central theme. However, we start our sustainability efforts at home, where our office and facilities are located. It's how we integrate sustainability in our entire business: whether this footprint is relatively small, or quite significant, when looking at the total share. The following energy efficiency measures will be implemented in our offices:

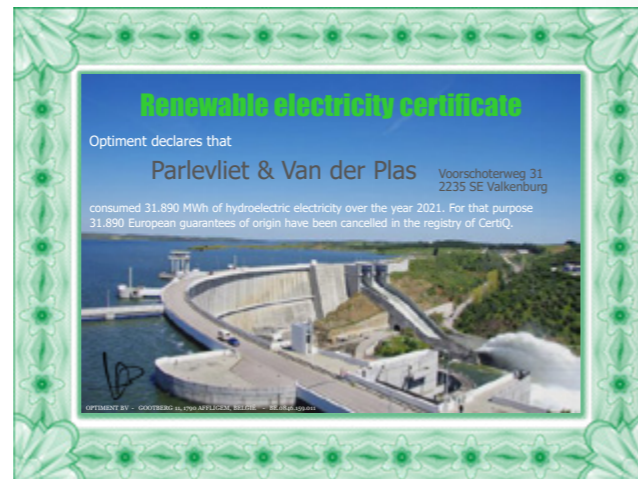
- Scaling energy audits and efficiency plans for all offices and facilities.
- Launch a group-wide energy efficiency awareness campaign.
- Encouraging the production of renewable energy at our facilities, and grow our current share of renewable energy.
- Introduction of LED lighting in all offices.
- Developing and launching the PP Group Sustainable Construction, Renovation and Demolition Policy.

In 2021, our company Heiploeg International has successfully undergone an ISO 14001

audit. The audit clarified the clear focus on reduction of energy consumption, the use of renewable energy and concrete plans for heat recovery from installations. The roofs of the existing buildings are fully utilized for solar panels, by which we hope to optimize the use of self-generated energy. With concrete energy KPIs in place, and these being monitored and tracked, we are on our way to create optimal energy efficiency in our offices.

100% green energy for electricity consumption of all production sites in the Netherlands

To strengthen our ambition in relation to our environmental responsibility, the Dutch subsidiaries of PP Group have committed themselves to use 100% green energy for the electricity consumption of all their production sites in the Netherlands (\pm 32 GWh/year) for the year 2021. In the same effort, the CO2 emissions related to our consumption of natural gas at those sites (\pm 23 GWh/year) during 2021 and 2022 will be fully offset through the use of greenhouse gas emissions reductions realized by projects certified by the Gold Standard.



Carbon emissions management

- We created a data collection platform to annually report on our carbon emissions.
- In the last year, our carbon footprint increased with 6%. Since 2018, we have seen a reduction of 7% in total.

Worldwide more than 25% of greenhouse gas emissions come from food production. On average, seafood has a smaller carbon footprint than other animal proteins. We are still committed to the minimization of our emissions. We measure the footprint of our activities, describe our processes and participate in initiatives and projects for further improvements

in our fishing activities, processing, storage and logistic processes, and our offices. Conservation matters a lot: the more fish there are, the less energy we need to catch them. This also accounts to fuel, and therefore emissions.

We work towards carbon reduction via energy-efficiency measures and we are in the process of setting up a uniform data collection platform, for all companies that belong to PP Group. This will enable us to get a good understanding of our progress, and to report on our carbon emission results in a standardized report. This helps us to intervene and take appropriate measures where needed.

Energy management at Deutsche See

Aligning the framework of ISO 50001 of continuous enhancement, Deutsche See works on its energy management. It's how the company was able to cut about 40% of emissions in the past 5 years. More reductions are planned for the coming years. The aim is to have a share of 40% renewable energy in 2030. The fuel consumption has the greatest impact on the energy consumption. In order to bring down the energy consumption with another 20% in the years ahead of us. Deutsche See will focus on:

- Raising awareness of the responsible dealing with energy.
- Company-wide energy controlling.
- Recovery of warmth and cold.
- Conversion to efficient LED lighting.
- Implementing frequency-controlled drives.
- Innovative drive concepts in the vehicle fleet (e-mobility).
- Expansion of self-sufficiency on the basis of renewable energy sources.
- Green Nudging Project with different partners (e.g. Bundesministerium für Umwelt).



To realize carbon emissions management:

- We introduce one harmonized energy and carbon measurement framework for all companies.
- We will increase awareness among our employees and in our supply chain.
- We will set-up a study group, for the implementation and further improvement for the implementation and further improvement of carbon emissions management.

Waste and water in processing and packaging

At PP Group we make significant efforts to reduce our waste and (waste) water footprint. In the basis, all our vessels have to comply with the regulatory framework of MARPOL (one of the conventions of the International Maritime Organization) that describes the rules of compliance to prevent pollution at sea. These rules are checked periodically by the flag state. Part of the MARPOL pollution policy is: preventing pollution by oil; noxious liquid substances; packaging; sewage; garbage (that could end up in sea); air pollution (including greenhouse gasses as CO₂ or nitrogen oxide).

Beyond compliance, PP Group is proactively looking at minimizing its waste and water footprint, by implementing measures for effective reduction and efficient processing.

