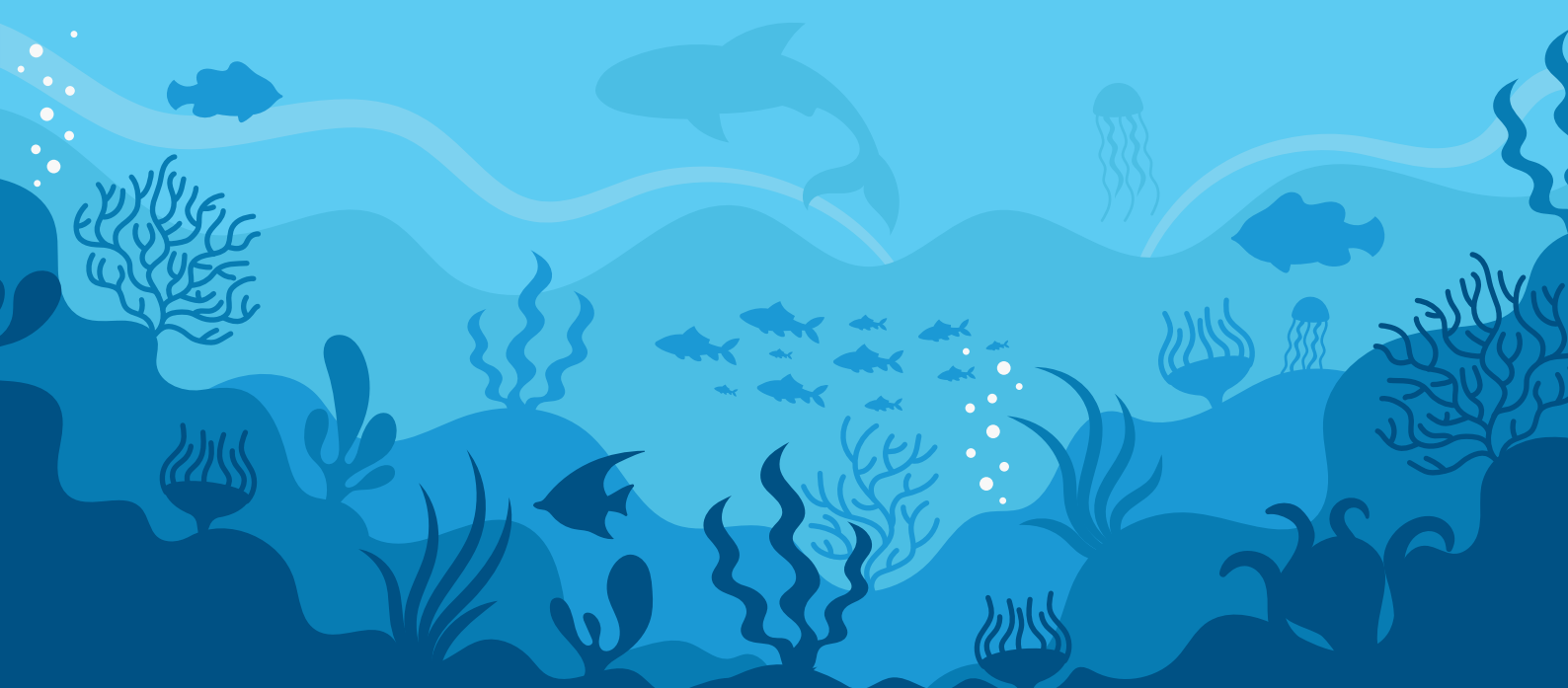




**TAPROBANE**  
SEAFOODS



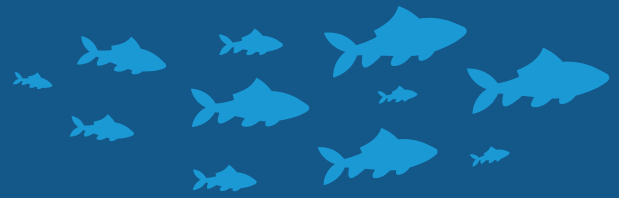
# BLUE CHANGE

SUSTAINABILITY REPORT 2021-2022

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# BLUE CHANGE



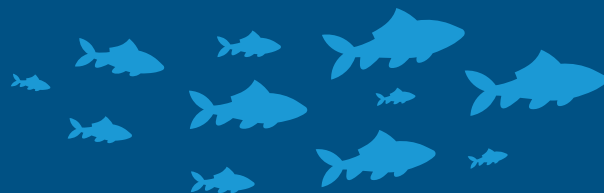
At Taprobane, our duty extends beyond the production of consumer products. As a responsible corporate citizen, we strive to create a blue-change for our future generations by engaging more sustainable and eco-friendly practices will be one of our prime offerings to our consumers in near future.

We will bring about transformation underpinned by our strong will as 'a company that inspires customer satisfaction beyond expectations while balancing the stakeholders' interests' in order to make positive impact on our communities contributing sustainable development.





# OUR REPORT





# OUR REPORT

## SCOPE

Sustainability is very much a part of our culture, and our Sustainability Report represents a concise and balanced overview of Taprobane' sustainability performance. This report comprises information regarding our strategy, materiality, management approaches, process and policies implemented to manage the environmental impacts of the business and efforts to address social concerns that are of interest to our stakeholder groups.

This is our 2nd sustainability report and covers our seafood business in Sri Lanka over the period of 1st April 2021 to 31st March 2022. Even though our reporting period is clearly defined we have attempted to furnish the most current information.

## REPORTING FRAMEWORKS

This report is an overview of our performance on Environmental, Social and Governance (ESG) indicators in accordance with the Global Reporting Initiative (GRI) and to provide our stakeholders with a transparent view of Taprobane' impacts and alignment with the UN SDGs.

This report has been prepared in accordance with the GRI Standards: Core option, with the selection of reported content based on the requirements of the GRI Standards, and our materiality analysis detailed on page 29.

With Taprobane becoming a signatory of the United Nations Global Compact since early 2022, the 2020/21 Sustainability Report also demonstrates our commitment to the 10 Principles of UNGC.

## UNGC COMMUNICATION ON PROGRESS

As a participant in the United Nations Global Compact, this report also serves as our annual Communication on Progress (CoP) to stakeholders. The CoP reports our progress in implementing the Ten Principles of the UN Global Compact within our sphere of influence, as well as our progress in supporting the environmental and social responsibilities of the broader UN Sustainable Development Goals (SDGs). The report's content has been reviewed and approved by the leadership of relevant business units at Taprobane.

## ASSURANCE

Our GHG Verification has been conducted by Control Union and includes data pertaining to our carbon footprint specifically for our two main products, Pasteurized crab and shrimp.

## FORWARD-LOOKING STATEMENTS

This Report comprises past and present information about Taprobane, as well as forward-looking statements based on strategies and management policies as of the publication date. These statements are assumptions based on information available at the time of reporting. Due to a range of variables across economic, legal, and other factors, the results or circumstances of future business activities may vary from the forecasts contained herein.

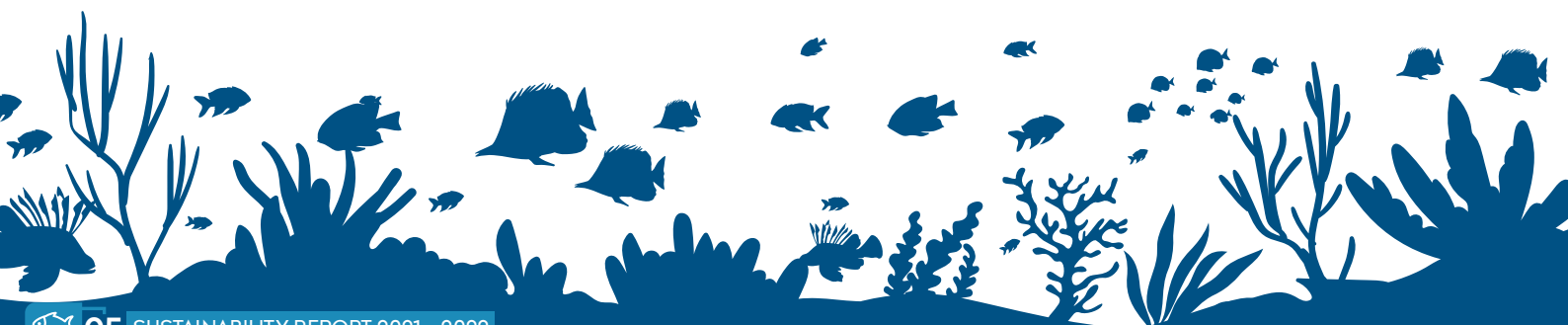
## BOARD RESPONSIBILITY

The Board acknowledges its ultimate responsibility for the collection, preparation and presentation of the information, as well for ensuring completeness and correctness of all data and information presented in this Sustainability Report.

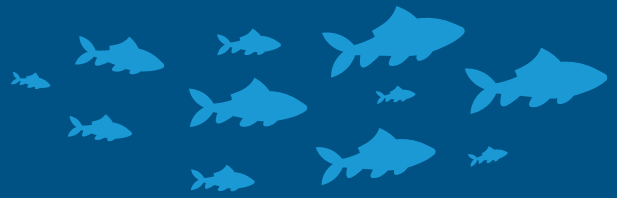
## FEEDBACK OR QUERIES

Any feedback or queries regarding this report can be directed to:

Taprobane Sustainability  
5, Charles Place,  
Colombo 03, Sri Lanka  
Email: [sunela@tsf.lk](mailto:sunela@tsf.lk), [udari@tsf.lk](mailto:udari@tsf.lk), [pamoda@tsf.lk](mailto:pamoda@tsf.lk)



# OUR ETHOS





# OUR ETHOS

## VISION

To be the global leader in sustainable & socially responsible seafood.

## MISSION

Create a premium quality seafood product for iconic brands, sourced responsibly from sustainably managed (Sri Lankan) fisheries.

## VALUES

### High Quality Standards

We will continue to strive towards the highest standards in quality based on global benchmarks and Industry best practices.

### Social Responsibility

We are committed to always upholding the rights of our people, ensuring complete accountability in all our work practices.

We are committed to ethical trade and in turn adopting and demonstrating rightful labour practices and expect all our suppliers to work towards the same.

### Sustainability

We strive to strengthen our sustainable manufacturing practices, leading the efforts to address the complex challenges facing the planet by adopting best practices for sustainable manufacturing, focusing on the transition to renewable energy, resource optimization, creating value from waste generated and conserving the biodiversity.

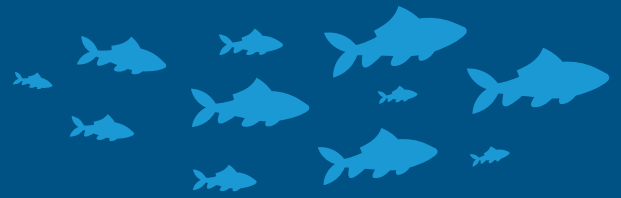
### Integrity

We will demonstrate honesty, fairness, openness, and ethics in our interactions, behaviors, and practices.

### Success

We will persevere for success through accountability for performance, innovation, learning, and continuous improvement.

# OUR OPERATION



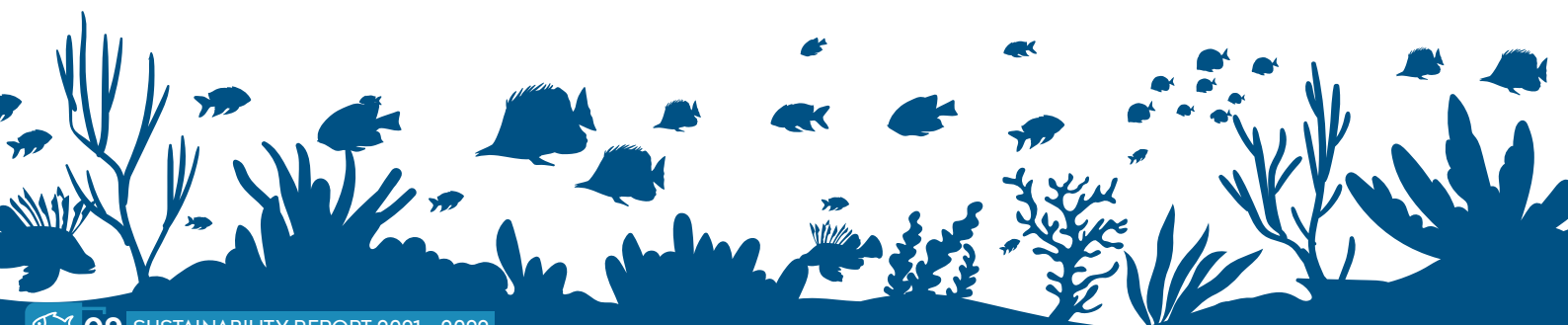
# OUR OPERATION

The safety of our products is a top priority to us. The processes shown to the left indicate the control we possess over our Shrimp and Crab supply chains.

Regarding Shrimp, we control the Vannamei production in Sri Lanka as 90% of the Post Larvae in the country is bought from our hatchery, ensuring the good health of the animal, whilst providing the correct farming conditions to achieve continuously successful harvests.

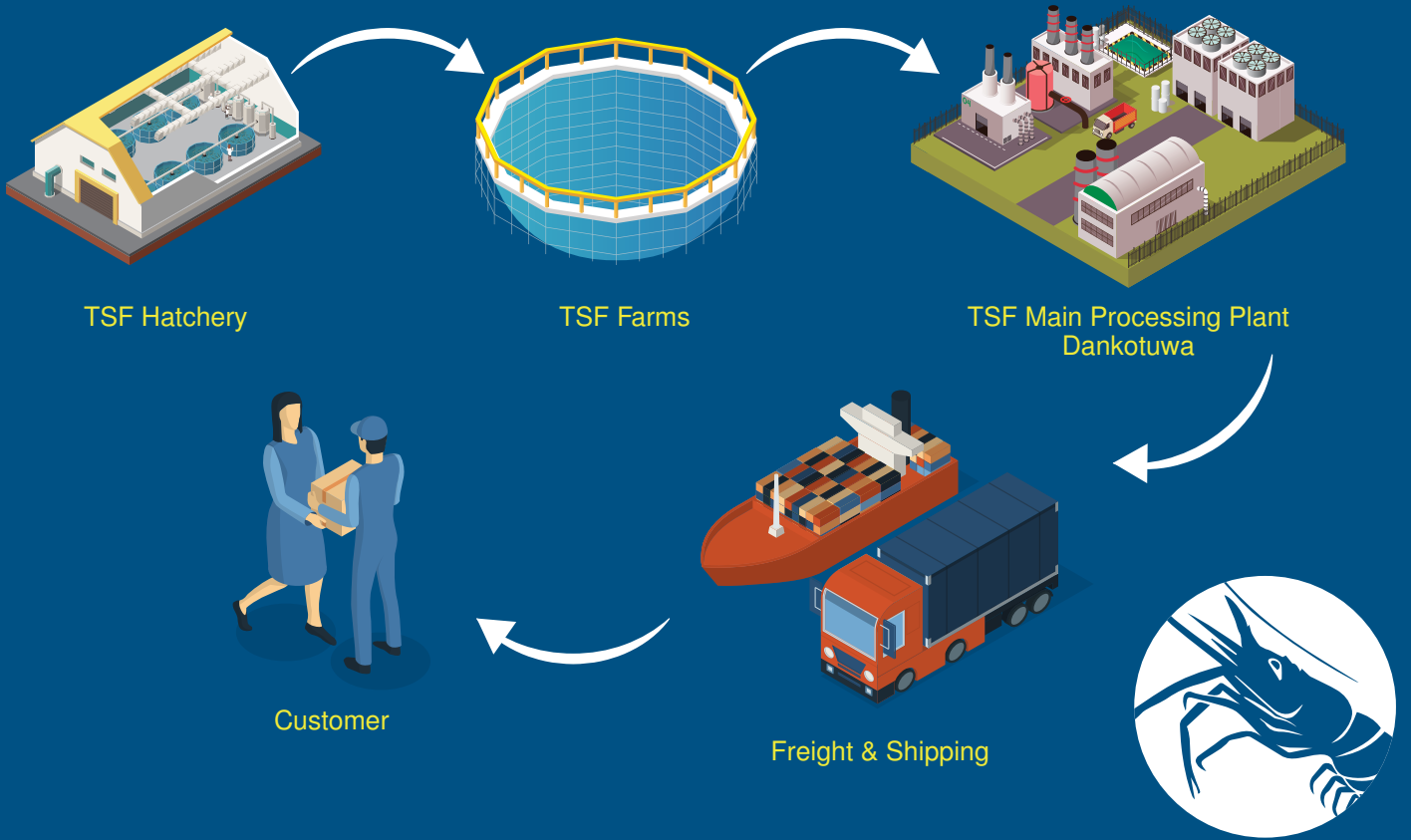
Being located extensively within the crab belt of Sri Lanka, we are assured of the freshest catch and in turn the best quality meat as our mini plants in Jaffna ensure timely processing.

Once all the produce arrives at our Main processing plants in Dankotuwa, our state-of-the-art factory and highly skilled labour force ensure that the products are given due care before it is passed on our shipping partners and eventually our end customers.

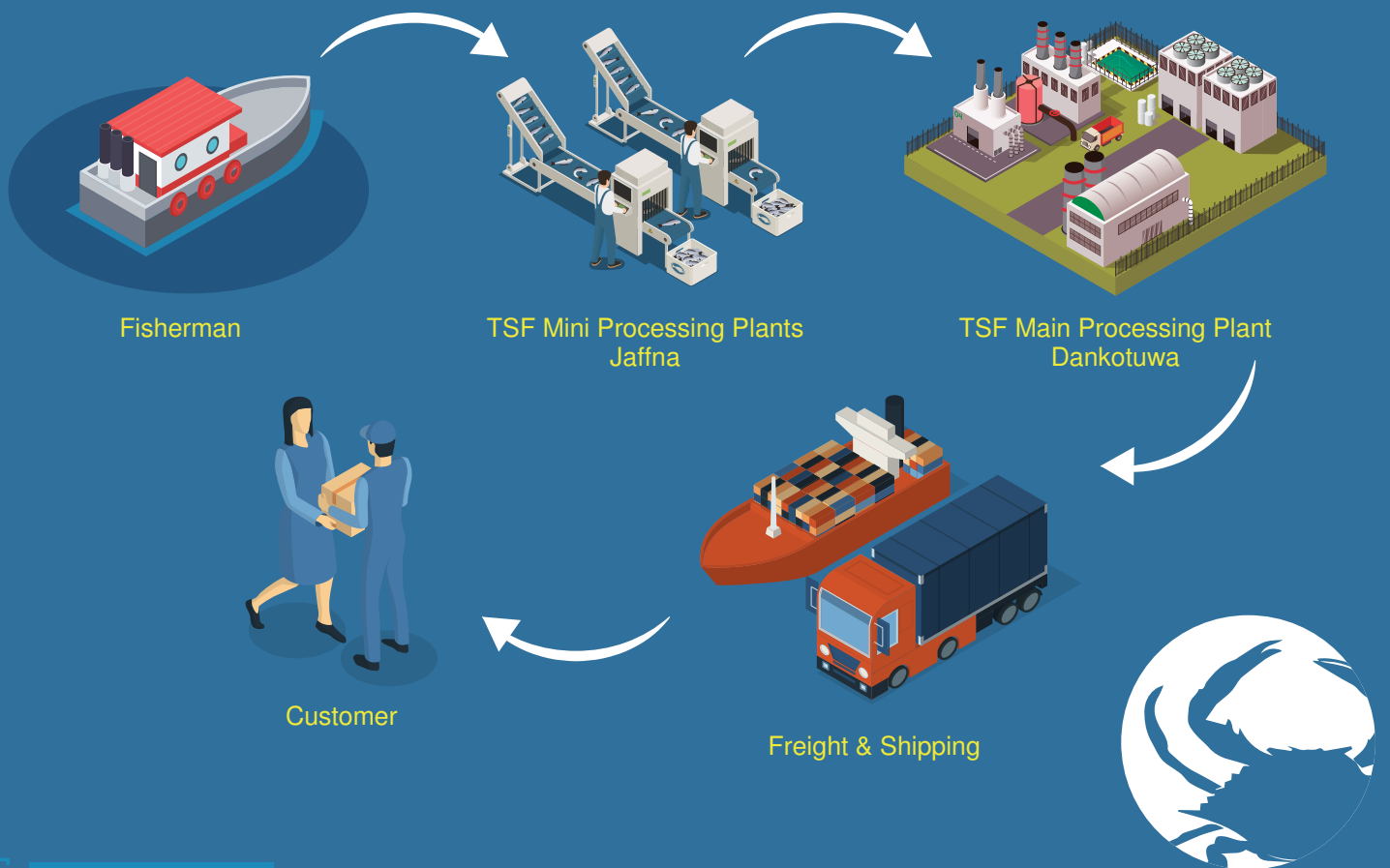




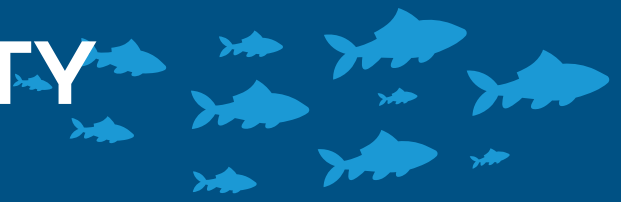
# VANNAMEI SHRIMP



# BLUE SWIMMING CRAB



# SUSTAINABILITY JOURNEY



# SUSTAINABILITY JOURNEY

2020



BAP Certification

2019



Ethical Trading Initiative Certification

2021



Installation of a Two-megawatt Solar Photovoltaic (PV) System at Dankotuwa

2021



First Sustainability Report Published

2021



Sustainability Award for the Sri Lankan Blue Swimming Crab Fishery Improvement Project (SLBSC FIP). Sri Lanka's first-ever seafood company wins Sustainability Award.