Reduction of packaging

Another focus area in our aim to reduce pollution and waste on land, is the reduction in material

use and specifically the use of plastics. In order to deliver fresh fish and seafood products in a efficient and safe way to our customers and end-consumers, packaging is quite important and needs to live up to the standards for fresh products. In 2021, plastic reduction has been one of the central themes and activities at the different companies belonging to PP Group. We are increasingly making the shift to reusable and recyclable packaging. Today, almost all of our plastic packaging is recyclable and almost 10% is recycled already. We aim to eliminate the use of single use plastic. Today we reduced this to <0,01%. For optimal recycling, we aim to focus on mono-materials as much as possible. This facilitates recycling by keeping waste streams as 'clean' as possible.

Examples of measures that enabled us to create a reduction in plastic materials and work on circularity were:

- Foam trays switched to cardboard.
- Plastic folding boxes switched to cardboard.
- PET switched to 100% RPET.
- Aluminium trays switched to cardboard trays.
- Material reduction of almost 30% by creating smaller, thinner and lighter packaging.
- 100% RPE (recycled PE).
- Conversion from plastic to wood wrapped in paper.
- Material reduction (14%) from 700 grams to 600 grams.
- 80% RPET share and switch to transparent shell.

Since 1996, PP Group has already been investing in using less plastic packaging. This started with using plastic more efficiently (using foil machines to replace the oversized plastic bags). The next step was: thinner foil; less foil by cutting of the seals tighter; and using wrapping foil that can be stretched by 300%. At Deutsche See, we have reduced the use of paper and corrugated cardboard and have worked on the recyclability of packaging. Reducing the amount of paper that we used also contributed to the improvement of machine output, for it facilitated the processing of boxes by our machines.

In 2021, all the preformed shells have been made completely recyclable, and are now partially made of recycled material. This is an important step towards closing the loop in our value chain. With the packaging of our product, we use a large share of raw materials, so circularity is a very important theme in which we invest continuously. Reduction and keeping raw materials in the value chain are key aspects. For this reason, we have reduced the amount of material needed for our outer boxes. Using thinner boxes enabled us to reduce the amount of material with 15% on average. A small change with big impact when implemented consistently.

Another ambition is to convert the current thermoformed packaging to mono PET, so that it can be fully recycled. Currently, a pilot is running for an English customer where this packaging type is used. The pilot outcomes and evaluation need to solve the issues that we currently face with regard to production. Other initiatives that are currently running:

- Replacing packaging of frozen products by paper: meaning a reduction of 94% plastic.
- Replacing packaging bowls and preformed shells by cardboard: meaning a reduction of 78% plastic.

At PP Group in IJmuiden (the Netherlands), the complete shift from plastic tape to paper tape, in the warehouses, cold stores and on the vessels, will contribute to plastic reduction too.



Waste water management

We want to implement sustainable practices both on our vessels, as on land. In our production processes, processing facilities and cold stores, water is used for the storage and processing of our products. We make sure that the water we use during processing leaves our factories as clean as it entered. We make use of high-quality and efficient wastewater treatment systems, with the result that the water that is discharged easily meets the required standards. Also, we manage our (solid) waste streams as effectively as possible, and take measures to reduce our waste footprint on land.

An important development in reducing our waste footprint, is the shift we are making from frozen products to a larger share of fresh products. Compared to frozen products, fresh products have a lower energy and water demand (freezing and processing) and need less packaging materials. At our company EuroBaltic, we are

working on special cleaning methods for waste water in production. Improved waste water treatment and management will ensure that water used in the production, will be discharged in the Baltic Sea clean. Also, EuroBaltic is working on improving its solid waste management by allocating a special management team that analyzes waste, before working on optimization of waste stream reduction. In reducing solid waste, packaging and new packaging materials have a central role.

“An important development in reducing our footprint, is the shift from frozen to (a larger share of) fresh products. Fresh products have lower energy and water demand (freezing and processing) and need less packaging materials.”

– Uwe Richter, EuroBaltic

Since last year, the majority of our product range concerns fresh products, which has a major impact on the amount of energy and packaging we need to use for our company Eurobaltic. We want to reduce the production of frozen products to zero in the coming time.

- Reduction of (food) waste: solid waste footprint reduction of 96%.
- We used 30% more recyclable packaging.
- Amount of waste re-used or recycled is 43%.

Other measures that we take to minimize our (waste) water footprint:

- Defrosting our raw materials in air rather than the customary water defrosting.
- Continuous pasteurisation of cooling bath water, instead of permanent water exchange.
- Longer production runs which means, it saves cleaning water in between.

It is our policy that we use energy and water as efficiently as possible. This applies to all companies belonging PP Group. Our companies, among which EuroBaltic, Heiploeg International and Deutsche See, already implemented the most advanced techniques to optimize the energy and water reduction within the (processing) facilities. Investing in sustainable water management is part of this. For example, Heiploeg International's factory in Morocco implemented a new processing technology through which water use was diminished from ca. 10 liter of chilled water to exactly 0,8 liter per kilo fish. As this water is chilled, the decrease in energy use is equally substantial.

Outlook 2021 / 2022

Energy efficiency and management

- Continuous enhancement within the ISO 50001 framework: through for example heat recovery and modernization of cooling devices.
- Grow the share of renewables in our total energy consumption.

Research and innovation

- Gear technology to minimize the impact on the seabed and protect the ocean during demersal activities is being developed in collaboration with a research institute in London. We will continue this project in the coming period.