2022



Launching The First Sustainability Team

2022



Join UN Global Compact

2022



Launching the BLUE CHANGE sustainability website

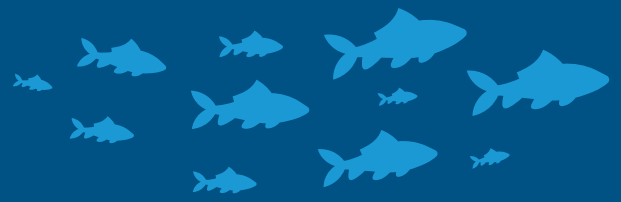
2022



NCE Export Awards 2022 Silver Award Fisheries & Fishery Products Sector in the Extra-Large Category



# ABOUT TAPROBANE



# ABOUT TAPROBANE

Taprobane Seafoods is the largest and most fully integrated seafood company in Sri Lanka. Established in 2010, the company has 17 processing facilities, 1,000 acres of Shrimp farms, hatcheries, retail outlets, and feed & healthcare business and employs over 2,000 direct employees throughout the country. Taprobane Seafoods is committed to being a leader in sustainable and socially responsible seafood. Taprobane is driven by the goals of Safe & Legal Labour, Responsible Sourcing, Responsible Operations, and People and Communities.

Our uniqueness stems from the fact that all the employees who work in the processing plants in the North are women, from the security guard to the supervisors and managers including war widows who are the breadwinners of their families. Taprobane Seafoods began its success story with the committed and visionary leadership of Timothy O'Reilly, Dilan Fernando and Sathya Rathnayake. Cheng Niruttinanon – Executive Chairman of Thai Union, also sits on the board of directors of Taprobane Seafoods. Thai Union is the largest seafood company, globally, and its subsidiary, Chicken of the Sea Frozen Foods, the largest importer of crab and shrimp into the US market. Taprobane has also been certified by FSSC 22000 food safety standard and HACCP risk management system.

Taprobane Seafoods is led by a vision to be the global leader in sustainable and socially responsible aquaculture based on high-quality standards, social responsibility, sustainability, integrity, and success. We are a proud member of the United Nations Global Compact and the only seafood company in the Sri Lanka network. The company produces premium quality seafood products for iconic brands such as Whole Foods USA, which requires complying with stringent quality and sourcing standards. Taprobane is also the leader and pioneer of pasteurized Blue Swimming Crab and SPF Vannamei Shrimp and is the driving force behind Sri Lanka's first-ever eco-recommended fishery and Asia's first-ever Blue Swimming Crab fishery in Palk Bay and the Gulf of Mannar. Taprobane was recently awarded the prestigious 4\* status by Best Aquaculture Practices (BAP), the world's leading certification authority in Aquaculture Practices.

Taprobane Seafoods stands by their Blue Change goals which are to support and respect the protection of internationally proclaimed human rights, ensuring safe and legal labour, health, productivity, and resilience of the global environment now and for the next generations and above all to work against corruption in all its forms.



12+ Years



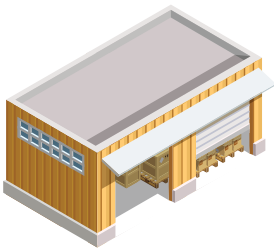
2000+ Employees



300+ Farmer Network



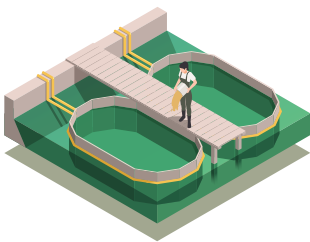
10+ Exported Countries



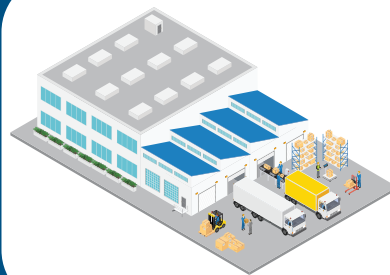
Feed & Healthcare Feed Mill (Coming Soon)



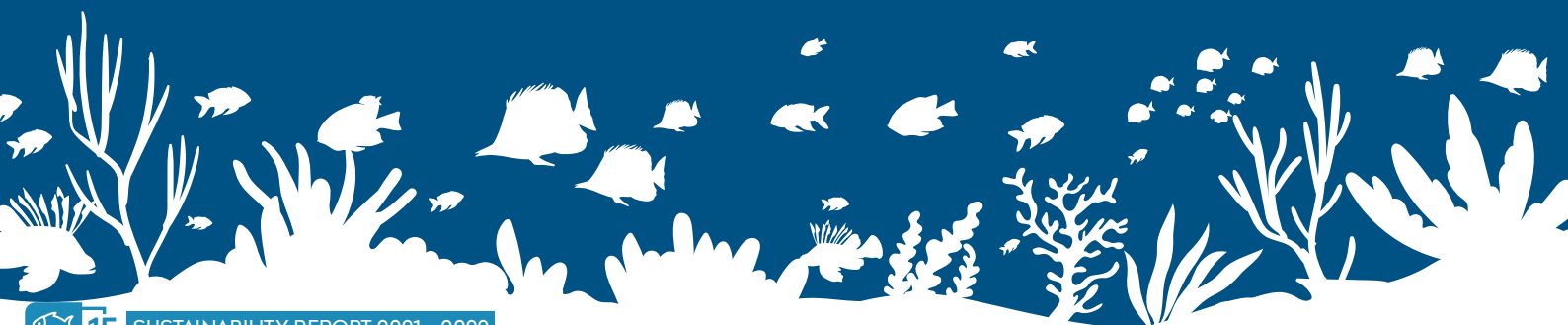
14 Processing Facilities & Retail Outlets



1000 Acres of Shrimp Farm Lands

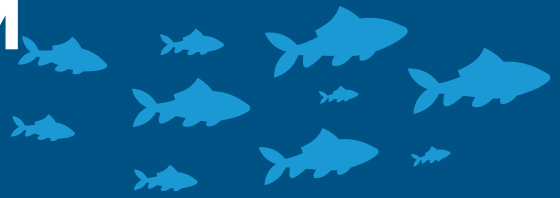


1.5 Billion PL  
2 Billion NP  
4 Hatcheries





# MESSAGE FROM THE BOARD OF DIRECTORS



# MESSAGE FROM THE BOARD OF DIRECTORS

At Taprobane, our duty extends beyond the production of consumer products. As a responsible corporate citizen, we strive to create a blue-change for our future generations by engaging more sustainable and eco-friendly practices will be one of our prime offerings to our consumers in near future. We will bring about transformation underpinned by our strong will as 'a company that inspires customer satisfaction beyond expectations while balancing the stakeholders' interests' to make positive impact on our communities contributing sustainable development.

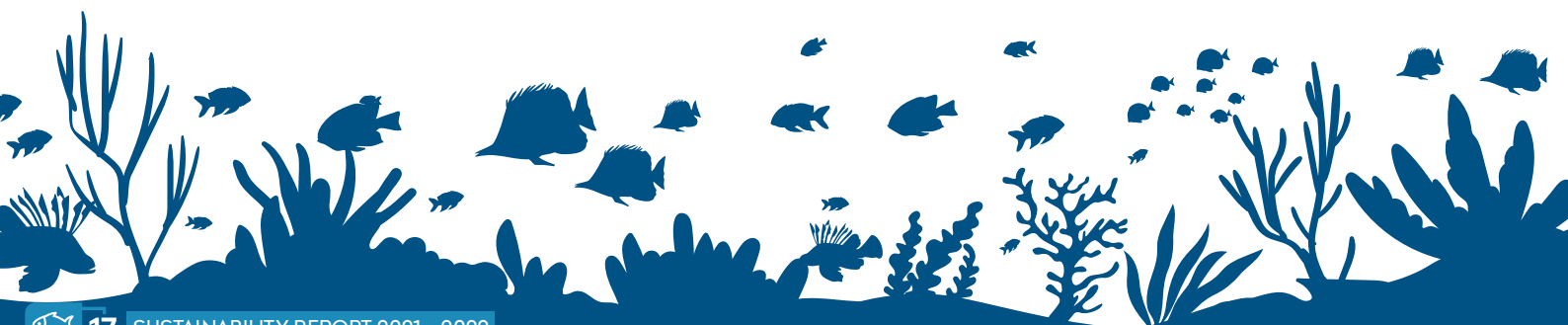
The events of the past two years have underscored both the resilience and fragility of our global economic, environmental, and social systems. We've faced a worldwide pandemic, supply chain dislocations, natural disasters and more. The need for industrial transformation and collaboration has never been more urgent. Embracing change is not sufficient; we need bold actions if we are to live and work sustainability. While there is no silver bullet, responsible practices can help solve and accelerate the changes that are required.

As a labour-intensive industry, the pandemic posed many challenges for us -through all this, our guiding light has been our people. They have continued to demonstrate our values of Success, Integrity, Social Responsibility, Sustainability and High-Quality Standards. We wish to recognise the tireless efforts of our team who played a pivotal role in sustaining the economy and ensuring Taprobane remained resilient through an extremely challenging year.

In 2022, several projects were announced that will allow Taprobane to contribute to a reduced-carbon future. Our 2nd report demonstrates our commitment to our sustainability journey.

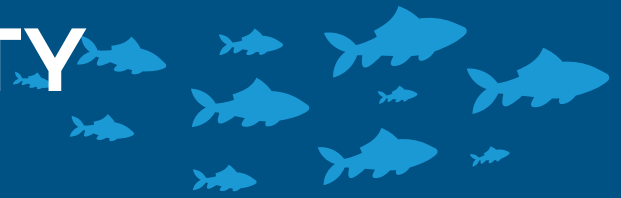
We are grateful for the ongoing efforts of those within Taprobane and also our partners as we continue to play a leadership role in the industry, pursuing work that will make a positive and long-lasting change.

Board of Directors  
December 2022





# SUSTAINABILITY PRINCIPLES





# SUSTAINABILITY PRINCIPLES

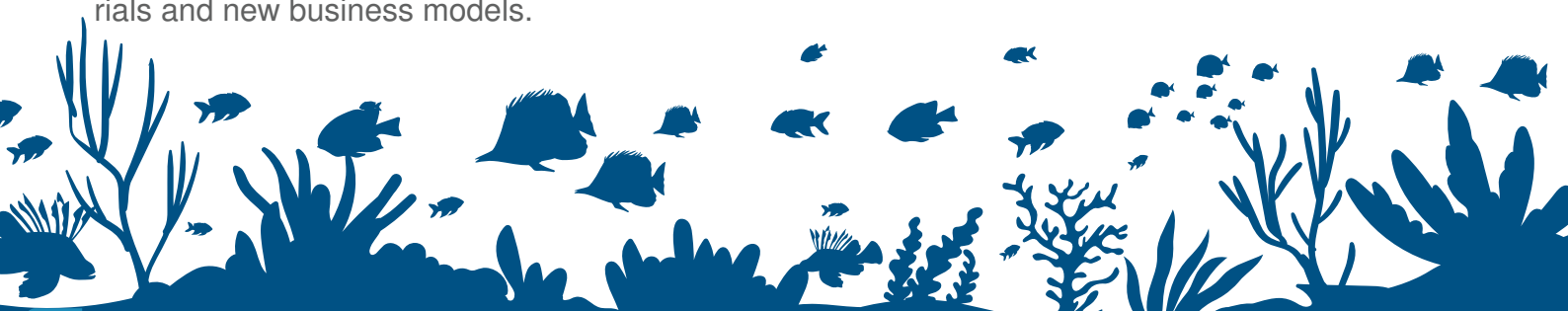
At Taprobane Seafoods, we believe that sustainable seafood should be available to everyone. Our vision is to be the Global Leader in Sustainable & Socially Responsible Seafood. Using our resources and expertise, we are working to catalyze these systemic changes across our operations and the wider industry to ensure that we can continue to create premium quality seafood products for iconic brands, sourced responsibly from sustainably managed Sri Lankan fisheries. We are working towards this overall goal through our focus areas.

This vision applies to every brand within Taprobane Seafoods. We all share the same values, the same belief in fairness, diversity, inclusion, equality, social & environmental compliance, and the same ambition to lead the change towards a sustainable seafood industry. While we have a short but well-established history in sustainability, our vision is not only necessary from a social and environmental perspective – it also makes good business sense. Long-term investments in sustainability provide us with long-term business opportunities that will keep Taprobane Seafoods changing the world.

We know that achieving our vision will not be easy, but we always strive to embrace and tackle challenges. By continuing to work with and learn from stakeholders and industry experts who help set and shape our sustainability work, we believe that we are in a strong position to have a positive impact. Furthermore, by applying a science-based approach to our work, we can set the best goals and roadmaps possible to drive positive change while balancing the stakeholders' interests to make a positive impact on our communities contributing to sustainable development.



It is only possible for us to achieve our sustainability goals by collaborating with our many stakeholders. Maintaining strong relationships with our stakeholders helps us identify innovative ways to create sustainable seafood for our customers, drive innovation, and develop more sustainable materials and new business models.



Collaborating with others is also a way of meeting challenges faced by our industry and the planet. In order to solve complex issues like climate change or wages in the supply chain, for example, we collaborate with other businesses, leading experts, civil society, community representatives, NGOs, trade unions, policymakers, and more. We welcome open dialogue and collaboration with others within and outside our industry. Engaging with diverse perspectives challenges us to do better, accelerates innovation, and supports our transparency efforts. Partnerships help us progress towards our sustainability ambitions faster than we could alone and have a positive impact beyond our own value chain.

## CREATING LASTING VALUE



Our strategic sustainability principles are Safeguard our Environment, Protect our Oceans, Empower our People, Strengthen our Communities, and Supply Chain & Stakeholder Transparency. Through these principles, we strive to create a lasting value. This report outlines our approach towards managing our impact in these priority sustainability areas as well as we describe our policies and approach regarding these topics.

### 01. SAFEGUARD OUR ENVIRONMENT

Taprobane shall take action to prevent operations from inhibiting an optimally stable climate, by measuring, monitoring, reporting and reducing the portfolio's environmental footprints. This implies that our company is expected to take active measures to identify new and innovative solutions to cut greenhouse gas emissions and reduce our energy consumption, as well as further develop existing collaborations and find new partners to help us achieve our climate goals and develop a low-emission society. At minimum, we shall always comply with local laws and regulations.

## 02. PROTECT OUR OCEANS

Creating lasting value through healthy oceans is the very core of our business. In order to produce sustainable marine products, we continuously work to strengthen sustainable fishery, responsible farming, and limit our impact on marine ecosystems. Our goal is always to contribute to the sustainable development of the seafood industry and its value creation, while at the same time making sure we do not damage the marine ecosystems that we all depend on.

## 03. EMPOWER OUR PEOPLE

Our people are our most valuable assets. Our employees deliver high quality, drive our business forward, and see first-hand how we impact our surroundings. Having an engaged, talented, and skilled workforce is key to our value creation and delivering a positive return for society as a whole. We make sure that our employees have opportunities for professional development of knowledge and competence. This includes decent compensation, collective bargaining rights, no forced/ compulsory/ child labour, no discrimination, and good working conditions while protecting human rights.

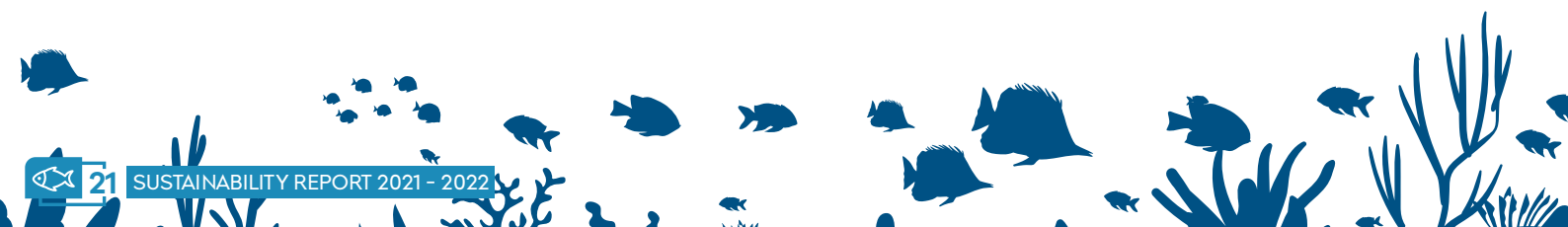
## 04. STRENGTHEN OUR COMMUNITIES

The local communities along the coast of Sri Lanka are important for us and our operations. We can only succeed when the communities thrive and share in our success. In addition to protecting local environments, we work to strengthen our positive contribution to local value creation by creating jobs, using local suppliers of goods and services, and supporting social initiatives. We as a company take our responsibility seriously and take action for sustainable value creation and strengthening our communities.

## 05. SUPPLY CHAIN & STAKEHOLDER TRANSPARENCY

We promote responsible and ethical business practices, both in its operations and throughout its supply chain. We have a strong focus on mitigating corruption, which undermines local institutions and economic development. We aim to create lasting value through the production of healthy and sustainable marine products as well as having a direct positive impact on our stakeholders through transparency. Recognizing this responsibility to show leadership, we heeded the calls of our stakeholders with the introduction in 2022 of blueCHANGE©, Taprobane's sustainability strategy with measurable commitments to delivering real, lasting changes in the way we operate.