Preventing pollution at sea

- PP Group will also focus on building a new pelagic vessel type in the coming year. It is expected that this vessel will be in use mid-2024. This high-tech vessel will enable us to reduce energy, carbon emissions, cut our waste footprint and create optimal conditions for on-board crew. In addition, two demersal vessels will be built in the coming year (expected to be delivered mid-2023). These will contribute to our steps towards a more sustainable fleet, contributing to minimizing our pollution at sea.



Our
achievements
for happy
people

Product innovation
to enhance human wellbeing



Within our value chain there are many opportunities to contribute to our endeavors to enhance human wellbeing and create happy people. From the way we design our operations to the final product that is affordable, healthy and high-protein for daily use. Contributing to good working and living standards, via our operations and products, can enhance overall wellbeing. We are in a position to ultimately contribute to the reduction of hunger from our core business. By working on food security around the world and on improved nutrition in economically less developed (coastal) communities, with a focus on Africa. With our products being used in food supplements, medicines and the cosmetic industry, we create high value for the health and cosmetic industry at the same time: enabling us to make a positive contribution to society.

Within our own organization, health, safety and wellbeing of our broad group of stakeholders are among our top priorities. In our different companies, we have many employees that perform a wide range of jobs. They are the indispensable core of our business. That's why offering good labour conditions and caring for employee development are a central part of our business. In addition, our (business) customers and the communities we work with and in are among our most important stakeholders. We want to take good care of all of these different groups that are inextricably connected to our organization and daily operations. It is our goal to increase human wellbeing with and through our products and maximize employee safety and satisfaction for all employees working for the companies of PP Group.

HAPPY PEOPLE:

Product innovation to enhance human wellbeing

Enabling all stakeholders inside and outside our organization to optimize their working and living standards and invest in their wellbeing and development.

To our consumers we offer affordable, healthy, high protein food every day. For our own people, we are safeguarding a safe and healthy workplace at all times.

We strive towards a circular business model. The target is to reach an optimal yield utilizing 100% of the fish, in a variety of products, such as food, medicines and cosmetics.

OUR GOALS:

- Increased human wellbeing
- Maximize employee safety and satisfaction

FOCUS AREAS:

- Food safety and security
- Product innovation and circular business
- Sustainable product innovation
- Food safety
- Fair wages

Overview of our achievements

IMPACT PROGRAMS & TOPICS	GOALS 2030	ACHIEVEMENTS 2021
Health and safety of our people	<ul style="list-style-type: none"> Implementation of our PP Group-wide occupational health and safety (OHS) policy across companies Reduction of on board and on land (near) accidents 	<ul style="list-style-type: none"> Awareness across our companies on employee health and safety policies, and that these are amongst our top priorities In 2021, our absenteeism rate was 4,06% in total In 2021, there were 2% more work-related injuries There were 31% less absenteeism cases in total, compared to 2020. This can be due to higher absenteeism rates due to Covid-19
Food safety	<ul style="list-style-type: none"> Maintain our high food safety standard 	<ul style="list-style-type: none"> Strict hygiene codes are implemented for optimal food safety We are at minimum compliant with all (supra)national and local legal requirements on food safety and fish product safety Our shrimp processing practices are in adherence with GlobalG.A.P. standards Our companies, like Heiploeg International, Profish Food and Ouwehand Visverwerking, have been certified to BRS and/or IFS food safety and quality standards
Food security	<ul style="list-style-type: none"> # kilo fish sold in low income countries (or # households) 	<ul style="list-style-type: none"> We make a significant contribution to food security in economically less developed (coastal) communities, with a focus on Africa
Product innovation for human wellbeing	<ul style="list-style-type: none"> Increased human wellbeing with our innovative products 	
Economic development	<ul style="list-style-type: none"> # Jobs and FTE in total, and in low income countries 	<ul style="list-style-type: none"> In 2021, we were able to offer employment to over 10,000 people In 2021, 74% of our employees had a contract with PP Group' directly We have a diverse employee base, from among others Morocco, Germany and the Netherlands. Many of our employees are based in countries outside Europa, such as Morocco, Guyana, the Faroe Islands, Côte d'Ivoire and Suriname
Fair labour conditions and employee development	<ul style="list-style-type: none"> Launch of social compliance system and risk management Living wage pilot in one high risk country 	<ul style="list-style-type: none"> In 2021, we made the commitment to conduct a living wage pilot. Next year, we will conduct a living wage baseline research and set-up a pilot plan for one of our high risk countries



Managing health and safety for our people

Within PP Group occupational health and safety (OHS) on our vessels has had an important role since the very beginning and this has only increased over the years. That's why the STAR IPS (SIS) program was introduced in 2015. The STAR IPS (SIS) management system for health and safety on board, proved to be a great and workable system for our vessels. The system 'is in accordance with ISM International Safety Management Code. The system enables us to register all issues related to OHS. One of the challenges of the past year, was the ongoing impact of the Covid-19 pandemic. In order to manage health and safety closely, it's important to be in contact with the people that are working on the vessels, and that are using the system. For 2021, we know that the IPS (SIS) system has helped us in further improving the health and safety of our people, but we still want to hear the experiences from our crew on board.

We positively noticed that, in the process of implementing our health and safety policy and STAR IPS (SIS) system, safety has become a top priority among all our crew members. It's both about (working) conditions on board that are continuously improving and the number of incidents decreasing, and about increasing awareness among our employees about what good standards contain. Good communication practices with our PP Group OHS coordinators are an indispensable aspect of realizing step by step improvements and creating a safe working environment. Clear policies are adopted and regular health and safety meetings are in place today. Still, we want to continue improving health and safety, by making it the center of attention among our crew members. So that we know both (potential) issues are addressed and preventive measures are taken in time, at all times.

“We want to continue improving safety, by making it the center of attention among our crew members. So that we know both (potential) issues are addressed and preventive measures are taken.”

We notice that involvement and engagement are constantly growing. Clear ownership over the health and safety theme is supporting that. It makes that different crews and crew members feel responsible and motivate each other, to contribute to health and safety topics.

“People witness the effectiveness and use of the measures we deploy. This ensures that they focus attention, provide feedback and document any workplace related issues, injuries or miscommunications in the right way, and that's what we need to make our system work.”

– John van Seventer, PP Group Health and Safety Coordinator

We are proud that the OHS policy and management system for our vessels create a solid fundament to safeguard health and safety for our employees, working on board of our vessels. An essential aspect of its effectiveness, is anchoring it in our organization. Anchoring should precede expansion or further implementation. In the end, it's for the sake of our people. The effectiveness of a health and safety system depends on the follow-ups on-board. We want to ensure that we both share best practices on our vessels and have eye for vessel-specific issues that might still arise.

Even though we have invested in the resources to support OHS on board and OHS communication: we are still amidst the process of increasing personal interaction and listen to the experiences of our people on board. In 2021, Covid-19 was still challenging this. We wish to conduct crew satisfaction measurements on a more regular basis.

“A next step in anchoring this, is to continue building a culture in which health and safety are top of mind, and in which people keep their eyes open and report.”

– John van Seventer, PP Group Health and Safety Coordinator



Health and safety in the factories

Health and safety exceeds our own (direct) sphere of influence and extends to our value chain. We want to have healthy and safe working conditions for our own employees and all people that are (indirectly) working for PP Group throughout the value chain. These are for example employees at our suppliers, factories we source from or outsourced staff. That's why we request processing units and factories that are located in high(er) risk countries outside of Europe, to be affiliated with and audited by one of relevant (social and environmental) compliance frameworks, such as BSCI or Sedex. We are happy that among others, our company Heiploeg International conducted audits at the share of their supply chain partner base that could be perceived as high-risk. The factories we work with in Madagascar (PFOI), Ivory coast (Scodi Abidjan) and Morocco (TK Fish) are audited by the Business Social Compliance Initiative (BSCI). In the coming year we will request the remaining factory in Surinam (Heiploeg Suriname) for similar audit and certification. This location already has a MSC Chain of Custody certification.

Food safety

PP Group produces a variety of fish and seafood products. These products must meet the highest possible quality and food safety standards. Our reputation is directly linked to the quality of our products. The quality of products is inextricably linked to the food safety of our products: both food quality and food safety are essential to PP Group and maintaining our high standard is an important part of our CSR policy. With our experience and resources, we are able to offer (only) the very best products on the market. Food safety and quality control are embedded in the policies and procedures of all our companies. Taking every possible measure to ensure the safety, nutritional quality and acceptability of the delivered foods is at the top of our list. We believe good hygienic practices in the handling, manufacturing and transportation of fish and seafood products, and adequate refrigeration throughout, can greatly reduce outbreaks of fish-borne illnesses and reduce post-harvest losses.

Food safety starts with a profound knowledge of the legal information related to processing of fish and seafood products, for which demonstrably a documented system is in place. Adherence to GFSI (Global Food Safety Initiative) recognized food safety standards is embraced, while realizing that we can exceed the standards set. Where needed and relevant, PP Group shall take extra steps to ensure the highest level of food safety and legal compliance.

Proactive participation in food safety frameworks, both national (Magazine VMT, working group Fish Federation) and international (GLOBALG.A.P.,

GFSI), is aspired as to uphold business-excellence in this field. Today, we already have hygiene codes for optimal food safety. In our industry it is important to ensure the right standards for fish and seafood handling, processing and transportation. We therefore make sure adequate training of our control authority staff is provided by support institutions, and we ensure our consumers can share feedback.

Food security

We take great care not only of compliance with legal standards and food safety standards of our products, but also of optimizing the health aspect of our products. It is also our goal to contribute to global food security in the markets we operate. With healthy and nutritious food products. Fish and seafood are known for its health aspects related to the high content of biologically valuable proteins and the presence of unsaturated fatty acids. In addition, fish and seafood are a rich source of a number of micronutrients. The high content of protein in particular and, depending on the species, fat, inevitably leads to a high calorific value for these products. While the use of trans-fats in our products is close to zero.

Our main markets for pelagic products are in Western and Central Africa, the Middle East and Asia. Pelagic fish is a healthy, affordable and easily transformable protein resource. The development of pelagic fish markets for human consumption by our company is a major success. We aim to further expand our role in these markets, to serve and feed a growing world population. In addition to selling our pelagic products on these markets, we also donate nutritious and protein-rich fish products to communities in economically less developed countries.

Product innovation for human wellbeing

Consumers are increasingly looking for ways to live a healthy lifestyle. Fish and seafood are known for their health aspects related to the high content of biologically valuable proteins and the presence of unsaturated fatty acids. Fish products are an important part of a healthy diet. With continuous market development and food trends, our companies are increasingly developing products that are as healthy as possible: with less salt and no additives. We have policies in place to further develop and secure healthy food products. This is how we achieved reduction of the use of preservatives in products by a preservation with natural acidity regulators, for example. These natural substances are completely harmless when it comes to health effects. The calorific value of PP Group products is derived entirely from nutrients that make a healthy contribution to a responsible lifestyle, therefore no improvement targets are set addressing this element. Our target is to reduce the proportion of sodium in those products that have undergone specific processing involving sodium-containing compounds by 10% before the year 2030.