Beyond these, as a responsible corporate citizen, we strive to create a blue change for our future generations against global standards, such as Ethical Trading Initiative (ETI), the United Nations Global Compact (UNGC) Principles, and the Sustainable Development Goals (SDGs).





## OUR COMMITMENTS & CERTIFICATIONS



WE SUPPORT

United Nations  
Global Compact  
(UNGC)



United Nations  
Sustainable  
Development  
Goals (UNSDGs)



Best Aquaculture  
Practices (4\* BAP)  
certified



Ethical Trading  
Initiatives (ETI)



Food Safety  
Management  
Systems  
(FSSC 22000)



BRCGS  
Global Standard  
for Food Safety



Marine  
Stewardship  
Council (MSC)  
certified



U.S.  
Food & Drug  
Administration  
(FDA) registered



Good Manufacturing  
Practices  
(GMP) certified



Hazard Analysis  
Critical Control Point  
(HACCP) certified



Certificate of  
Ethical Trading (CET)  
issued by the  
National Chamber of  
Exporters of  
Sri Lanka (NCE)



ISO 14064-1:2018  
(Organization level  
quantification and  
reporting of greenhouse  
gas (GHG) emissions  
& removals) certified

## THE SUSTAINABILITY COMMITTEE

Taprobane evaluates environmental, social and governance (ESG) risks and ensures that appropriate management systems are in place. We are committed to operating in an environmentally, socially and economically responsible manner while balancing the interests of our stakeholders. We foresee a responsible and environmentally conscious community, where social responsibility is practiced in our daily lives and we inspire others to do the same. Ultimately, we strive to show leadership in corporate citizenship and sustainable development, caring for our employees and customers, enriching the quality of life for communities in which we do business, and serving as good stewards of society and the environment. Therefore, our commitment to sustainability is also demonstrated through the Company's Sustainability Committee (Environmental & Social Management Systems Committee- ESMS).

The Sustainability Committee of Taprobane Seafoods is a high-level decision-making mechanism for advancing Taprobane's sustainability principles and strategy, in support of our broad vision of "To be the Global Leader in Sustainable & Socially Responsible Seafood". Co-chaired by Taprobane's Managing Director (MD) and the CSR & Sustainability Officer, the Sustainability Committee brings together key senior managers throughout the year several times to consider emerging issues and new policy proposals, make strategic decisions to drive our sustainability programs, and review the progress towards our sustainability commitments. The decisions of the Sustainability Committee are communicated to relevant business units and functions for implementation in collaboration with the whole Taprobane team.

## MEMBERS OF THE SUSTAINABILITY COMMITTEE

Mr. Timothy O'Reilly, Managing Director (Chair)  
Ms. Udari Morawake, CSR & Sustainability Officer (Co-Chair)  
Ms. Sunela Samaranayake, Head of Corporate Communications & Finance  
Ms. Pamoda Pallage, Sustainability Project Officer  
Mr. Charitha Subasinghe, Manager- Quality Assurance  
Mr. Praneeth Marasinghe, Head of Human Resources

## OUR COMMITMENT STATEMENT

As a company with global reach, we at Taprobane Seafoods committed to the United Nations Global Compact (UNGC) as an expression of our intent to act responsibly and ethically towards the international, as well as the local community. We are united in our efforts to help solve global issues by incorporating the ten principles of the UNGC on human rights, labour, environment and anti-corruption; and achieving the Sustainable Development Goals (SDGs) through our business activities.

We strive to strengthen our sustainable manufacturing practices along with leading the efforts to address the complex challenges facing the planet by adopting best practices for sustainable manufacturing, focusing on the transition to renewable energy, resource optimization, creating value from waste generated and conserving the biodiversity. Our intention has always been to go beyond and lead by example in seeking sustainable solutions to mitigate our environmental impact across Energy, Carbon Emission, Water, Wastewater, and Solid waste.

To support our growth model, Taprobane will ensure the culture of innovation, competition and excellence remains front and center of all we do. We want all people who join our team to realize their full potential. We know the best ideas often come from unexpected places and our individual differences bring new perspectives to the table. Therefore, we are committed to fostering a workplace that is increasingly diverse and inclusive. Taprobane will accomplish this through recruitment, training & development and retention of diverse talent, with a specific focus on women and on people who are differently abled (PWD), with the goal of expanding representation across all dimensions of diversity over the long term.

We believe we have a responsibility to conduct our business ethically. We support international standards for human rights including the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We do not engage in discrimination, harassment or any other acts that harm individual dignity for reasons such as race, ethnicity, nationality, religion, hometown, gender, age, disability etc. This includes providing a safe and decent working environment with zero forced labour, zero child labour, zero slave labour and trafficking in the overall operational process. We will ensure our business will work against corruption in all its forms.

Our success will be on how the promises were kept, not the promises made – and we're committed to providing honest and transparent reporting on our progress.

Sustainability Team  
Taprobane Seafoods (Pvt) Ltd.  
15th May 2022

## **THE ESMS POLICY (ENVIRONMENTAL & SOCIAL MANAGEMENT SYSTEM POLICY)**

At Taprobane, our duty extends beyond the production of consumer products. As a responsible corporate citizen, we strive to create a blue-change for our future generations by engaging in more sustainable and eco-friendly practices.

This will be one of our prime offerings to our consumers in the near future. We will bring about transformation underpinned by our strong will as "A company that inspires customer satisfaction beyond expectations while balancing the stakeholders' interests" to make a positive impact on our communities contributing to sustainable development.



## ENVIRONMENTAL & SOCIAL RESPONSIBILITY POLICY

Taprobane Seafoods is a leading seafood company in Sri Lanka established in 2010, the company has several processing facilities, direct employees throughout the North-Western and Northern Provinces. Taprobane, one of Sri Lanka's largest and pioneering raw, processed and value-added seafood exports began its success story with the committed and visionary leadership.

Taprobane has the firm intention to conduct business with responsibilities for all groups of stakeholders, both inside and outside the company, including employees, shareholders, customers, business partners, government agencies and society. Included in this intention are sustainable responsibilities for the environment, communities and society with an aim for peaceful co-existence between the business, the community and society. In parallel, Taprobane promotes appropriate stakeholder engagement. Hence;

- We are conducting our business with transparency, fairness, and accountability with an emphasis on the growth of the company, along with the improvement of the quality of life of employees, communities, society, and the environment, while protecting the interests of stakeholders according to the company's vision and mission.

- We systematically comprehend the optimal use of natural resources while minimizing impact on stakeholders, society, communities and the environment.

- We minimize our production of waste through careful planning and Good Manufacturing Practice (GMP), including using external advice to ensure continuous improvement. We are careful in planning and ordering packaging and distribution materials to prevent waste. Wherever possible we reuse items and recycle.

- We are committed to provide opportunities for conducting, promoting and communicating the best environmental and social responsibility activities and projects together with the communities, society and stakeholders from all levels to foster environmental and social sustainability.

- We always monitor and review our environmental and social performance, exploring innovations and learning to drive continual improvement towards world-class performance in the seafood industry.

This policy applies to all Taprobane employees who shall support and push forward with joint actions in accordance with the established policy.

**Timothy O'Reilly & Dilan Fernando**

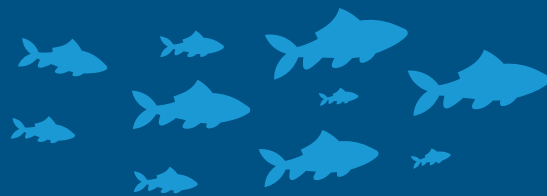
Co-Founders

Taprobane Seafoods (Pvt) Ltd.

26<sup>th</sup> April, 2022



# STAKEHOLDER ENGAGEMENT



# STAKEHOLDER ENGAGEMENT

We appreciate the role of our stakeholders and are committed to nurturing impactful relationships that deliver mutual benefits and encourage transparent, objective and relevant communication. We recognize the importance of building and maintaining trust and respect with our various stakeholders. We timely and appropriately respond to issues raised in our interactions with our stakeholders.

## EFFECTIVELY ADDRESSING THE EXPECTATIONS OF OUR STAKEHOLDERS



Customers are increasingly interested in sustainable products and are looking to understand their impact along the value chain.

Communication modes:

- Emails and telephonic conversations
- Contract negotiations and ongoing interactions in the ordinary course of business
- Meetings, including site visits and one-on-one engagements



Employees expect to be encouraged, challenged and empowered to contribute to sustainable development.

Communication modes:

- Emails and notice boards
- Internal meetings with employee representatives take place on a regular basis
- Performance reviews and feedback sessions
- Company website
- Induction programmes
- Training and development sessions



Suppliers expect a fair and reliable business relationship that fosters intensive dialog and close cooperation.

Communication modes:

- Emails and telephonic conversations
- Contract negotiations and ongoing interactions in the ordinary course of business
- Meetings, including site visits and one-on-one engagements
- Supplier audits
- Service-level agreements





Shareholders expect sustainability of the business, Return on capital invested, Execution of growth strategies, Appropriate risk identification and management processes.

Communication modes:

- Virtual meetings
- Print media
- Site visits
- Ad hoc meetings as requested



Government & Regulatory Authorities expect Compliance with laws and regulations of authorities.

Communication modes:

- Emails and telephonic conversations
- Site inspections and audits
- Industry association meetings
- Certifications and Accreditations Licenses & approvals



Local Community expects us to promote the general welfare and contribute to social development, environmental and climate protection.

Communication modes:

- Website
- Social media platforms
- Press releases
- Public relations and advertising
- One-on-one meetings

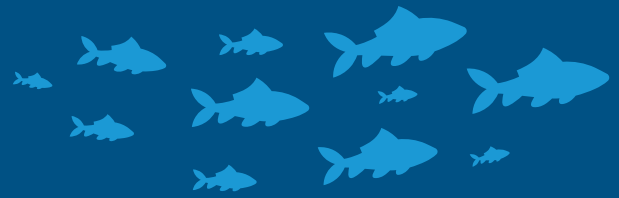


Associations & NGOs expect us to actively promote sustainable development.

Communication modes:

- Meetings
- Fair disclosures

# MATERIALITY



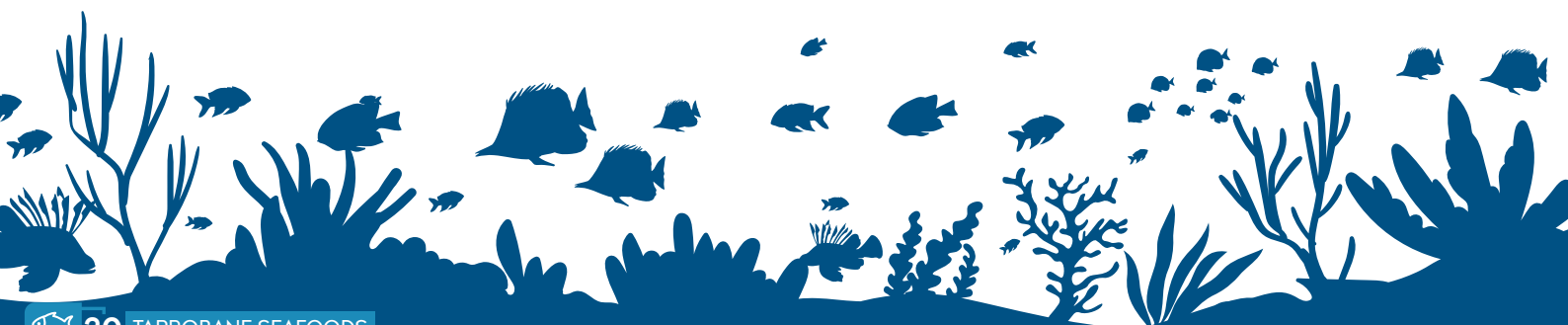
# MATERIALITY

We, Taprobane have significant experience in formal engagement with our stakeholders, identifying issues, ranking them, determining the business impact and addressing the most critical environmental, social & governance (ESG) topics relevant to our business. In the concern of preparing the materiality index, we are confident that we will continue to be guided according to the Global Reporting Initiative (GRI) standards. Taking this approach reflects a dynamic view of materiality which can respond to internal and external changes.

All our stakeholders know they are free to raise concerns and questions with us at any time. Our continued determination to reflect what matters to them in our strategy and our actions has also been made clear by both the Board and Executive Team. They have acknowledged our goals can only be achieved by Taprobane having effective and successful relationships with our stakeholders. Therefore, we are also confident that the strong and trusting stakeholder relationships we have are not dependent on a formal engagement framework to function.

Further to that, we do consider environmental conservation as one of our key concerns. Therefore, reflecting the position of environmental conservation within our organizational materiality framework, along with its potential fundamental effect on nature, community and businesses we continue to treat environmental & social compliance, Energy & GHG emissions, Water stewardship, and Waste as material subjects in the organization's strategy.

According to that, a total of 10 Material ESG Topics were determined as the most relevant for our business and stakeholders in 2021/22.



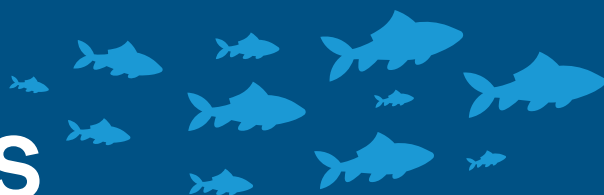


Material ESG Topic	Reason for Materiality	Topic Boundary	Management Approach	GRI Evaluation
<b>Energy &amp; GHG Emissions</b>	Supports the national & global environmental goals	Internal/ External	<ul style="list-style-type: none"> <li>- Reduce carbon emissions</li> <li>- Manage our direct environmental impacts</li> <li>- Promote energy efficiency</li> <li>- Promote the application of renewable energy</li> </ul>	GRI 302 GRI 305 GRI 3
<b>Water Stewardship</b>	Supports the national & international environmental goals	Internal/ External	<ul style="list-style-type: none"> <li>- Wastewater treatments in line with local regulatory standards</li> <li>- Promote sustainable water use &amp; management</li> </ul>	GRI 303 GRI 3
<b>Waste</b>	Supports the national & international environmental goals	Internal/ External	<ul style="list-style-type: none"> <li>- Materials and waste management</li> <li>- Promote the efforts to recycle and reuse waste and to reduce waste generation</li> </ul>	GRI 306 GRI 3
<b>Occupational Health &amp; Safety</b>	Ensure employee Confidence, health & safety	Internal/ External	<ul style="list-style-type: none"> <li>- Keep a safe and healthy workplace in line with local and global best practices</li> <li>- Address employee health and safety concerns regularly</li> <li>- Promote and enable a healthy and safe working environment for employees in response to the COVID-19 pandemic</li> </ul>	GRI 403 GRI 3
<b>Fair &amp; Ethical Labor Practices</b>	<ul style="list-style-type: none"> <li>- Builds trust among employees</li> <li>- Ensures sound labour practices</li> </ul>	Internal/ External	<ul style="list-style-type: none"> <li>- Maintain operations in compliance with local regulations and international best practices such as the 10 Principles of UN Global Compact</li> </ul>	GRI 406 GRI 408 GRI 409 GRI 3
<b>Sustainable Community Development</b>	<ul style="list-style-type: none"> <li>- Helps reduce socioeconomic disparity</li> <li>- Promotes Corporate Social investments</li> </ul>	External	<ul style="list-style-type: none"> <li>- Follow the Sustainable Development Goals (SDGs) and Principles of UN Global Compact to confirm a positive social impact on the community &amp; the employees</li> <li>- Build strong relationships</li> </ul>	GRI 413 GRI 3
<b>Talent Development &amp; Engagement</b>	<ul style="list-style-type: none"> <li>- Helps reduce socioeconomic disparity</li> <li>- Promotes Corporate Social investments</li> </ul>	Internal	<ul style="list-style-type: none"> <li>- Direct and transparent employee relationships</li> <li>- Inspire employee achievements</li> <li>- Provide access to L &amp; D to improve employee skills</li> <li>- Attract &amp; retain talent</li> </ul>	GRI 404 GRI 3
<b>Supply Chain Management</b>	<ul style="list-style-type: none"> <li>- Improves consistency and reliability of products to enhance customer satisfaction</li> </ul>	Internal/ External	<ul style="list-style-type: none"> <li>- Treat our suppliers fairly</li> <li>- Promote responsible investment</li> <li>- Develop proper long-term partnerships with suppliers</li> </ul>	GRI 2
<b>Environmental &amp; Social Compliance</b>	<ul style="list-style-type: none"> <li>- Fostering Ethical behavior</li> </ul>	Internal/ External	<ul style="list-style-type: none"> <li>- Ensure compliance with all applicable national laws and regulations as well as international certifications and standards</li> </ul>	GRI 2
<b>Anti-Corruption</b>	<ul style="list-style-type: none"> <li>- Fostering Ethical behavior</li> </ul>	Internal/ External	<ul style="list-style-type: none"> <li>- Well-maintained anti-corruption policy</li> <li>- Transparent engagements with our stakeholders</li> </ul>	GRI 205

#### ESG Guide

Environmental
  Social
  Governance


# CONTRIBUTION TO THE UN SDG'S

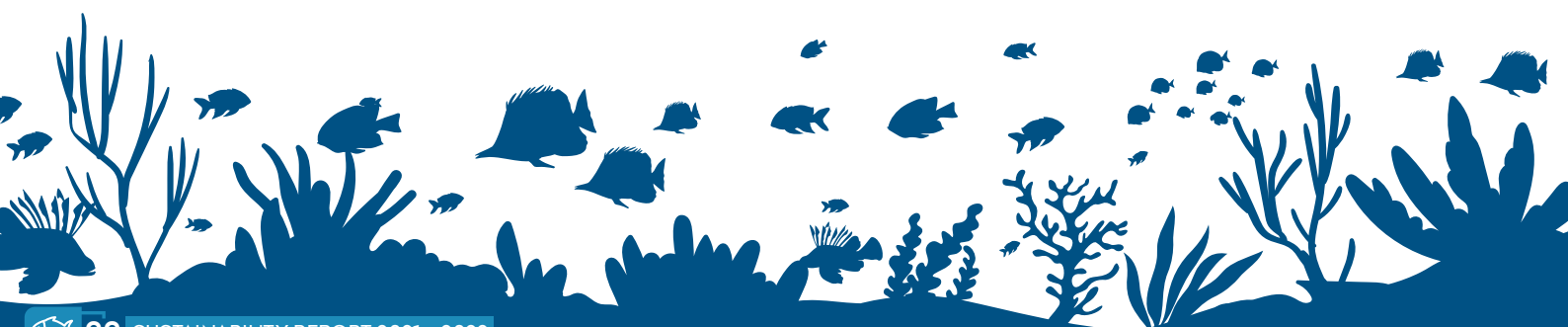


# CONTRIBUTION TO THE UN SDG'S

As a company with global reach, we at Taprobane Seafoods is committed to the United Nations Global Compact (UNGC) as an expression of our intent to act responsibly and ethically towards the international and local community. We are united in our efforts to help solve global issues by incorporating the ten principles of the UNGC on human rights, labour, environment, anti-corruption; and achieving the Sustainable Development Goals (SDGs) through our business activities.

According to that, Taprobane's reporting strategy has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, aligning with the UN's Sustainable Development Goals and UNGC Principles. We welcome this collaborative approach and, as you can see below, our sustainability strategy is well aligned with the SDGs.