Partnership with Oceans Unlocked

In 2021, PP Group entered into a partnership with Oceans Unlocked, a start-up company in the field of bio refinery and seaweed.

Background

Oceans Unlocked group aims to unlock the sustainable potential of the ocean, by offering healthy oceanic ingredients while at the same time contributing to several of the UN Sustainable Development Goals.

This is done in two ways:

- 1. Full utilization of fish and shrimps, by using the by-products for innovative extraction of high quality ingredients for human consumption, health and pharma.**
- 2. Use of cultivated seaweed as a healthy nutritional source, which does not require sweet water, fertilizer or land to grow.**

Plans for 2022

In 2022, Oceans Unlocked will incorporate dedicated operating companies for the activities described above: Blue Wave Biotech B.V. and SeaFlavours International B.V.

Consequently, Blue Wave Biotech will prepare for the realization of its processing facility to product collagen, protein hydrolysate, chitosan and seaweed (extracts). SeaFlavours will grow its business of offering premium fresh and dried seaweed to a global customer base.

With our activities, we contribute to multiple SDG's, among which SDG 12 (Responsible production and consumption) and SDG 13 (Climate action).



For more information, please read the information on [Oceans-unlocked.com](https://oceans-unlocked.com).



Economic development

TK Fish (subsidiary of Heiploeg International): from early days to certified company

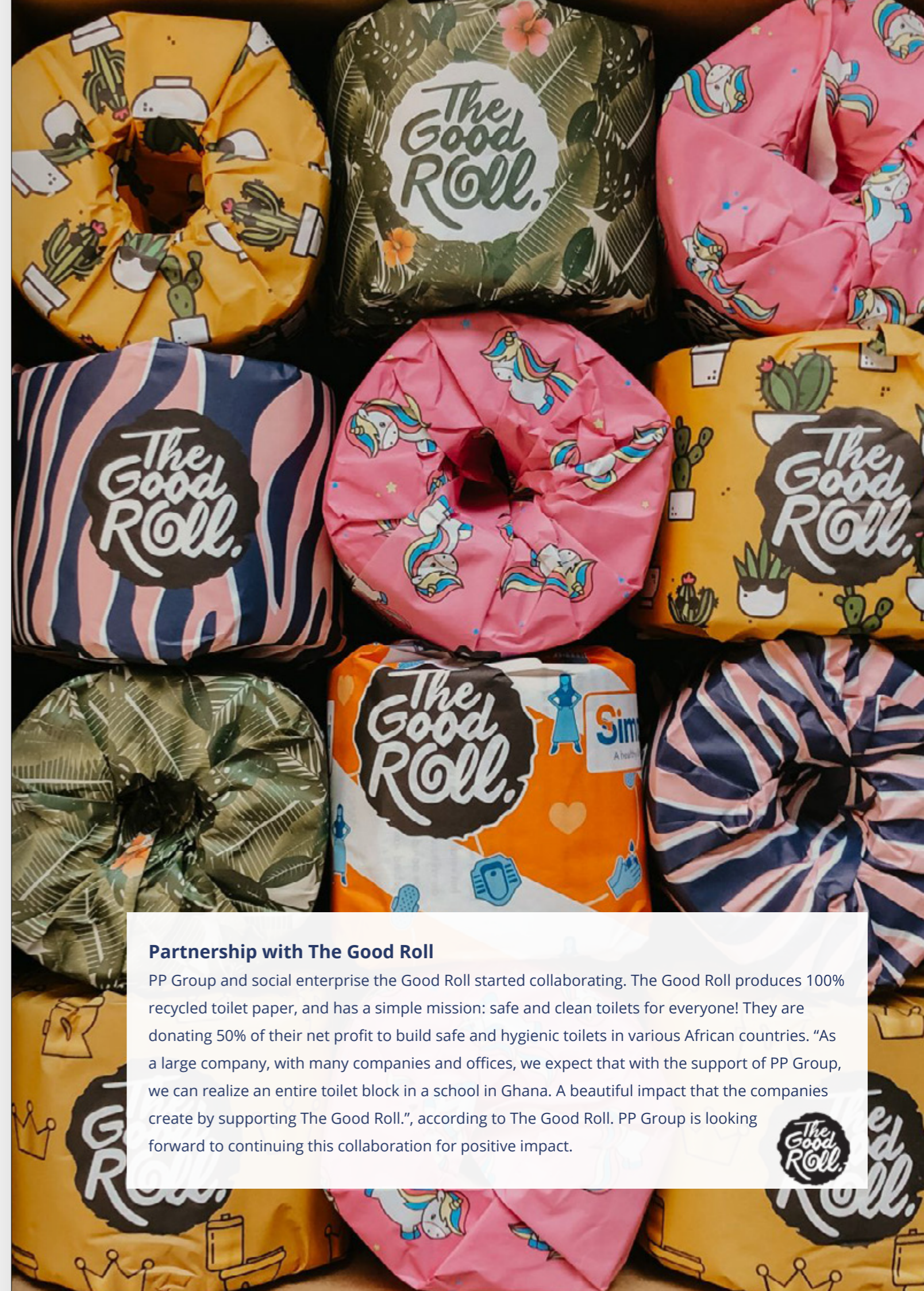
At the start the processing of the brown shrimp (Crangon crangon) from the North Sea, were peeled in private houses in and around the fishing villages in Morocco. In the late eighties, this practice was prohibited as private houses are no EU approved fish processing facilities, therefore the peeling was outsourced to peeling factories, mostly in eastern Europe. In the beginning of 1990's, the company preceding Heiploeg International started its own peeling factory in Tetouan, Morocco. The company was named TK Fish by the Moroccan director Tahar Khadly and accommodated approximately 500 peelers and about 100 staff for other services. The overall performance of the Moroccan company appeared far better as compared to that of contractor companies in Poland and Ukraine, for which a radical switch to Morocco was made in the late nineties. The number of workers increased to over 1000 and in 2008 the factory was expanded drastically in order to accommodate over 2000 employees.