UNSDG	MATERIAL IMPACT AREAS	OUR STRATEGIC PILLARS	PROGRESS TO DATE
<b>GOOD HEALTH AND WELL-BEING</b>			
<p><b>Goal 2</b></p>  <p>End hunger, achieve food security, improve nutrition and promote sustainable agriculture</p>	<ul style="list-style-type: none"> <li>• Sustainable Community Development</li> <li>• Fair &amp; Ethical Labour Practices</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainable Communities</li> <li>• Occupational Health &amp; Safety</li> <li>• Inspired Employees</li> <li>• Governance &amp; Risk</li> </ul>	<ul style="list-style-type: none"> <li>• We help put food on the table for more people by providing work.</li> <li>• The crab and shrimp we catch also provide nutritious sustenance for many.</li> <li>• We are committed to ensuring the sustainability of our shrimp and crab stocks.</li> <li>• Our initiatives like the Blue Swimming Crab Fishery improvement project promotes sustainable aquaculture.</li> <li>• Blue Swimming Crab Fishery improvement project impact more than 6,000 fishermen in numerous fishing communities and corporate are eco-recommended by the Monterey Bay Seafood Watch and the Marine Stewardship Council.</li> </ul>







## GOOD HEALTH AND WELL-BEING

<p><b>Goal 3</b></p>  <p><b>3 GOOD HEALTH &amp; WELL-BEING</b></p> <p>We promote good health and well-being.</p>	<ul style="list-style-type: none"> <li>• Occupational Health and Safety</li> <li>• Fair &amp; Ethical Labour Practices</li> <li>• Environmental &amp; Social Compliance</li> <li>• Energy &amp; GHG Emissions</li> <li>• Water Stewardship</li> <li>• Sustainable Community Development</li> <li>• Talent Development &amp; Engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety</li> <li>• Inspired Employees</li> <li>• Governance &amp; Risk</li> <li>• Net Zero Carbon Operations</li> <li>• Resource Efficiency/ Optimization</li> <li>• Sustainable Processing Facilities</li> <li>• Reduce Water Wastage</li> <li>• Recycling &amp; Reusing Waste</li> <li>• Zero Discharge of Hazardous Chemicals</li> <li>• Renewable Energy</li> <li>• Sustainable Communities</li> <li>• Inspired Employees</li> </ul>	<ul style="list-style-type: none"> <li>• We continually aim to create an environment conducive to improving the health and well-being of our employees and the communities in which we operate.</li> <li>• We have programmes for our employees and provide access to various health services.</li> <li>• We monitored and screened our employees for COVID-19 and identified cases to be monitored.</li> <li>• We monitor our employees for potential substance abuse.</li> <li>• We ensure that our employees are screened and fit before going to sea.</li> <li>• We provide medical assistance to our employees.</li> </ul>
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## QUALITY EDUCATION

<p><b>Goal 4</b></p>  <p><b>4 QUALITY EDUCATION</b></p> <p>Knowledge is power, and we ensure inclusion, quality education and learning opportunities for all.</p>	<ul style="list-style-type: none"> <li>• Fair &amp; Ethical Labour Practices</li> <li>• Water Stewardship</li> <li>• Sustainable Community Development</li> <li>• Talent Development &amp; Engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety</li> <li>• Inspired Employees</li> <li>• Governance &amp; Risk</li> <li>• Resource Efficiency/ Optimization</li> <li>• Reduce Water Wastage</li> <li>• Zero Discharge of Hazardous Chemicals</li> <li>• Sustainable Communities</li> </ul>	<ul style="list-style-type: none"> <li>• We provided training and development support programmes that inform, uplift, upskill and enable our employees.</li> <li>• We give training to all our employees; not only work &amp; operational related but also health and safety.</li> <li>• We give 'employee orientation' to all the employees when they newly join the company.</li> <li>• We promote education through our CSR programmes (primary, secondary and tertiary education).</li> </ul>
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## GENDER EQUALITY

<p><b>Goal 5</b></p>  <p><b>5 GENDER EQUALITY</b></p> <p>Empower women and girls and end all forms of discrimination.</p>	<ul style="list-style-type: none"> <li>• Fair &amp; Ethical Labour Practices</li> <li>• Water Stewardship</li> <li>• Sustainable Community Development</li> <li>• Talent Development &amp; Engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety</li> <li>• Inspired Employees</li> <li>• Governance &amp; Risk</li> <li>• Resource Efficiency/ Optimization</li> <li>• Reduce Water Wastage</li> <li>• Zero Discharge of Hazardous Chemicals</li> <li>• Sustainable Communities</li> </ul>	<ul style="list-style-type: none"> <li>• We remain committed to being an equal opportunity employer.</li> <li>• We do not discriminate against race, gender, or creed.</li> <li>• We root out all forms of discrimination which are embedded in our Code of Ethics, Code of Conduct and The Way We Work policies.</li> <li>• We had no incidents of gender discrimination during the year.</li> <li>• Our employees in the North; from the security guard to the manager to the supervisor and the employee are all women.</li> <li>• Of our 15 mini processing plants and factories, 13 factories have females in senior management positions.</li> <li>• Our second largest crab supplier is a lady and has zero prejudice toward working with female suppliers or farmers in the future either.</li> <li>• The Company continued to work within its communities to promote empowerment at all levels of society.</li> </ul>
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**CLEAN WATER AND SANITATION**

<p><b>Goal 6</b></p>  <p>Ensure potable water and the sustainability thereof</p>	<ul style="list-style-type: none"> <li>• Waste</li> <li>• Sustainable Community Development</li> <li>• Water Stewardship</li> </ul>	<ul style="list-style-type: none"> <li>• Recycling &amp; Re-using Waste</li> <li>• Zero Discharge of Hazardous Chemicals</li> <li>• Material Circularity</li> <li>• Sustainable Communities</li> <li>• Reduce Water Wastage</li> </ul>	<ul style="list-style-type: none"> <li>• All operations in the company have access to potable water.</li> <li>• All our farms' primary source of water is from the ocean for its operations</li> </ul>
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**AFFORDABLE CLEAN ENERGY**

<p><b>Goal 7</b></p>  <p>Ensure reliable energy and the consumption thereof for our operations.</p>	<ul style="list-style-type: none"> <li>• Environmental &amp; Social Compliance</li> <li>• Energy and GHG Emissions</li> </ul>	<ul style="list-style-type: none"> <li>• Net Zero Carbon Operations</li> <li>• Resource Efficiency/ Optimization</li> <li>• Sustainable Processing Facilities</li> <li>• Reduce Water Wastage</li> <li>• Recycling &amp; Re-using Waste</li> <li>• Zero Discharge of Hazardous Chemicals</li> <li>• Renewable Energy</li> </ul>	<ul style="list-style-type: none"> <li>• We have a 02 MWh Solar system in our Dankotuwa factory; and planning to increase the capacity with further improvements.</li> <li>• We are planning to implement floating solar beginning in 2023</li> <li>• We will replace fossil fuel-driven vehicles with electric vehicles by 2027</li> <li>• We will reduce our GHG emissions by 30% by 2025</li> </ul>
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**DECENT WORK AND ECONOMIC GROWTH**

<p><b>Goal 8</b></p>  <p>Promote economic growth and employment and decent working conditions</p>	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety</li> <li>• Fair &amp; Ethical Labour Practices</li> <li>• Water Stewardship</li> <li>• Talent Development &amp; Engagement</li> <li>• Supply Chain management</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety</li> <li>• Inspired Employees</li> <li>• Governance &amp; Risk</li> <li>• Resource Efficiency/ Optimization</li> <li>• Reduce Water Wastage</li> <li>• Zero Discharge of Hazardous Chemicals</li> <li>• Sustainable Communities</li> <li>• Inspired Employees</li> <li>• Our Supply Chain</li> </ul>	<ul style="list-style-type: none"> <li>• We contribute to the economy through our investment diversification and collaboration with the communities in which we operate.</li> <li>• With the boom in Vannamei shrimp that is expected and what we plan to align with, more and more people will join the seafood industry in the many verticals of farming and processing especially.</li> <li>• We create favorable working conditions that attracted talent and assisted us in growing our businesses.</li> <li>• We provide meals for every employee and accommodation facilities for the employees who need them.</li> <li>• Our Taprobane Club loyalty program gives emphasis to small-scale farmers, providing them with benefits and privileges which will encourage more and more within the communities to participate in the industry.</li> <li>• We collaborate with our industry and joint venture partners to ensure a sustainable marine resource for future generations.</li> <li>• Currently Taprobane works with around 250 farmers in Puttalam and Mannar districts of which 200 are small-scale farmers (80%).</li> </ul>
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**INDUSTRY INNOVATION AND INFRASTRUCTURE**

<p><b>Goal 9</b></p>  <p>Promote, develop and support production through our activities, job creation and infrastructure</p>	<ul style="list-style-type: none"> <li>• Supply Chain Management</li> <li>• Fair and Ethical Labour Practices</li> <li>• Anti-corruption</li> <li>• Energy and GHG Emissions</li> </ul>	<ul style="list-style-type: none"> <li>• Our Supply Chain</li> <li>• Occupational Health and Safety</li> <li>• Inspired Employees</li> <li>• Governance and Risk</li> <li>• Net Zero Carbon Operations</li> <li>• Resource Efficiency/ Optimization</li> <li>• Sustainable Processing Facilities</li> <li>• Reduce Water Wastage</li> <li>• Recycling &amp; Reusing Waste</li> <li>• Zero Discharge of Hazardous Chemicals</li> <li>• Renewable Energy</li> </ul>	<ul style="list-style-type: none"> <li>• We continue to improve our infrastructure, taking into account our operational needs.</li> <li>• We ensure the optimal use of our assets and disposed of obsolete assets and infrastructure.</li> <li>• We are planning to use innovation at our farms with our growing tanks powered by solar energy (Floating solar).</li> <li>• We continue with the expansion of our farms and processing plants.</li> <li>• We monitor and implemented methods for our fishing fleet to minimize the negative impact on the environment.</li> </ul>
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**REDUCED INEQUALITIES**


<p><b>Goal 10</b></p>  <p>Bridging the socio-economic divide is critical to the long-term survival of our country. Promote and empower the economic, social and political inclusion of all races, ethnicity, sex, age, disabilities and religion.</p>	<ul style="list-style-type: none"> <li>• Fair and Ethical Labour Practices</li> <li>• Anti-corruption</li> <li>• Talent Development and Engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health and Safety</li> <li>• Inspired Employees</li> <li>• Governance and Risk</li> </ul>	<ul style="list-style-type: none"> <li>• We offer access to education, improvement, and empowerment programmes to help break down the inequality barriers in Sri Lanka.</li> <li>• We work towards income generation, growth, and opportunities while eliminating discrimination.</li> <li>• We ensure that our wages for our lower skill levels were targeted above the country's minimum wage.</li> <li>• We ensure the promotion of all persons' social, economic, and political inclusion regarding age, sex, race, disability, ethnicity, religion, or another status. This is entrenched in our Code of Ethics, Code of Conduct, as well as our service agreements with our suppliers and contractors.</li> <li>• We ensure zero forced labour, compulsory labour and child labour within our company.</li> <li>• All forms of discrimination are prohibited from all activities and operations.</li> <li>• Our policies are structured to create greater equality within our workforce through retention and recruitment.</li> <li>• Taprobane's business model is to display transparency and equity within the supply chain. The best way to ensure equity is to cut out the middlemen and work directly with the farmers.</li> </ul>
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**REDUCED INEQUALITIES**


<p><b>Goal 11</b></p>  <p>The communities in which we operate are important to us.</p>	<ul style="list-style-type: none"> <li>• Sustainable Community Development</li> <li>• Anti-corruption</li> <li>• Environmental and Social Compliance</li> <li>• Energy and GHG Emissions</li> <li>• Water stewardship</li> <li>• Talent Development and Engagement</li> <li>• Supply Chain Management</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainable Communities</li> <li>• Governance and Risk</li> <li>• Net Zero Carbon Operations</li> <li>• Resource Efficiency/ Optimization</li> <li>• Sustainable Processing Facilities</li> <li>• Reduce Water Wastage</li> <li>• Recycling &amp; re-using Waste</li> <li>• Zero Discharge of Hazardous Chemicals</li> <li>• Renewable Energy</li> <li>• Inspired Employees</li> <li>• Our Supply Chain</li> </ul>	<ul style="list-style-type: none"> <li>• We support our communities which operate through employment, education, and corporate social investment initiatives involving our time, skills, and money. This ensures that they and we remain sustainable.</li> <li>• The effect of climate change, the need to preserve our environment, and access to modern infrastructure promote information sharing.</li> <li>• Our stakeholder engagement includes the communities in which we operate.</li> <li>• We protect coastal communities from climate-induced loss and damages</li> </ul>
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**RESPONSIBLE CONSUMPTION AND PRODUCTION**

<p><b>Goal 12</b></p>  <p>Ensure responsible consumption and production</p>	<ul style="list-style-type: none"> <li>• Environmental &amp; Social Compliance</li> <li>• Waste</li> </ul>	<ul style="list-style-type: none"> <li>• Net Zero Carbon Operations</li> <li>• Resource Efficiency/ Optimization</li> <li>• Sustainable Processing Facilities</li> <li>• Reduce Water Wastage</li> <li>• Recycling &amp; Reusing Waste</li> <li>• Zero Discharge of Hazardous Chemicals</li> <li>• Recycling &amp; Reusing Waste</li> <li>• Zero Discharge of Hazardous Chemicals</li> <li>• Material Circularity</li> </ul>	<ul style="list-style-type: none"> <li>• We monitor the efficient use of our natural resources and continue to work for an overall reduction of usage.</li> <li>• We continue to reduce our waste generation.</li> <li>• We will continue to engage with our employees, contractors, suppliers and industry bodies to ensure the sustainability of all of natural resources.</li> <li>• We improve the transparency and operational practices of the entire seafood industry.</li> </ul>
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**CLIMATE ACTION**

<p><b>Goal 13</b></p>  <p>Combat climate change and the impact of emissions</p>	<ul style="list-style-type: none"> <li>• Environmental &amp; Social Compliance</li> <li>• Energy &amp; GHG Emissions</li> </ul>	<ul style="list-style-type: none"> <li>• Net Zero Carbon Operations</li> <li>• Resource Efficiency/ Optimization</li> <li>• Sustainable Processing Facilities</li> <li>• Reduce Water Wastage</li> <li>• Recycling &amp; Reusing Waste</li> <li>• Zero Discharge of Hazardous Chemicals</li> <li>• Renewable Energy</li> </ul>	<ul style="list-style-type: none"> <li>• We have a 02 MWh Solar system in our Dankotuwa factory and with time, it is predicted that all our mini-plants in the North will also move towards renewable energy.</li> <li>• We are planning to implement floating solar in our shrimp farms beginning in 2023.</li> <li>• We will replace fossil fuel-driven vehicles with electric vehicles by 2027.</li> <li>• We will reduce our GHG Emissions by 30% by 2025.</li> <li>• We calculate our carbon emissions on annual basis starting from 2020.</li> <li>• We do not engage in deforestation activities as the land allocated for farming of Vannamei shrimp is situated close to the coastal lines with no other use for it.</li> </ul>
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**LIFE BELOW WATER**

<p><b>Goal 14</b></p>  <p>Protect and promote the sustainable use of marine resources, pollution and protecting our ecosystem.</p>	<ul style="list-style-type: none"> <li>• Environmental &amp; Social Compliance</li> <li>• Waste</li> <li>• Energy &amp; GHG Emissions</li> <li>• Supply Chain Management</li> </ul>	<ul style="list-style-type: none"> <li>• Net Zero Carbon Operations</li> <li>• Resource Efficiency/ Optimization</li> <li>• Sustainable Processing Facilities</li> <li>• Reduce Water Wastage</li> <li>• Recycling &amp; Reusing Waste</li> <li>• Recycling &amp; Reusing Waste</li> <li>• Zero Discharge of Hazardous Chemicals</li> <li>• Material Circularity</li> <li>• Renewable Energy</li> <li>• Our Supply Chain</li> </ul>	<ul style="list-style-type: none"> <li>• We continue to support the sustainability and conservation of our marine resources by protecting our oceans and marine resources.</li> <li>• We continue to reduce our marine pollution by protecting and restoring our ecosystems, ending illegal fishing and over-fishing by utilizing science-based management plans to restore fish stocks and repair the oceans.</li> <li>• As we depend on our marine resources, we promote replanting of mangroves and seagrasses</li> <li>• We prohibit unregulated fishing and poaching of our marine resources.</li> </ul>
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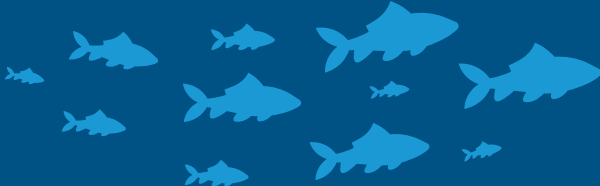
**PEACE, JUSTICE AND STRONG INSTITUTIONS**

<p><b>Goal 16</b></p>  <p>Work against corruption in all its forms</p>	<p>Anti-corruption</p>	<p>Governance and Risk</p>	<ul style="list-style-type: none"> <li>• We ensure transparency in all activities including our reporting standards</li> <li>• We are drawing up and implementing the Code of Conduct.</li> </ul>
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**PARTNERSHIPS FOR THE GOALS**

<p><b>Goal 17</b></p>  <p>Collaborate with all the stakeholders in a constructive and positive manner and Strong international cooperation</p>	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety</li> <li>• Fair &amp; Ethical Labour Practices</li> <li>• Environmental &amp; Social Compliance</li> <li>• Energy &amp; GHG Emissions</li> <li>• Water Stewardship</li> <li>• Waste</li> <li>• Sustainable Community Development</li> <li>• Supply Chain Management</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety</li> <li>• Inspired Employees</li> <li>• Governance &amp; Risk</li> <li>• Net Zero Carbon Operations</li> <li>• Resource Efficiency/ Optimization</li> <li>• Sustainable Processing Facilities</li> <li>• Reduce Water Wastage</li> <li>• Recycling &amp; Reusing Waste</li> <li>• Zero Discharge of Hazardous Chemicals</li> <li>• Renewable Energy</li> <li>• Sustainable Communities</li> <li>• Material Circularity</li> <li>• Our Supply Chain</li> </ul>	<ul style="list-style-type: none"> <li>• We believe that our business operations should be conducted honestly, fairly, and legally. We have a zero-tolerance for bribery and corruption and expect employees, suppliers, contractors, and other business partners to act with integrity and without acts of bribery or corruption.</li> <li>• We always pay the correct amount of tax. It is our goal to always be fair and to resolve differences in opinions with local tax authorities and other governmental organizations in a constructive and positive manner.</li> <li>• We collaborate with other businesses, leading experts, civil society, community representatives, NGOs, trade unions, policymakers, and more to solve complex issues like climate change or wages in the supply chain. We welcome collaboration with others within and outside our industry.</li> </ul>
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# GOVERNANCE AND RISK





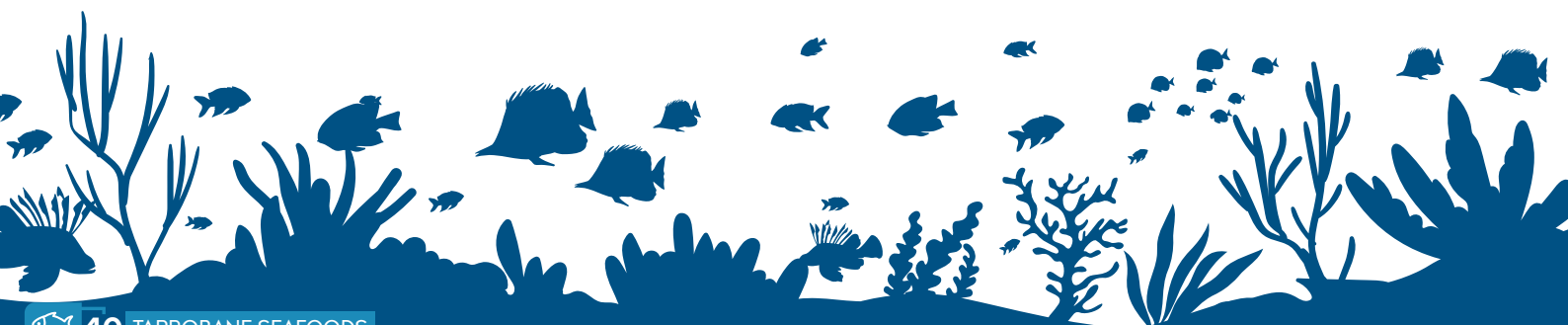
# GOVERNANCE AND RISK

In keeping with our vision of being the global leader in sustainable & socially responsible seafood, Taprobane Seafoods proves its commitment to corporate social responsibility by operating profitably and sustainably in a manner that follows fundamental ethical norms and respect for the individual, society as a whole and the environment. At the same time, we face risks to our business strategy, operational and HR risks, compliance-related risks, and reputation. Because our operations are connected with external expectations, we seek to maintain a regular dialogue and collaboration with our stakeholders, as they are the foundation of our business operation. Transparency and disclosure are vital in building trust. By engaging with our stakeholders, we can better understand the role we play in local communities and society as a whole.