“The swift and meticulous hand labor of Moroccan women combined with the strong discipline towards food hygiene led to the idea of having other labor-intensive tasks being done by TK Fish.”

In 2020, a project was started to expand the factory to a capacity of about 3000 workers in order to provide adequate housing for all

various activities. The expansion of activities is not solely in the field of manual labor. The more complex processes demanded a more capable staff for guidance of all processes. The company required sophisticated food safety certifications as well as chain of custody certifications for the various identity-preserved products. The EU export approval scope was expanded for the different product categories. The principles of modern responsible food manufacturing taking into account all particulars as required to meet strongest European retail standards became daily practice.

No longer was TK Fish an employer for the uneducated worker only. TK Fish has over the years developed into an appreciated employer in the region offering jobs for numerous people with all kinds of education, in which they get acquainted with the highest standards for that work. In 2021, TK Fish was audited, reviewed and certified by the BSCI (Business Social Compliance Initiative) for social compliance. The audit assessed workers' health, safety and well-being. We are grateful that our global facilities are increasingly being certified by global and acknowledged compliance standards as a means to achieve our goal. Apart from being a most responsible employer, it could well be argued that TK Fish equally fulfills a role by setting the standards for good industrial practices to a higher level in the industry.



Partnership with The Good Roll

PP Group and social enterprise the Good Roll started collaborating. The Good Roll produces 100% recycled toilet paper, and has a simple mission: safe and clean toilets for everyone! They are donating 50% of their net profit to build safe and hygienic toilets in various African countries. “As a large company, with many companies and offices, we expect that with the support of PP Group, we can realize an entire toilet block in a school in Ghana. A beautiful impact that the companies create by supporting The Good Roll.”, according to The Good Roll. PP Group is looking forward to continuing this collaboration for positive impact.

Fair labour conditions

As a respectable organization, we want to contribute to fair labour conditions and employee development. Fair and safe labour conditions throughout the value chain, are an indispensable part of a healthy and safe working environment. Both on board our vessels as in our facilities on land. PP Group is working with many different stakeholders, and it's our responsibility to contribute to optimal labour conditions in our value chain.

Supplier Code of Conduct

In 2021, we have developed an international Supplier Code of Conduct, with the principles and (minimum) expectations we have for our suppliers set out and explained in detail. This code is in accordance with the UN Global Compact Guiding Principles; the OECD guidelines for responsible business and the core ILO Conventions. These are the minimum standards we adhere to comply with and that we expect our suppliers to follow. Also, we are following and are compliant with the FAO Code of Conduct for responsible fisheries. This is mentioned in our own Supplier Code of Conduct.

PP Group's own values and principles are also leading in both our own efforts and the efforts we expect from our global suppliers, to ensure a responsible supply chain and business conduct. We share the same values with the people that are part of PP Group: passionate, trustworthy and dedicated.

Fair labour practices

Our own policies and our Supplier Code of Conduct set the framework for fair and

responsible business operations and labour practices. Addressing important themes, among which: discrimination, fair remuneration and working hours, health protection and occupational safety, child labor, forced labor and freedom of association. All the principles related to fair labour conditions and employee development in our policies and Supplier Code of Conduct are put into practice on a company-level. This is the responsibility of the HR teams of the different companies. These HR teams will report the activities and programs to the management team, which will report to higher level to ensure that any issue that might arise will be solved. A zero-tolerance topic for PP Group is child and forced labour. Child and forced labour are an industry-wide issue with no quick or easy solution. We recognise the widespread concern and have integrated this as a zero-tolerance matter in our own business operations and in our Supplier Code of Conduct to increase awareness on child and forced labour in our supply chain.

Outlook 2021 / 2022

Health and safety of our people

- We are satisfied that the education of our employees is paying off in a positive way: with improved health and safety data and less (near) accidents. Occupational health and safety education will be continued in 2022.
- Setting specified annual KPIs and projects on Occupational Health & Safety, to ensure monitoring is more central.
- Integrating and further expanding the regular (physical) crew member interviews and personal interaction in addition to the system in place such as STAR IPS (SIS).
- Integrate monitoring and tracing of occupational health and safety on board in annual plans of crew members.

Product innovation for human wellbeing

- Continue with increasing human wellbeing with our products (measured by # product innovations, # products sold).
- Developing a set of KPIs to measure the impact of our human-centered product innovation.

Fair labour conditions and employee development

- Continue with the implementation of our social compliance and risk management system for all our companies.
- Continue with the implementation of our social compliance system for all our companies and suppliers, with globally acknowledged compliance standards integrated, such as BSCI or Sedex.

GRI



GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	Reported on page
General Disclosures				
GRI 102	General Disclosures	102-01	Name of the organization	7
GRI 102	General Disclosures	102-02	Activities, brands, products, and services	16
GRI 102	General Disclosures	102-03	Location of headquarters	19
GRI 102	General Disclosures	102-04	Location of operations	20
GRI 102	General Disclosures	102-05	Ownership and legal form	6
GRI 102	General Disclosures	102-06	Markets served	20
GRI 102	General Disclosures	102-07	Scale of the organization	20
GRI 102	General Disclosures	102-08	Information on employees and other workers	13
GRI 102	General Disclosures	102-09	Supply chain	17
GRI 102	General Disclosures	102-10	Significant changes to the organization and its supply chain	7
GRI 102	General Disclosures	102-11	Precautionary Principle or approach (ESG risk management model)	-
GRI 102	General Disclosures	102-12	External initiatives	-
GRI 102	General Disclosures	102-13	Membership of associations	7, 40
GRI 102	General Disclosures	102-14	Statement from senior decision-maker	6
GRI 102	General Disclosures	102-15	Key impacts, risks, and opportunities (non CSR related)	33
GRI 102	General Disclosures	102-16	Values, principles, standards, and norms of behavior	-
GRI 102	General Disclosures	102-17	Mechanisms for advice and concerns about ethics	-
GRI 102	General Disclosures	102-18	Governance structure	16

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	Reported on page
GRI 102	General Disclosures	102-19	Delegating authority	7
GRI 102	General Disclosures	102-20	Executive-level responsibility for economic, environmental, and social topics	25
GRI 102	General Disclosures	102-21	Consulting stakeholders on economic, environmental, and social topics	33
GRI 102	General Disclosures	102-22	Composition of the highest governance body and its committees	-
GRI 102	General Disclosures	102-23	Chair of the highest governance body	7
GRI 102	General Disclosures	102-24	Identifying and selecting the highest governance body	21
GRI 102	General Disclosures	102-25	Conflicts of interest	-
GRI 102	General Disclosures	102-26	Role of highest governance body in setting purpose, values, and strategy	7
GRI 102	General Disclosures	102-27	Collective knowledge of highest governance body	21
GRI 102	General Disclosures	102-28	Evaluating the highest governance body's performance	-
GRI 102	General Disclosures	102-29	Identifying and managing economic, environmental, and social impacts	33
GRI 102	General Disclosures	102-30	Effectiveness of risk management processes	40, 52, 68
GRI 102	General Disclosures	102-31	Review of economic, environmental, and social topics	40, 52, 68
GRI 102	General Disclosures	102-32	Highest governance body's role in sustainability reporting	21
GRI 102	General Disclosures	102-33	Communicating critical concerns	70
GRI 102	General Disclosures	102-34	Nature and total number of critical concerns	-
GRI 102	General Disclosures	102-35	Remuneration policies	-
GRI 102	General Disclosures	102-36	Process for determining remuneration	-

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	Reported on page
GRI 102	General Disclosures	102-37	Stakeholders' involvement in remuneration	-
GRI 102	General Disclosures	102-38	Annual total compensation ratio	-
GRI 102	General Disclosures	102-39	Percentage increase in annual total compensation ratio	-
GRI 102	General Disclosures	102-40	List of stakeholder groups	33
GRI 102	General Disclosures	102-41	Collective bargaining agreements	-
GRI 102	General Disclosures	102-42	Identifying and selecting stakeholders	33
GRI 102	General Disclosures	102-43	Approach to stakeholder engagement	33
GRI 102	General Disclosures	102-44	Key topics and concerns raised	33
GRI 102	General Disclosures	102-45	Entities included in the consolidated financial statements	-
GRI 102	General Disclosures	102-46	Defining report content and topic Boundaries	21
GRI 102	General Disclosures	102-47	List of material topics	33
GRI 102	General Disclosures	102-48	Restatements of information	-
GRI 102	General Disclosures	102-49	Changes in reporting	-
GRI 102	General Disclosures	102-50	Reporting period	21
GRI 102	General Disclosures	102-51	Date of most recent report	-
GRI 102	General Disclosures	102-52	Reporting cycle	21
GRI 102	General Disclosures	102-53	Contact point for questions regarding the report	2
GRI 102	General Disclosures	102-54	Claims of reporting in accordance with the GRI Standards	21
GRI 102	General Disclosures	102-55	GRI content index	40

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	Reported on page
GRI 102	General Disclosures	102-56	External assurance	-
Management Approach				
GRI 103	Management Approach	103-01	Explanation of the material topic and its boundary/scope	33
GRI 103	Management Approach	103-02	The management approach and its components	35
GRI 103	Management Approach	103-03	Evaluation of the management approach	40, 52, 68
Economic				
GRI 201	Economic Performance	201-1	Direct economic value generated and distributed	-
GRI 201	Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	-
GRI 201	Economic Performance	201-3	Defined benefit plan obligations and other retirement plans	-
GRI 201	Economic Performance	201-4	Financial assistance received from government	-
GRI 202	Market presence	202-1	"Ratios of standard entry level wage by gender compared to local minimum wage"	-
GRI 202	Market presence	202-2	Proportion of senior management hired from the local community	-
	Indirect Economic Impacts	203-1	Infrastructure investments and services supported	-
GRI 203	Indirect Economic Impacts	203-2	Significant indirect economic impacts	-
GRI 204	Procurement practices	204-1	Proportion of spending on local suppliers	-
GRI 205	Anti-corruption	205-1	Operations assessed for risks related to corruption	-
GRI 205	Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	-
GRI 205	Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	-