## GOVERNANCE STRUCTURE

Taprobane Seafoods believes that strong corporate governance is an essential element in achieving our overall objectives and acting as a responsible organization. The Board of Directors is committed to sound corporate governance, and our governance structure helps enable the Board to fulfill its duties to our stakeholders and ensure our long-term success. Further to that, the Director Board, supported by the Audit, Investment, Related Party Transactions, Risk and Nominations Committees regularly reviews and benchmarks our structure and processes to ensure they support effective and ethical leadership, good corporate citizenship and sustainability. The Board exercises oversight and assesses relevant sustainability elements that have an impact on strategic, operational and financial matters, including the factors that constitute our major risks. The Company adheres to the principles set forth in the Corporate Governance Guidelines, published by the Institute of Chartered Accountants of Sri Lanka (ICASL).

The Company's Board of Directors is composed of seven members. The Board of Directors holds the supreme authority during shareholders' meetings and promotes the development and long-term performance of the company and the supervision of its operations. Together with the Managing Director they formulate strategy, policies and set goals and risk parameters for the Company. The Board of Directors has appointed five subcommittees; Audit Committee, Investment Committee, Related Party Transactions Committee, Risk Committee and Remuneration Committee.



The audit committee is responsible for the oversight of the financial reporting and disclosure process of the company. The audit committee is aware of the processes and internal controls in the organization. The audit committee will coordinate with the management team, independent auditor, and internal auditors to monitor the choice of accounting policies and principles and to ensure compliance with laws and regulations.

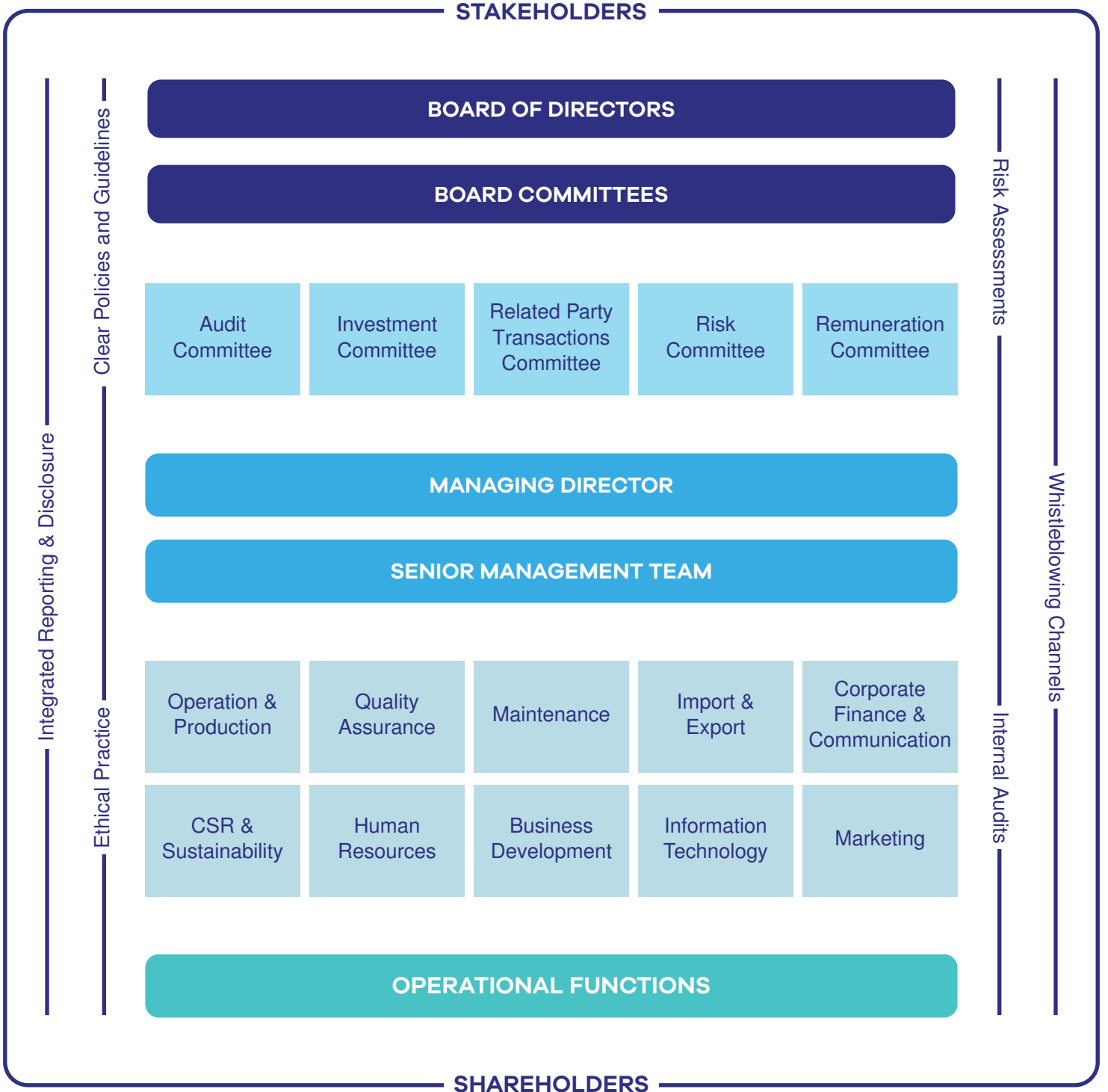
The Investment Committee is a standing committee. The charter outlines the individual duties of the committee's members. The members of the investment committee have the responsibility for overseeing investment policies, general policies, guidelines, investment performance and related risk management of Taprobane. Committee members will fulfill their duties solely on behalf of the company's mission.

We have a Related Party Transactions Committee and the purpose of the Committee is to ensure that terms and conditions of all RPTs must be equivalent to those that prevail in arm's length transactions and shall be subject to appropriate corporate approvals and actions of the company and of related parties, with the best interest of the shareholders and the company in mind. Any related-party transactions entered into by the Company, or its affiliates shall be in accordance with applicable law, rules and regulations.

The purpose of the Board of Directors' Risk Committee is to assist the Board in its oversight of management's responsibility to implement an effective risk management framework reasonably designed to identify, assess and manage the company's strategic, and operational risks. The committee provides guidance to the organization in applying risk management processes across Taprobane' operations in line with operational goals.

The remuneration committee is responsible for developing remuneration packages, including the structure and cost of all elements of the executive package. In addition to being adept at designing remuneration packages, the remuneration committee members will have a thorough understanding of the company and the internal and external forces that shape director and executive remuneration. They will also be aware of the external pressures that are linked to remuneration with performance. The committee will fulfill all of their board duties with integrity in an ethical manner.

These committees meet according to the board charter. We also have business review meetings with our farming and sales operations. In 2021, most of these meetings were held on digital platforms, which has worked well. We also have a dedicated, cross-functional Sustainability Committee as we have mentioned in a previous section, led by the Managing Director. Day-to-day implementation and assessment are, however, a line management responsibility. This means that corporate social responsibility is an integral component of all our operations, for all management teams, units and departments.



**INNOVATION - COLLABORATION - ACCELERATION**

**Together We Are Strong**



## **ETHICS & INTEGRITY**

### **FAIR LABOUR & ETHICAL TRADING PRACTICES**

Taprobane would not be where it is today, the leading exporter of seafood in Sri Lanka, without acknowledging our biggest and best asset, Our People. We are proud to be ETI certified. The ETI Base Code is founded on the conventions of the International Labour Organization (ILO) and is an internationally recognized code of labour practice. Our operations comprise the 9 rules set out by the ETI Base Code: Employment is freely chosen, Freedom of association, Working conditions are safe and hygienic, Child labour shall not be used, Living wages are paid, Working hours are not excessive, No discrimination is practiced, Regular employment is provided, No harsh or inhumane treatment is allowed. We are committed to ethical trade and in turn adopting and demonstrating rightful labour practices and expect all our suppliers to work towards the same.

### **ANTI-BRIBERY/ ANTI-CORRUPTION**

Taprobane believes that business should be conducted honestly, fairly, and legally. Bribery and corruption negatively affect growth and business operations resulting in inequality and unfair income distribution. The company has a zero tolerance towards bribery and corruption and expects employees, suppliers, contractors, and other business partners to act with integrity and without acts of bribery or corruption. This is expressed in further detail in our ESMS Policy.

### **TAX TRANSPARENCY**

We always pay the correct amount of tax. It is our goal to always be fair and to resolve differences in opinions with local tax authorities and other governmental organizations in a constructive and positive manner. We constantly monitor the ever-changing tax landscape and whenever changes are made, we seek to adopt the new approach and improve our internal processes to always be compliant.

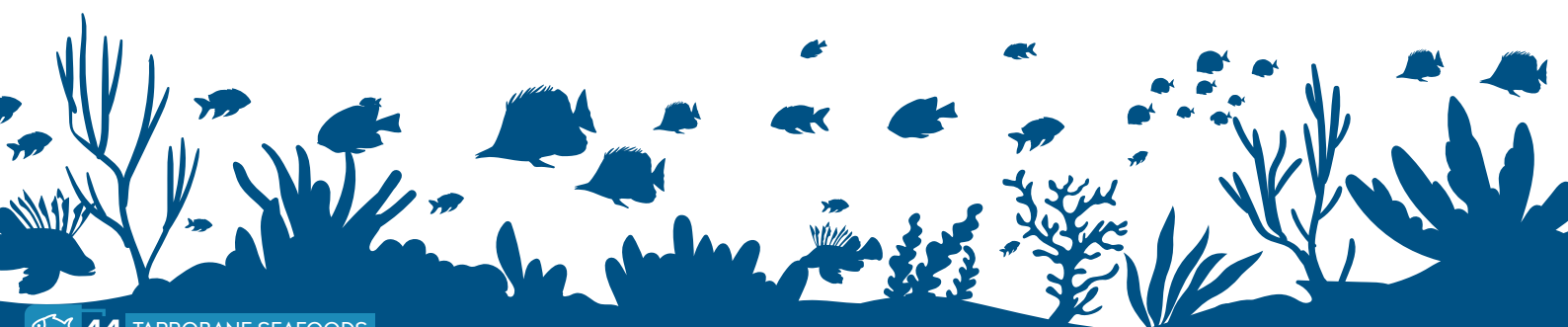
### **DIVERSITY & INCLUSION**

At Taprobane, diversity and inclusion are business imperative and form an integral part of our corporate culture. We are convinced that a diversified workforce, as well as an open and appreciative corporate culture, are important success factors in a globalized world. Different perspectives, cultures and ways of thinking enable us to meet the needs of our increasingly diverse markets and stakeholders with innovative products, services and solutions. Through a number of programs and training courses, we strengthen the understanding and appreciation of diversity while promoting an inclusive corporate culture.

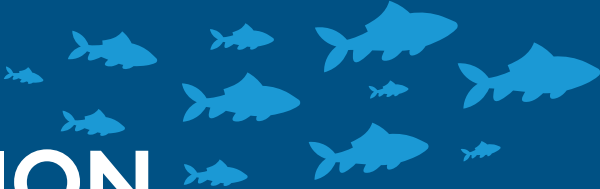
Diversity at Taprobane represents the variety of talents, attitudes, perspectives, strengths, abilities and characteristics of our employees and business partners that make us unique and contribute to innovation and business success. It is the differences of individuals in our company, such as experience, values, education, gender, sexual orientation, origin or religious background, people with disabilities (PWD) that make us strong and successful. We do not tolerate discriminatory behavior and we have promised to further strengthen diversity and the related appreciative behavior at Taprobane.

## WHISTLEBLOWING

To prevent and combat corruption the top management is responsible for ensuring that our company has a whistleblowing channel and that all employees have information about and access to the channel in accordance with our whistleblowing policy. As a main rule employees and others including stakeholders shall be able to report issues orally or in writing, with their full name or anonymously. We act on every single case of whistleblowing and we ensure to investigate and report to appropriate parties, allegations of suspected serious ethical misconduct or improper activities and to take appropriate actions.



# DIGITAL TRANSFORMATION



# DIGITAL TRANSFORMATION

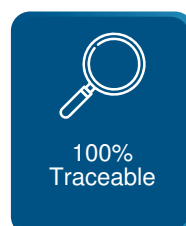
In the dynamic and competitive business world, digital transformation is crucial for us to meet the evolving market requirements and customer expectations. Improving internal processes by leveraging digitalization, enabling employees with digital tools, and collecting data to monitor performance and make more strategic business decisions. This helps us to seeking out way to improve the end user experience and customer growth by creating customer touchpoints.

## TRACEABLE PRODUCT SUPPLY CHAIN FOR CRAB PRODUCTS



Traceability is the ability to track every part and product throughout the manufacturing process, from the moment when raw materials extraction in the ground level to the moment when final products are shipped. Information on each part and product, including inspection results, assembly details and time spent at each station, is recorded from end-to-end. This helps to understand the source of the product, history and distribution and most importantly, traceability helps to improve the quality and efficiency by giving real time visibility into the operation.

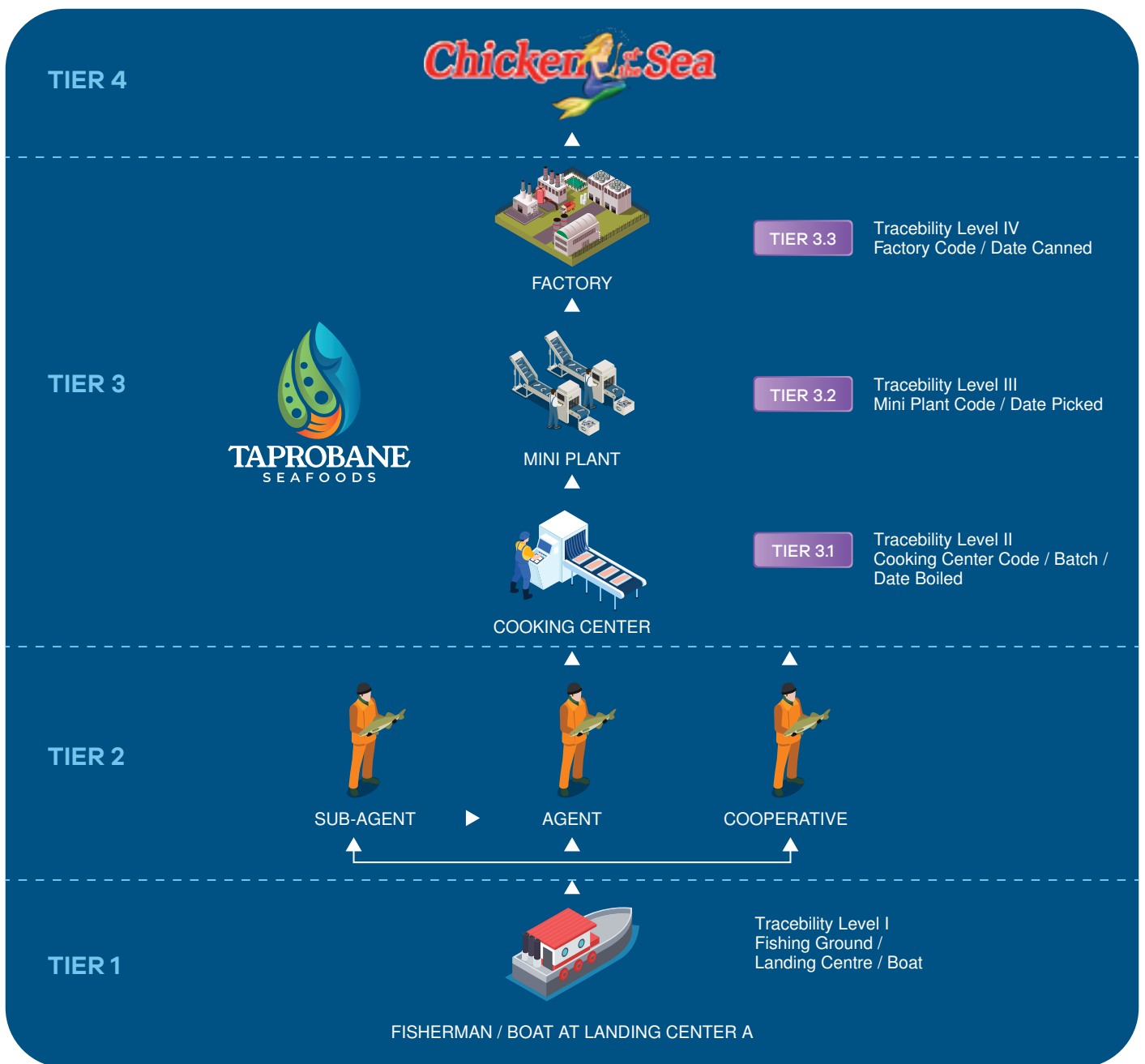
### All Our products are





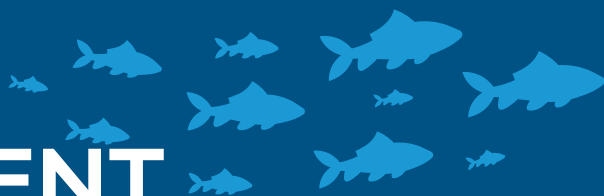
Taprobane generates the QR code system by incorporating the standardized codes for mini plants and cooking centers operating in the North Western and Northern Province. Today, Sri Lankan Blue Swimming Crab is 100% traceable operation from fishing ground/ landing centers to final shipments. Not only that, as a sustainably driven company, Taprobane is most concerned about the social and economic equity of its supply chain.

Economically developed small scale fisheries are a crucial component of the Taprobane supply chain since when they get good income eventually, they contribute their fullest efforts to implement sustainability practices in to their fishing operations. Due to this 100% traceability initiative, we can equitably distribute the financial benefits of this sustainably sourced seafood within these fishing communities.



**FIGURE – TRACEABILITY LEVELS**

# SAFEGUARDING OUR ENVIRONMENT



# SAFEGUARDING OUR ENVIRONMENT

Taprobane Seafoods is committed to protect the environment and it is considered as a management responsibility as well as the responsibility of every employee in the entire organization which is clearly mentioned in the company's environmental and social policy. Apart from that, the company further committed to the following commitments.

- Conduct its operations in compliance with applicable laws, regulations and standards concerning environmental protection and provide a mechanism for self-monitoring to ensure compliance and continual improvement.
- Continually improve environmental management policies, programs, and performance, based on the results of our periodic reviews and regulatory developments, customer needs and community expectations.
- Encourage employee awareness regarding environmental concerns, actions that can be taken for improvements and their responsibilities.
- Ensure that environmental protection goals and practices by contractors and suppliers involved in our company operations are aligned with those of Taprobane Seafoods.
- Reduce and where possible, eliminate waste generation through recycling, and handle and dispose of all waste through safe and responsible methods.
- Ensure that the Directors are fully informed about relevant environmental issues and the corporate environmental policy.

The environmental and social responsibility policy is displayed in the company website to communicate to all interested parties such as suppliers, customers and employees. Also, it is displayed in the factory in Sinhala, Tamil and English. The roles and responsibilities in maintaining the environment management system are allocated to a selected group of staff members according to the Environment and social management system.

The company is in the process of creating a team of dedicated staff to continue with the Environmental Management System and is looking forward to obtain the ISO 14001:2015 Certification.

Therefore, we have made the following four commitments in this focus area to access the environment footprint of our organization, covering our work in related with climate, energy, water and earth.

## COMMITMENT TO ENVIRONMENT

Working more efficiently. Using fewer resources. Reducing our impact.

At Taprobane, we are helping to improve the people's lives along with the environment around us is what matters most for our employees, customers and for our future generation.

**Climate - Putting less in the sky**

**Energy - Conserving more energy**

**Waste - Adding less to the ground**

**Water - Taking less from the water**

**Partnering for BLUE GREEN planet**



## CLIMATE

Global climate change is a real challenge ahead of us. Keeping our planet sustainable requires the participation of all. Therefore, we have taken the initiative to contribute to the fight against climate change through a series of activity programs with the following focal points.

One of our critical sustainability goals is to mitigate climate change while improving the efficiency of our operation. According to the IPCC, avoiding the most catastrophic impacts of climate change involves limiting global warming to 1.5°C, and reaching net-zero global carbon emissions by 2050. Taprobane is driving actions to reduce global emissions and advance the net zero future. Our greenhouse gas reduction targets put us on a pathway that is aligned with scientific consensus and we look forward to taking an additional step to formalize these commitments further, by signing up for the Science Based Targets initiative (SBTi) by the first quarter of 2023.

We are committed to transitioning to renewable energy in all areas of our operation. We aim to offset the emission that arises from the burning of fossil fuels to generate grid-connected electricity by implementing rooftop solar projects and floating solar projects.

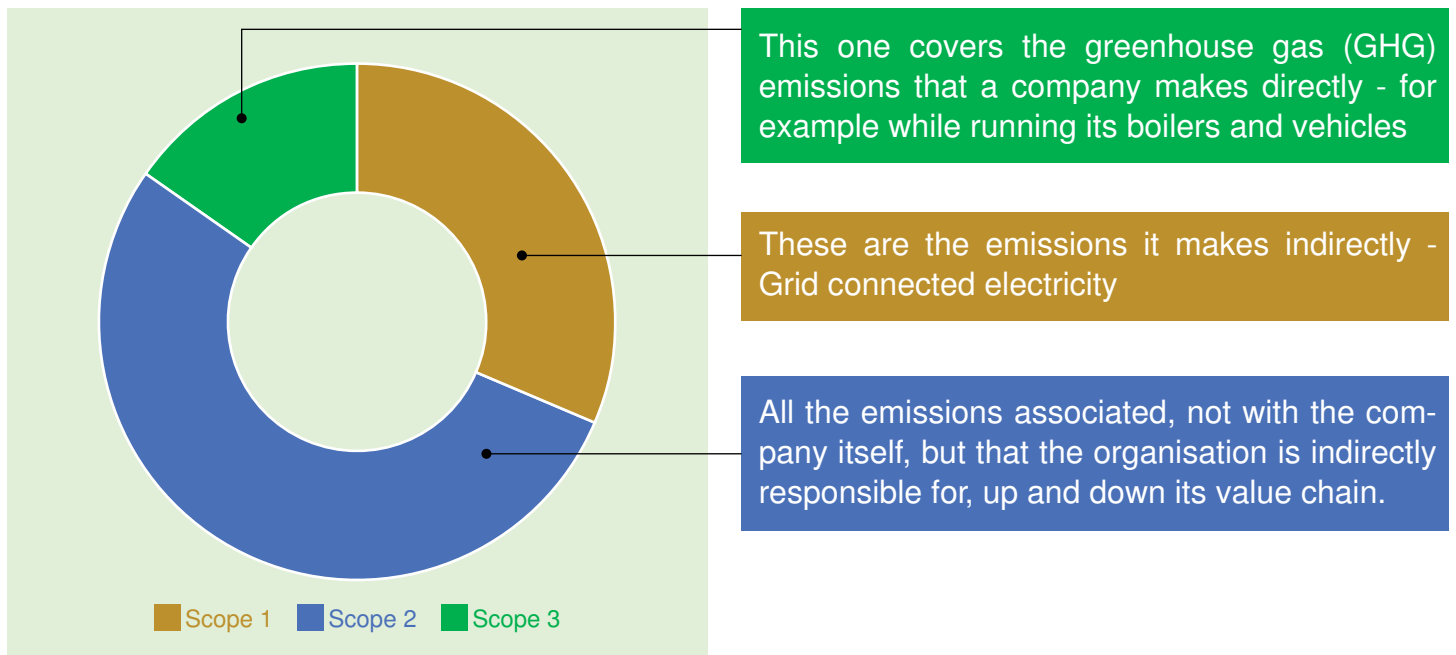
In keeping with these efforts, we are committed to reducing our emissions footprint to achieve an absolute reduction of 30% by 2025 (on a 2021/22 baseline), taking crucial steps to combat the climate challenges of the future.

### CARBON FOOTPRINT ASSESSMENT

Taprobane undertook a comprehensive review of the emission sources across its operations. Due to the variety of portfolios and areas of operation, Taprobane's carbon footprint is composed of a number of diverse sources. Taprobane once again developed its comprehensive Carbon Footprint consisting of Scope 1, Scope 2 and all feasibly trackable Scope 3 emissions, as per the Greenhouse Gas (GHG) Protocol and ISO 14064-1:2018 Organizational level greenhouse gas statement verification standard. The greenhouse gases tracked include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and chlorofluorocarbons (CFCs) with the total emissions presented as carbon dioxide equivalents (CO<sub>2</sub>e).

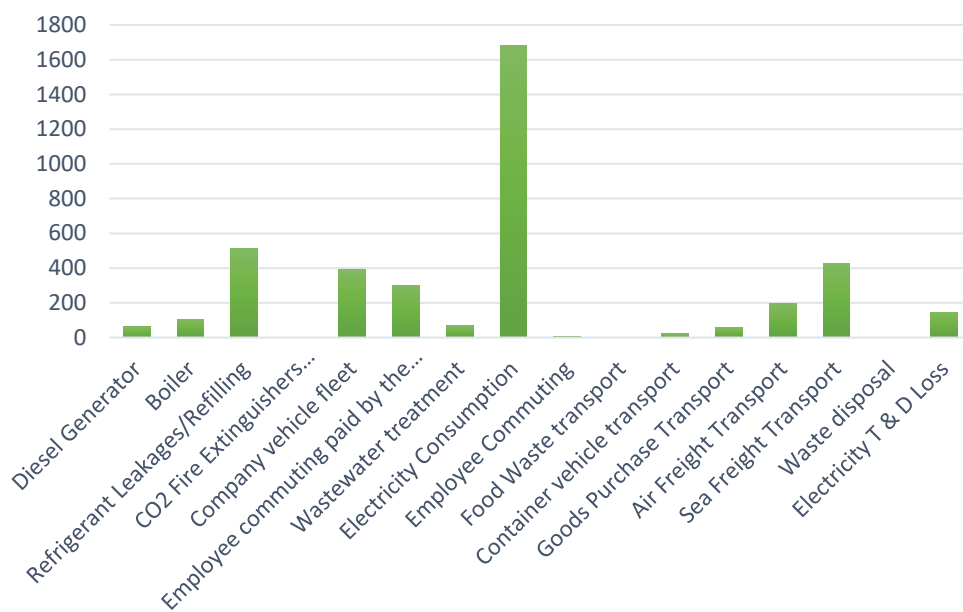
Taprobane's total emissions for the year 2021/2022 FY (Scope 1, Scope 2 and Scope 3) amounted to 7,019.67 tCO<sub>2</sub>e. Scope 1 emissions totaled 2,211.91 tCO<sub>2</sub>e (31.51%), while Scope 2 emissions reached 3,752.36 tCO<sub>2</sub>e (53.45%) and Scope 3 emissions amounted to 1,055.41 tCO<sub>2</sub>e (15.03%).

## TAPROBANE'S TOTAL EMISSIONS BY SCOPE

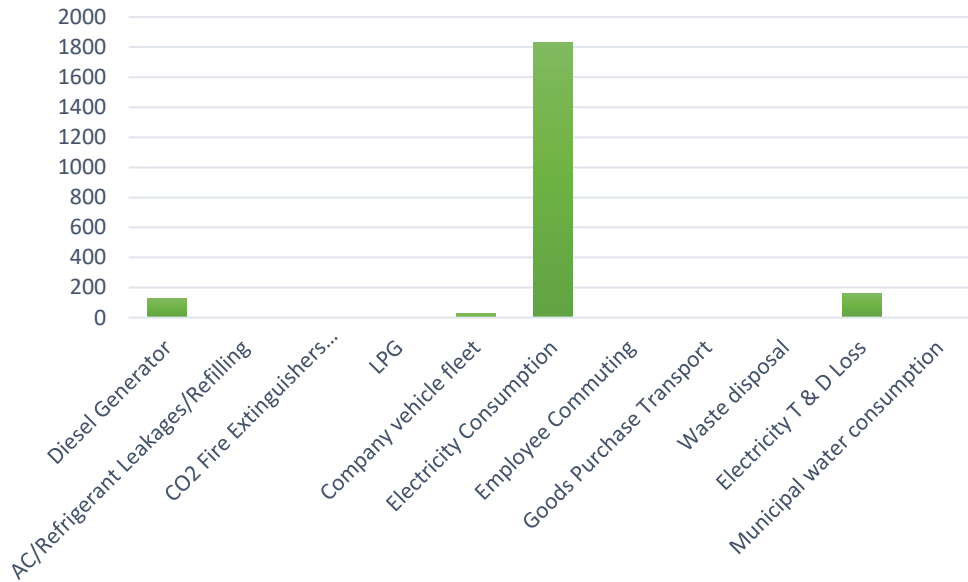


The Main processing plant at Dankotuwa emits 3,984.66 tonnes of CO<sub>2</sub>-e while Farms emit 2,146.83 tonnes of CO<sub>2</sub>-e, Hatchery emits 223.07 tonnes of CO<sub>2</sub>-e, and Mini processing plants emit 663.97 tonnes of CO<sub>2</sub>-e from all the sources throughout the year under review.

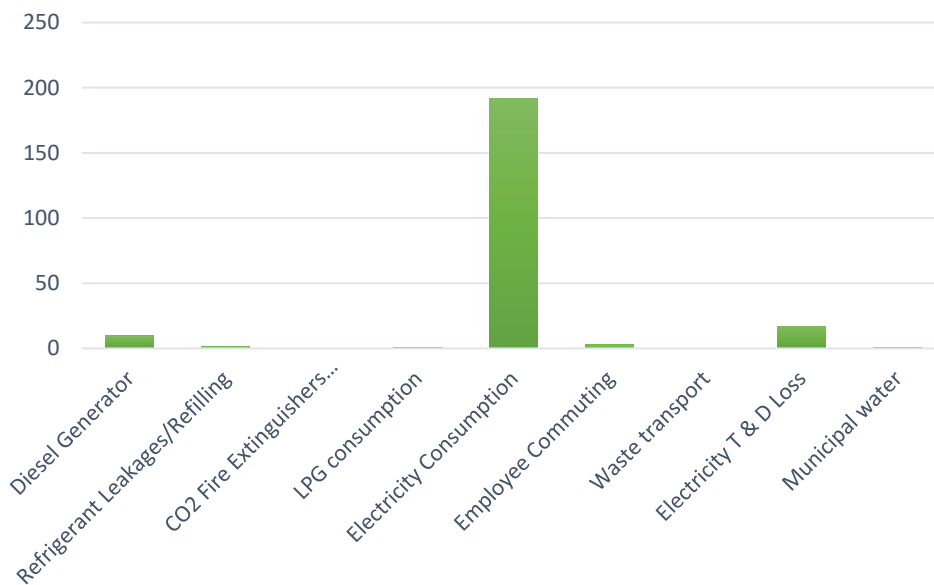
The main processing plant at Dankotuwa, 1,445.69 tonnes of CO<sub>2</sub>-e were emitted from direct GHG sources while 2,538.97 tonnes of CO<sub>2</sub>-e were emitted from indirect emissions – imported electricity, transportation, services used by the organization and indirect emission from other sources. From the total emissions, 42% solely represents by the indirect emissions – Electricity.



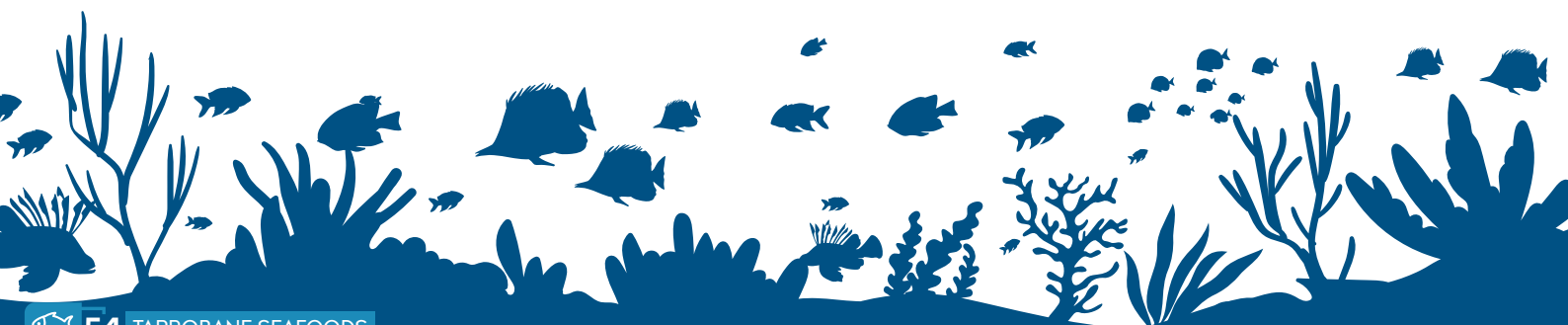
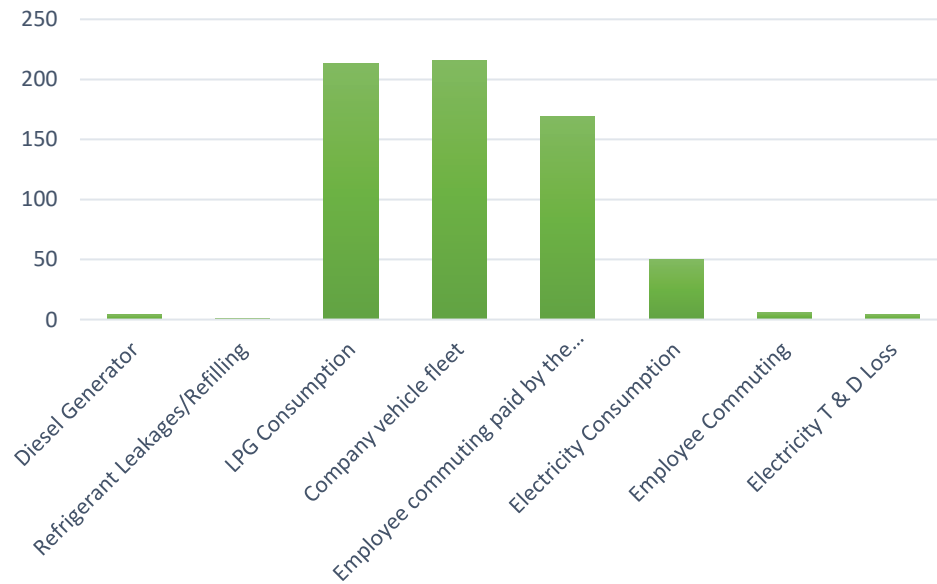
Farms emit 151.11 tonnes of CO2-e from the direct GHG emissions while 1,995.73 tonnes of CO2-e emit from imported electricity, transportation, services used by the organization and the indirect emission from other sources. which categorized under the indirect emissions. From the total GHG emissions, 85% is from Indirect emissions – Electricity.



Hatcheries emit 11.42 tonnes of CO2-e from the direct GHG emissions while 211.65 tonnes of CO2-e emit from imported electricity, transportation, services used by the organization and the indirect emission from other sources. which categorized under the indirect emissions. From the total GHG emissions, 86% is from Indirect emissions – Electricity.



Mini processing plants which includes the GHG emission data as 603.89 tonnes of CO<sub>2</sub>-e from direct GHG emissions, 60.28 tonnes of CO<sub>2</sub>-e from indirect emission from emission sources. 33% from the total GHG emission represents the emission from the company vehicle fleet and 32% from the total represent emissions from the LPG consumption, which is under the direct emission category.