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	Reported on page
GRI 206	Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-
Environmental				
GRI 301	Materials	301-1	Materials used by weight or volume	12
GRI 301	Materials	301-2	Recycled input materials used	12, 59, 61
GRI 301	Materials	301-3	Reclaimed products and their packaging materials	12
GRI 302	Energy	302-1	Energy consumption within the organization	12, 52
GRI 302	Energy	302-2	Energy consumption outside of the organization	12, 52
GRI 302	Energy	302-3	Energy intensity	56
GRI 302	Energy	302-4	Reduction in energy consumption	52
GRI 302	Energy	302-5	Reductions in energy requirements of products and services	54
GRI 303	Water and effluents	303-1	Interactions with water as a shared resource	42
GRI 303	Water and effluents	303-2	Management of water discharge-related impacts	38, 46
GRI 303	Water and effluents	303-3	Water withdrawal	60, 61
GRI 303	Water and effluents	303-4	Water discharge	60, 61
GRI 303	Water and effluents	303-5	Water consumption	60, 61
GRI 304	Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	20, 42
GRI 304	Biodiversity	304-2	Significant impacts of activities, products, and services on biodiversity	40, 44
GRI 304	Biodiversity	304-3	Habitats protected or restored	42, 43, 44

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	Reported on page
GRI 304	Biodiversity	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
GRI 305	Emissions	305-1	Direct (scope 1) GHG emissions	-
GRI 305	Emissions	305-2	Indirect (scope 2) emissions	-
GRI 305	Emissions	305-3	Other indirect (Scope 3) GHG emissions	-
GRI 305	Emissions	305-4	GHG emission intensity	53
GRI 305	Emissions	305-5	Reduction of GHG emissions	52
GRI 305	Emissions	305-6	Emissions of ozone-depleting substances (ODS)	-
GRI 305	Emissions	305-7	Nitrogen oxides (noX), sulfur oxides (SOX), and other significant air emissions	-
GRI 306	Effluents and Waste	306-1	Water discharge by quality and destination	-
GRI 306	Effluents and Waste	306-2	Waste by type and disposal method	13, 52
GRI 306	Effluents and Waste	306-3	Significant spills	-
GRI 306	Effluents and Waste	306-4	Transport of hazardous waste	-
GRI 306	Effluents and Waste	306-5	Water bodies affected by water discharges and/or runoff	-
GRI 307	Environmental Compliance	307-1	-n-compliance with environmental laws and regulations	-
GRI 308	Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	45
GRI 308	Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	46
Social				
GRI 401	Employment	401-1	New employee hires and employee turnover	10, 13

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	Reported on page
GRI 401	Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	73
GRI 401	Employment	401-3	Parental leave	-
GRI 402	Labor/management relations	402-1	Minimum notice periods regarding operational changes	-
GRI 403	Occupational Health and Safety	403-1	Occupational health and safety management system	71
GRI 403	Occupational Health and Safety	403-2	Hazard identification, risk assessment, and incident investigation	71
GRI 403	Occupational Health and Safety	403-3	Occupational health services	71
GRI 403	Occupational Health and Safety	403-4	Worker participation, consultation, and communication on occupational health and safety	72
GRI 403	Occupational Health and Safety	403-5	Worker training on occupational health and safety	70
GRI 403	Occupational Health and Safety	403-6	Promotion of worker health	70
GRI 403	Occupational Health and Safety	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	70, 72
GRI 403	Occupational Health and Safety	403-8	Workers covered by an occupational health and safety management system	72
GRI 403	Occupational Health and Safety	403-9	Work-related injuries	-
GRI 403	Occupational Health and Safety	403-10	Work-related ill health	68
GRI 404	Training and Education	404-1	Average hours of training per year per employee	-
GRI 404	Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	-
GRI 404	Training and Education	404-3	Percentage of employee receiving regular performance and career development reviews	-

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	Reported on page
GRI 405	Diversity and opportunity	405-1	Diversity of governance bodies and employees	13
GRI 405	Diversity and opportunity	405-2	Ratio of basic salary and remuneration of women to men	-
GRI 406	-n-discrimination	406-1	Incidents of discrimination and corrective actions taken	-
GRI407	Freedom of association and collective bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
GRI 408	Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor	72
GRI 409	Forced or compulsory labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-
GRI 410	Security practices	410-1	Security personnel trained in human rights policies or procedures	70
GRI 411	Rights of indigenous peoples	411-1	Incidents of violations involving rights of indigenous peoples	-
GRI 412	Human rights assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	70,71,72
GRI 412	Human rights assessment	412-2	Employee training on human rights policies or procedures	-
GRI 412	Human rights assessment	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-
GRI 413	Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	68, 69, 74
GRI 413	Local Communities	413-2	Operations with significant actual and potential negative impacts on local communities	68, 69, 74
GRI 414	Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	-
GRI 414	Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	72

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title Individual disclosure items ('a', 'b', 'c', etc.) are not listed here	Reported on page
GRI 415	Public policy	415-1	Political contributions	-
GRI 416	Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	72
GRI 416	Customer health and safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
GRI 417	Marketing and labeling	417-1	Requirements for product and service information and labeling	42
GRI 417	Marketing and labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	-
GRI 417	Marketing and labeling	417-3	Incidents of non-compliance concerning marketing communications	-
GRI 418	Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-
GRI 419	Socioeco'-mic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	-

For more information about this CSR report,
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