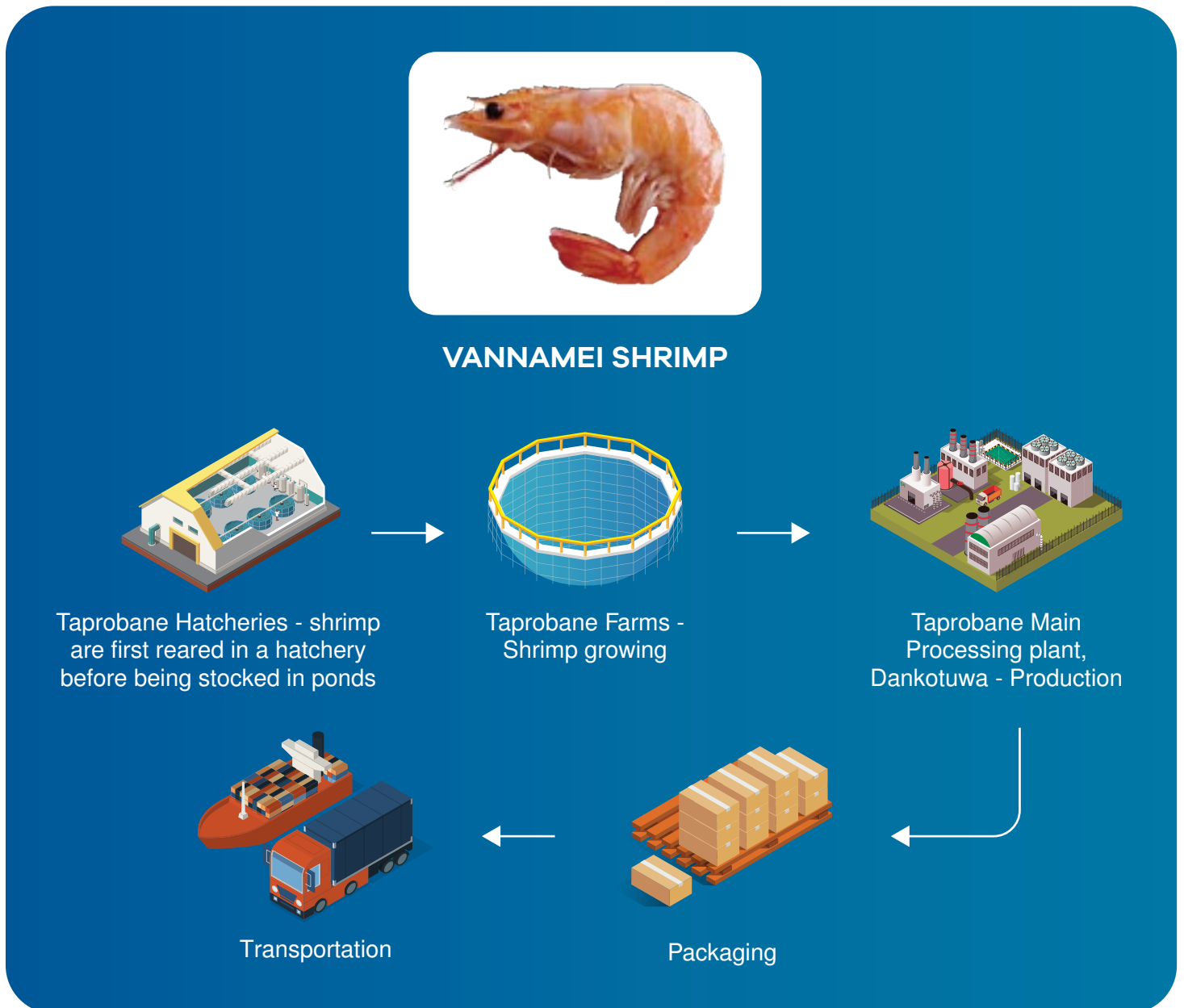


# PRODUCT CARBON FOOTPRINT ASSESSMENT

## THE FOOTPRINT OF OUR PRODUCTS OVER THEIR LIFE CYCLE

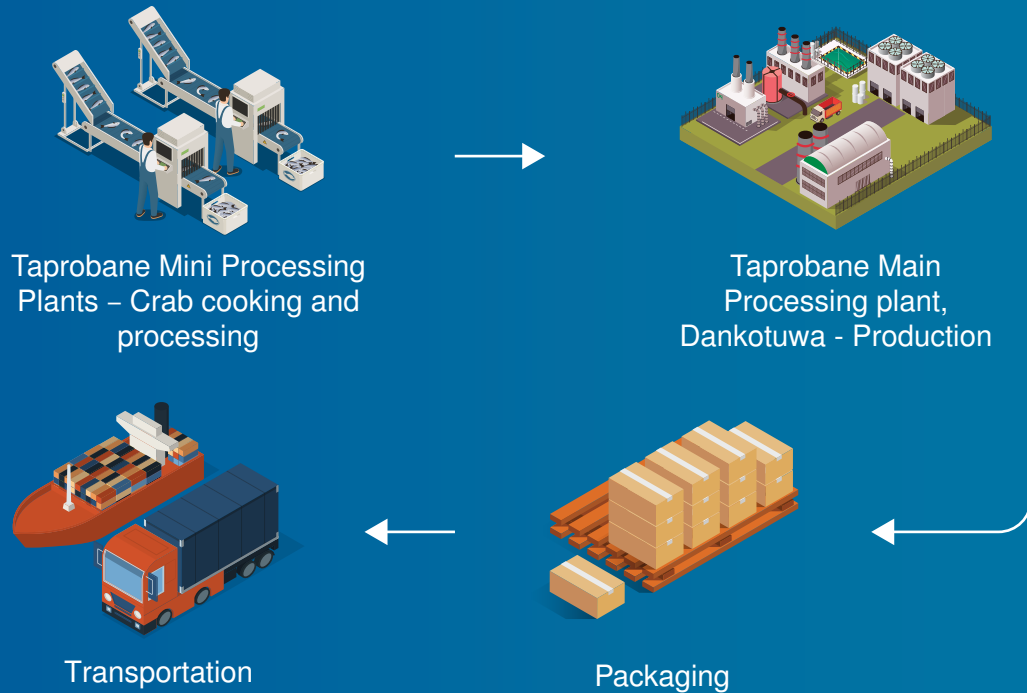
We decided to implement the LCA method to quantify in a robust and standardized way the environmental impacts of our products. Following the life cycle thinking principle, we also account for the emissions upstream and downstream of our own gates. We quantified and reported the greenhouse gas (GHG) emissions associated with the two products: pasteurized crab meat and frozen shrimp in accordance with ISO 14067:2018 (E) standard.

Our products principally go through the following main life cycle stages,





## BLUE SWIMMING CRAB



Total production for the year was 414,101 kg of Pasteurized Crab. Based on that, the product carbon footprint per 1kg of Pasteurized Crab Meat is determined to be **4.2 kgCO<sub>2</sub>e**

Total production for the year was 1,818,694 kg of Frozen shrimp. Based on that, the product carbon footprint per 1kg of Frozen Shrimp is determined to be **5.0 kgCO<sub>2</sub>e**

## ENERGY CONSUMED

We aim to decarbonize the energy and the transport sector which are heavily dependent on fossil fuels through an energy transition strategy by replacing carbon-based fuels with renewables.

Switching from fuel to electrical power is a critical lever in the quest to reduce carbon emissions and tackle climate change. From industrial processes to commercial transportation, electrifying these systems can help drive more renewable energy sources and decarbonize the global economy. Therefore, we are committed to follow the global movement towards the electrification of vehicles by transforming the company's vehicle fleet into electrically driven vehicles.

### ENERGY CONSUMED

**Total - 43,814 GJ**



**Electricity  
consumption (GJ)**

**2021/2022 - 24,914**



**Fuel  
Consumption (GJ)**

**2021/2022 - 18,900**

### ENERGY CONSERVATION



**ROOF  
TOP SOLAR**

Taprobane Seafoods in partnership with Sino Lanka Power Gen has commenced the installation of a one-megawatt solar photovoltaic (PV) system at our Dankotuwa Processing Plant. This is the first of a two-phased project with the second megawatt to be installed in the next 12 months.

### ENERGY USED FOR TRANSPORTATION



Total energy related to transport including Company owned vehicles, Hired vehicles, Employee commuting.

**Diesel**

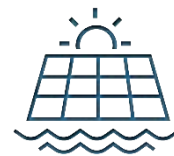
**2021/22 - 417,812 L**

**Petrol**

**2021/22 - 38,851.95 L**

**2021/22 total  
15,273 GJ**

**FLOATING  
SOLAR**



Taprobane Seafoods in partnership with Sino Lanka Power Gen has commenced the installation of a 1.6 MW floating solar system over the stocking pond, which is 2.6 acres in extent at the shrimp farming facility at Chilaw, North Western Province.

## WATER

As a seafood processing company, we need a large quantity of water for our operational processes. Focused efforts are in place to protect and sustain all water sources in our lands thereby ensuring adequate and clean water supply in our operational processes.

We aim to develop new and better tools for metering and analyzing consumption, to improve the efficiency of usage in manufacturing and by our people.

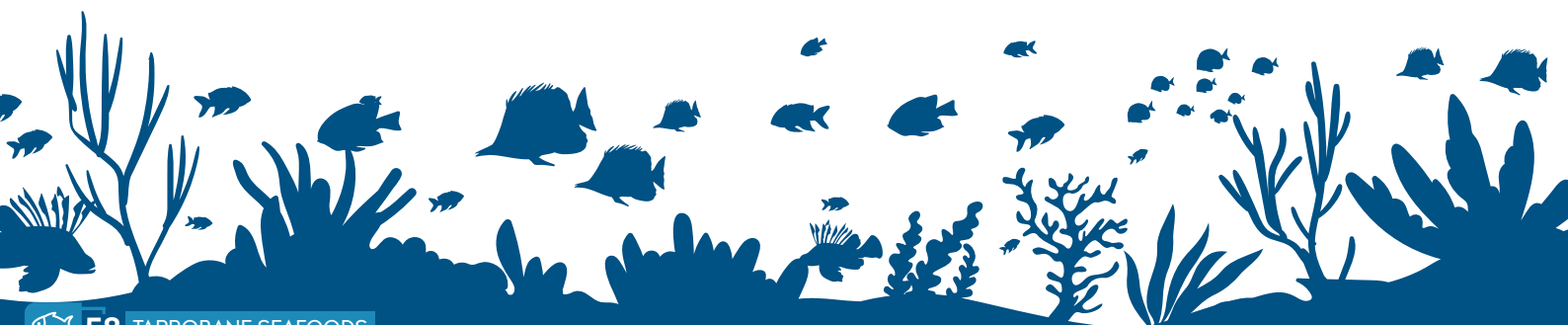
We are committed to reduce our water intensities by 30% from the base year 2021 at our processing facilities while mitigating any negative impact on our communities.



## EARTH

We support build a waste free world by implementing an effective waste management model in our company by finding effective disposal methods for value-enhancing waste. In the last decade, the perspective of waste management has evolved, where it is no longer seen as take-use-throw process. Currently, waste management has evolved into a circular economy model, where materials are designed to be recycled, reused and refilled.

By 2030, we aim to reuse, repurpose, or recycle 100% of the non-hazardous waste created through our manufacturing processes.





## WASTE GENERATION



**Paper/Cardboard**  
78,665.00 kg



**Polythene/Plastics**  
19,029.73 kg



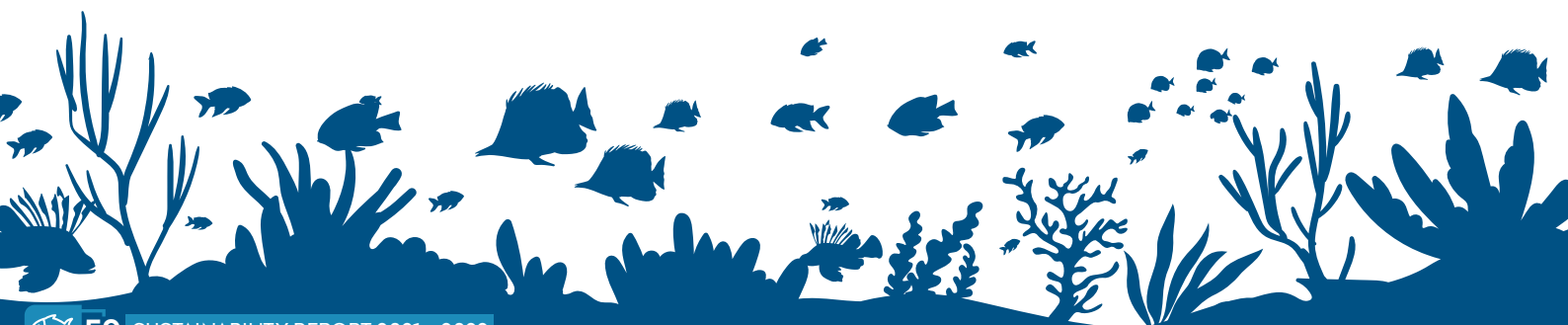
**Wooden**  
642.95 kg



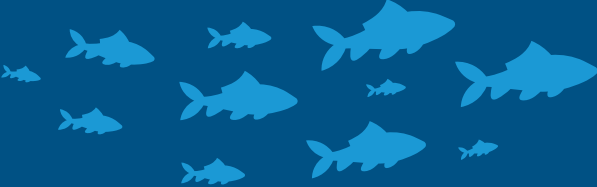
**Metals**  
3,117.00 kg



**Shrimp/ Crab waste**  
78,114.91 kg



# PROTECT OUR OCEANS





# PROTECT OUR OCEANS

Creating lasting value through healthy oceans is a key important factor in our business. In order to produce sustainable marine products, we continuously work to strengthen sustainable fishery, responsible farming, and limit our impact on marine ecosystems. Our goal is always not to damage the marine ecosystems that we all depend on while at the same time contributing to the sustainable development of the seafood industry and its value creation.

Through aquaculture and fisheries, the oceans support the livelihood of millions of people across the globe. The ocean and marine industries make up the backbone of many rural and coastal communities. Sustainable management of our oceans is key to the continued use of marine ecosystems for economic and social returns. As a reputed company in the seafood industry, it is our responsibility to prioritize long-term sustainability in everything we do. Taprobane desires to support and strengthen sustainable fisheries, responsible farming, and limit our impact on marine ecosystems.

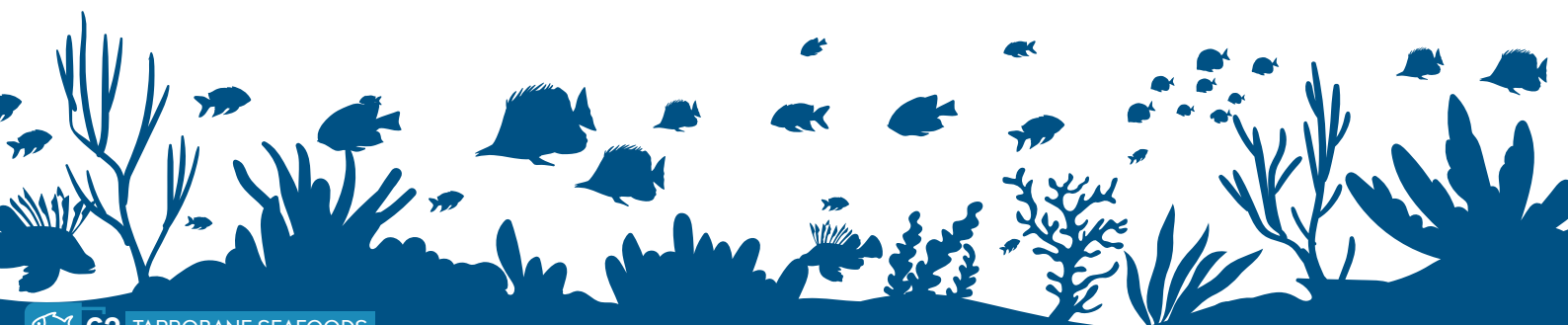
All food production has an environmental footprint. Although the seafood industry, including aquaculture, leaves a relatively low climate footprint compared to other kinds of animal production, we further strive to reduce our environmental footprint and minimize our impact on marine ecosystems. We also highly focus on the efficient use of scarce marine resources. By participating in multi-stakeholder initiatives to strengthen sustainable fisheries management, we can contribute to secure the long-term harvesting of fish in healthy marine ecosystems. This needs continuous work to employ processes, solutions, and equipment that minimize our environmental footprint. To ensure sustainable production Taprobane is expected to act in accordance with international best practices and is willing to comply with standards aimed at conserving biodiversity including endangered species, not limited to Best Aquaculture Practices (4\* BAP), Marine Stewardship Council (MSC), BRCGS Global Standard for Food Safety. We also continuously evaluate the impact of our operations on marine ecosystems to make sure that we fully comply with international, national, and local standards and regulations.

We monitor our performance through reports from the farms and mini processing plants given on a regular basis. Immediate reporting is mandatory for all extraordinary or precarious situations. We have a quality management system with sufficient procedures and tools for production to make well-founded decisions. We expect routines to ensure that best practice is implemented in the event of new knowledge. Sufficient training and competence are assured in Taprobane to secure sound decisions. Taprobane is expected to contribute to knowledge-based management of resources and harvesting, and in our own operations, work to optimize the resource utilization of catch and minimize unwanted catch.

## OUR PROMISE

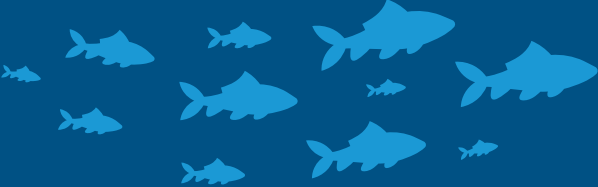
- Our farms are located in legal and permitted zones for aquaculture development.
- We perform environmental and social impact assessments of new sites.
- We do not set up new farms within the following locations:
  - Existing sanctuaries, marine protected areas, and conservancies.
  - Within any area where there is identified critical habitat for endangered species.
- We comply with local and national legal requirements in regards to minimum distances where a farm can be located.
- We monitor changes to legislation and perform revisions accordingly to the relevant assessments.
- All our farming operations are certified according to standards that take account of biodiversity. These standards, such as 4\* BAP, MSC, SMETA ETI, and BRC, include criteria to minimize environmental impact and preserve biodiversity.

**- HEALTHY OCEANS ARE KEY FOR OUR VALUE CREATION -**





# INSPIRED EMPLOYEES



# INSPIRED EMPLOYEES

Our people are a fundamental asset to our company. They remain vital to everything we do and are crucial to our ambition to deliver an excellent stakeholder experience and sustainable, profitable revenue growth. They play a key role in the company's drive to achieve its strategic objectives. We ensure our employees develop their skills and abilities through various skills, programs and benefit from being part of a progressive and dynamic organization.

To continue to be successful, we want to acquire, develop and retain the best talents for Taprobane. We offer an inspiring and challenging working environment with flexible, digital work and a value-oriented leadership style. Our corporate culture is based on continuous open feedback and appreciation for outstanding performance through attractive compensation and; individual and long-term development opportunities. We strengthen our team by valuing diversity and cultural backgrounds, interacting openly and constructively with each other, and looking after the health and safety of our people.

Respecting human rights is a fundamental part of Taprobane's corporate responsibility and is vital to the sustainable operation of our business. We are committed to respecting fundamental human rights in our operations, our value chain, and in the communities where we operate. Our approach to human rights is based on the United Nations Global Compact Guiding Principles on Business and Human Rights. We have a responsibility to protect, respect, support, and promote human rights throughout our value chain.

## TALENT ATTRACTION

We want to attract and retain talents to ensure our future competitiveness. In order to offer attractive jobs and be a trustworthy employer, we maintain a high focus on fair compensation and good working conditions. Our aim is that Taprobane is recognized as an attractive employer to recruit people with the right competencies, skills, and values.

- All our employees have written employment contracts.
- We comply with the laws and regulations related to employment protection, compensation, and working hours.
- We offer fair compensation. We always pay market rates or above for all jobs.
- All permanent employees are part of our annual bonus program.
- We offer paid maternity leave and a competitive pension scheme.

Our Employees	Male		Female	
	Executive	Non-Executive	Executive	Non-Executive
	78	482	48	1356

## COMPENSATION

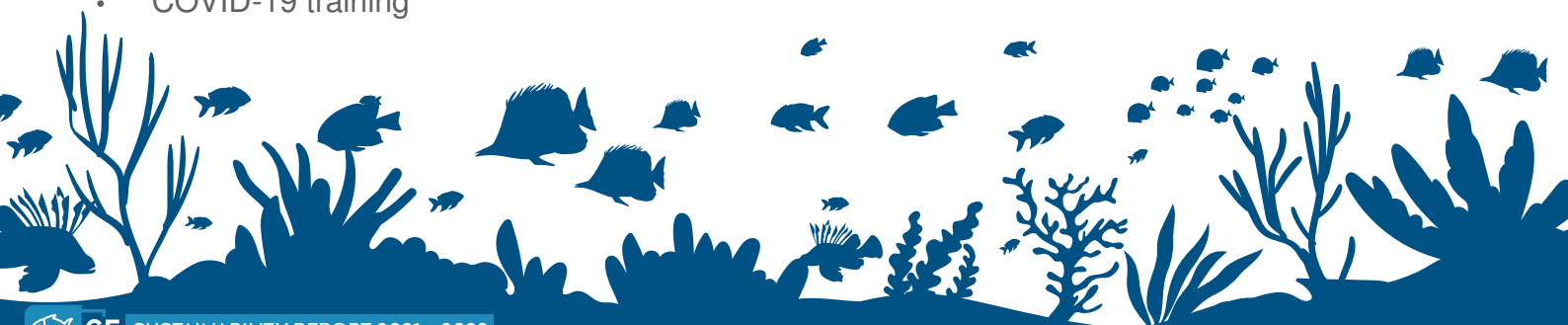
The appreciation of the work of our team is an important element of our company culture, and enables us to ensure our long-term and sustainable business success. For this reason, it is important to recognize our people's performance through appropriate, competitive remuneration in line with the market. We use performance-based components of compensation in order to reward individual contributions. The compensation system is based on local requirements and existing collective agreements. There is no systematic difference between the compensation received by male and female employees. In addition to fixed and performance-based components of pay, our remuneration system also includes benefits in kind and social security components.

## TALENT DEVELOPMENT

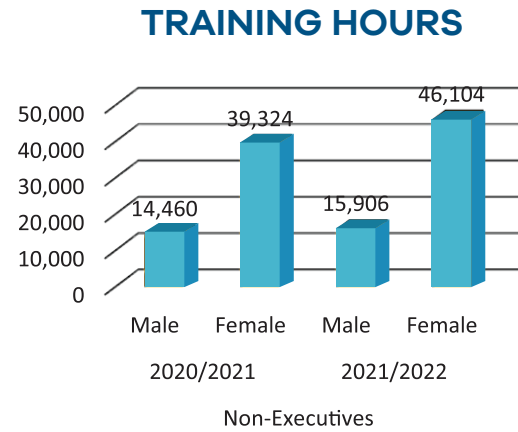
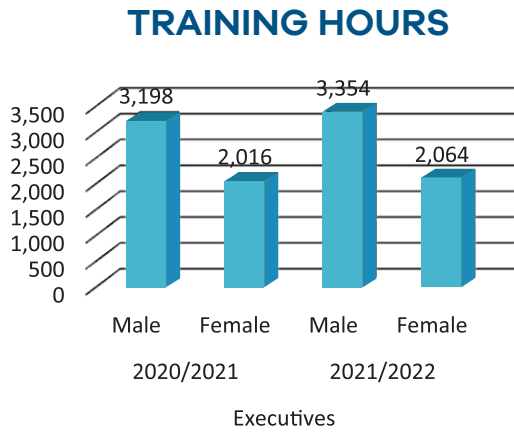
We promote the skills and knowledge of our employees to help them achieve their full potential. Regular and open feedback about performance and potential serves as a foundation for their development. This makes it easier to define individual development measures that address both the company's needs and each employee's potential. To foster the targeted development of our employees, we make use of regular development meetings and individual development plans. This helps us to systematically identify and develop talents within the company, and to plan internal succession.

We offer employees training and further education to support the development of necessary skills. Some of the initiatives include:

- Training on Personal Hygiene
- Internal Auditor Training- FSSC 22000- BAP
- Good Manufacturing Practices (GMP)
- Quality/ Food Safety
- Technical Training on machine operators
- Fire Training/ Fire Drill
- First Aid Training
- Training on Leadership
- Effective Utilization of Human Resources/ Man Management Skills
- Disciplinary procedures
- Training on Waste Reduction
- HACCP Training
- Employee Productivity Enhancement
- Environmental Awareness & Training
- Health & Safety and Chemical Handling
- HIV/ AIDS training
- COVID-19 training



Training Hours							
2020/2021				2021/2022			
Executive		Non-Executive		Executive		Non-Executive	
Male	Female	Male	Female	Male	Female	Male	Female
3,198	2,016	14,460	39,324	3,354	2,064	15,906	46,104



## EMBRACING DIVERSITY

Taprobane is committed to being an equal opportunity employer. Having a diverse workforce is crucial for Taprobane and is part of our company culture. This means all our business units select and appoint the most suitable person for a position on the basis of their skills, qualifications, and aptitudes. We are committed to supporting gender equity in the workplace. We ensure that all our employees have the same opportunities, rights, and respect, regardless of their gender. To ensure fairness, strategies must often be available to compensate for historical and social disadvantages that prevent women and men from operating on a level playing field. Gender equity leads to gender equality, where there are equal rights, responsibilities, and opportunities for women and men.

We always;

- Employ the most suitable person regardless of age
- Employ the most suitable person regardless of race or ethnicity
- Employ the most suitable person regardless of gender
- Employ the most suitable person regardless of political, religious, or sexual persuasion
- Employ the most suitable person regardless of national origin
- Employ people with disabilities provided they can safely perform the task in a competent manner and do not create an undue hardship on the operation of our business
- Ensure our workplace provides equitable opportunities for our male and female employees, and foster an organizational culture that supports gender equity.
- Promote a family-friendly workplace for men and women through the following activities:
  - Flexible working arrangements for staff.
  - If needed, working from-home options for staff.
- Create an equitable, respectful, and enabling environment for men and women within the organization through the following activities:
  - Ensuring that there is gender representation in all cross-functional teams, interviews and assessment panels.
  - Ensuring that gender equity exists with regard to the remuneration of employees



## DIALOGUE AND CULTURE

- We live by our values: High-Quality standards, Social Responsibility, Sustainability, Integrity, Success
- We held feedback meetings to discuss important initiatives with our employee representatives in order to encourage good and constructive dialogue.
- We focus on internal communication. Through our shared communications platform, all our employees are given a voice and an opportunity to participate actively in discussions, and to share knowledge and information across borders.

## WORK TRENDS POST-COVID-19 PANDEMIC

Like any other business, Taprobane has had some challenges to shape its businesses during this past year due to the COVID-19 pandemic. We had to navigate and respond to remote working, determining how to support our employees' well-being, managing a hybrid workforce and concerns around the COVID-19 vaccine. These include:

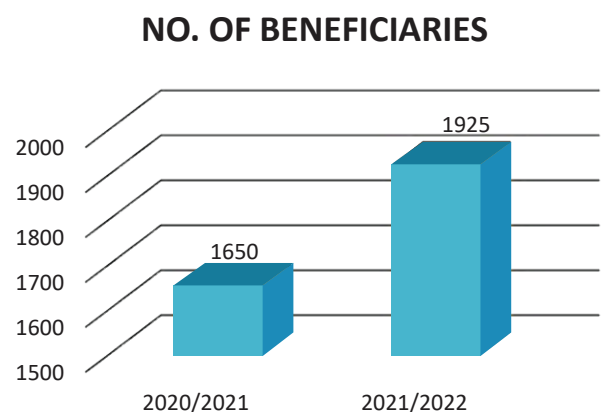
- Assisting with well-being and performance at a higher level by providing mental and financial health support.
- Mental health support is the new normal, with employers being more aware of the impact of mental health on employees.
- Teaching the capabilities of the current workforce to meet the changing needs of the company



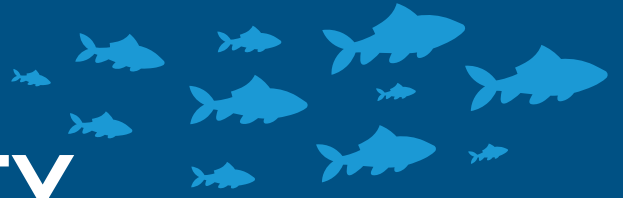
We had to balance our decisions to resolve immediate concerns during the COVID-19 pandemic with the long-term impact on our employment brand. We had to transition from designing for efficiency to designing for resilience by designing roles and structures around outcomes to increase agility and flexibility and formalize how processes can flex. We provided our employees with varied, adaptive, and flexible roles to acquire cross-functional knowledge and training.

## EMPLOYEE WELFARE

Taprobane Seafoods respects the right of all personnel to form and join trade unions of their choice and to bargain collectively. Employees are free to join the Welfare society which represents them. Taprobane Seafoods management makes decisions with the collaboration of members of the Welfare society whose members are selected to represent all departments and lines of work. We do not involve in any form of anti-union discrimination, both at the beginning and during the course of employment.



# OCCUPATIONAL HEALTH & SAFETY



## TAPROBANE'S SAFETY CULTURE

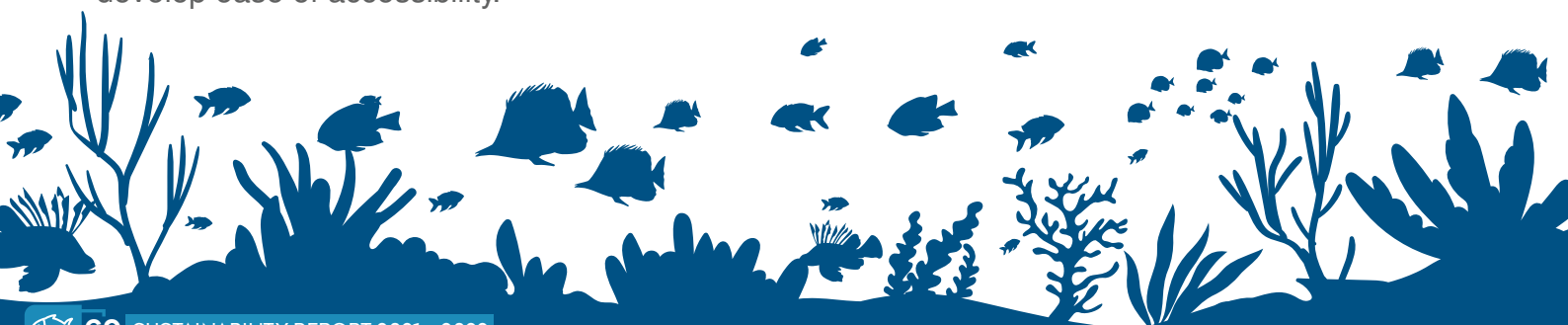
The health and safety of our employees is Taprobane's priority. We never compromise on safety, and always try to take necessary measures to prevent and minimize work-related injuries.

Occupational health and safety (OHS) are of paramount importance, not least for our employees that work at sea. Our employees work in exposed environments, in factories and especially on the sea where they face potentially adverse weather conditions. This poses a threat to the health and safety of our employees and others who are involved in our operations. Many of the activities performed in Taprobane involve the use of different equipment and many elements in motion. All these factors can make some situations unpredictable and therefore it is important to have a sound foundation to ensure the safety of our employees and anyone else involved in Taprobane's operations.

Health and safety regulations are embedded in our working environment in our quest for an accident-free working environment. We assisted our fishing partners by providing education and training across the health and safety environment. In addition, we monitor and ensure that our contractors abide by our health and safety rules and regulations. Our health and safety representatives undertook further training to ensure workplace health and safety compliance. Our training interventions included first aid, firefighting, pest control, emergency preparedness and the induction of health and safety protocols in the workplace. We have strategies in place to manage and minimize the potential impact of HIV/AIDS and the consequential loss of skills and productivity.

There is a Medical center inside the factory premises with a qualified doctor. Employees can get immediate treatment through a medical emergency free of charge if there is any medical emergency. Each employee is provided with health insurance coverage. First aid boxes can be seen in every department & safety officer is responsible for maintaining first aid boxes by refilling the medicines as required. Health camps, dental clinics, and eye camps are conducted periodically to improve the wellness of employees.

Furthermore, there are Restrooms for all levels of employees to take a rest within their 24 hours shift. And free of charge hostel facilities are provided to the employees from long distances, to develop ease of accessibility.



## **FIRE AND HEALTH SAFETY TEAM**

Our health and safety performance is a prime measurement of our duty of care towards our employees. We have a Safety and Security Policy in place, supervised by Taprobane's safety team that mandates report-tracking of incidents.

The safety team is comprised of management and employee representatives from all departments working together to identify and solve workplace health and safety problems. With an effective health and safety program, accidents are reduced and general managers have a channel through which to express concerns.

It is the responsibility of the Fire & Health Safety Team;

- To hold regular meetings to identify workplace health and safety risks, and to make recommendations
- To receive and investigate complaints about safety, and to ensure that the cases are referred to supervisors and reported to relevant departments for follow-up
- To maintain records of meetings and activities
- To suggest appropriate health and safety programs, education, and training

The Fire and Health Safety Team meets at least once in three months and makes recommendations to the management team on how to improve workplace health and safety.

## **FIRE- LIFE SAFETY AND EMERGENCY PREPAREDNESS**

To enhance our employees' safety, Taprobane regularly partnered with third-party firms such as Fire Ring Fire Services, Red Cross Society Training Team, and SAFO Consultancy Training team to host workshops and external training sessions to help our employees to realize how they can make sure that they are equipped to deal with any of the emergencies.

Annually we conduct OHS training workshop for all our employees. Participants gain a range of guidance, including first aid and basic medical training techniques such as CPR and how to effectively respond to a potentially life-threatening situation while possible accidents. The training program covers basic instruction on workplace safety, PPE usage and good health practices. Further, we conduct training on how to use all types of fire extinguishers, including basic firefighting training. Audits alone won't change the industry and we must practice what we preach and assist those key training experiences to operate more safely in a safe working environment.

Taprobane's OHS System has led to improved reporting and investigation of accidents, lost time injuries and absenteeism. During the 2021/2022 financial year, we maintained a record of zero workplace fatalities in our main factory, farms and other mini-processing plants.





### First Aid and Basic Medical Training



### Fire Life Safety Training

## CHEMICAL SAFETY AND ELECTRICAL SAFETY

Based on the Safety & Security Policy that everything is founded on safety and health, we make company-wide efforts to maintain a safe, secure and accident-free workplace. The company undertakes initiatives based on its specific health and safety plans and endeavors to conduct health and safety/ electrical safety patrols and audits in the workplace geared to enhance health and safety activities.

Currently, we have a proper health & safety procedure in the company to assure the health & safety of the employees and the property. MSDS (Material Safety Data Sheets) and Advisory sign boards are displayed near each chemical type including actions that have to take in any emergency situation. An emergency vehicle is on the company premises all 24 hours to send employees to the hospital in any kind of emergency.

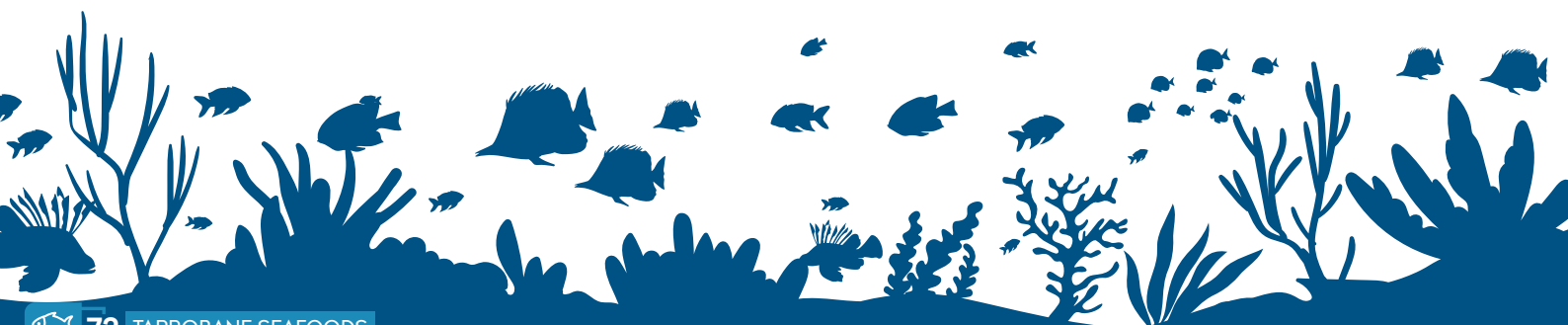
Machine areas are demarcated with yellow lines to ensure the safety of the employees and visitors. All relevant PPE (Personal Protective Equipment) including safety shoes, ear muffers, uniforms, gloves, and safety helmets according to their work are provided to the employees. All these PPE are provided to all the employees free of charge. Eye washers are fixed to the points where chemical handling is taking place. It includes an inclusive range of SOPs designed in compliance with all legal and regulatory requirements for the safe handling, storage and disposal of chemicals at the operational level, as well as emergency response in case of a chemical spill. Rubber carpets are placed

under each power panel to assure the employees' electrical safety. Our maintenance team undergoes regular trainings to ensure they are equipped with the necessary tools and knowledge to perform their duties in the safest and most effective manner.

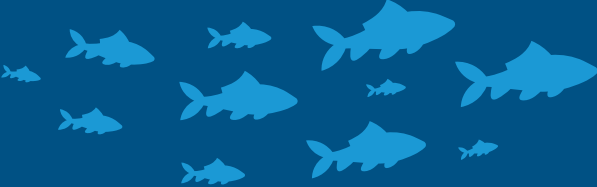
## COVID 19 SAFETY PROTOCOL

2021 was another year with the Covid-19 pandemic. Similar to 2020 Taprobane's priorities have been to protect the health and safety of our employees, local communities, business operations and other stakeholders and secure financial strength and profits. Since the outbreak of Covid-19, employee well-being has been the number one priority for Taprobane. We have followed advice of local authorities and took measures to lower the risk of spreading and safeguard business continuity have been in place. These include strict rules at processing plants and harvesting facilities to limit physical contact and encourage social distancing. Working from home has been encouraged whenever possible, and business travel has been restricted. We have created greater awareness of the risk of exposure to COVID-19, and increased controls to proactively reduce our stakeholders' vulnerability to environmental, health and safety hazards.

Despite the challenging circumstances, Taprobane has been able to maintain efficient operations throughout the year. The pandemic has impacted the export market in the last two years; however, we were able to manage it.



# OUR SUPPLY CHAIN



# OUR SUPPLY CHAIN

## SUSTAINABLE SOURCING

### Why it matters

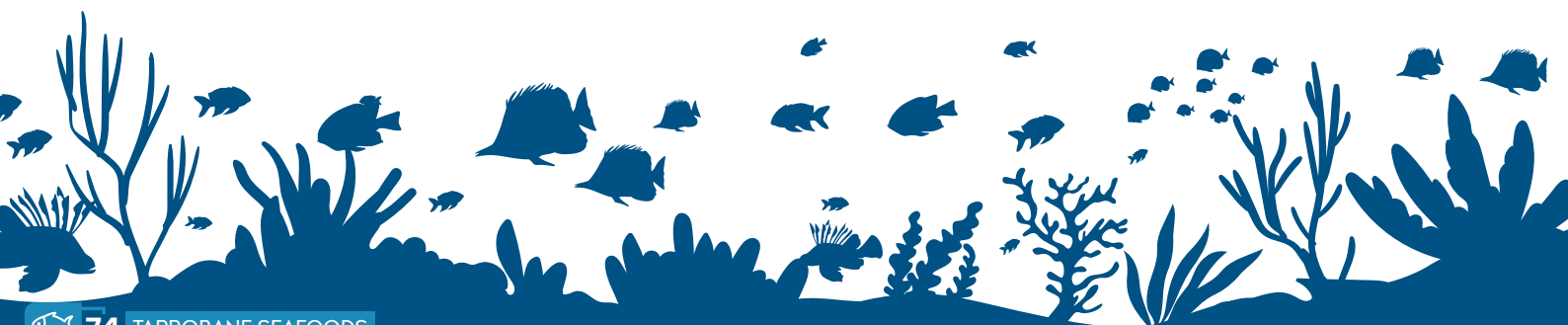
Taprobane is committed to respecting the human rights of all workers and local communities throughout our operations and value chain. Supporting the safety, wellness and equality of the workforce across our value chain is important to our success as a company and to the success of our suppliers.

We as a sustainable driven company, work with suppliers to meet best practice standards and comply with local regulations. An effective sustainable sourcing program should raise standards of human rights, labor, environment management, and conservation of natural resources.

## APPROACH

Sustainable sourcing is the integration of social and environmental factors into the selection process for the suppliers. The long-term goal of sustainable sourcing is to build lasting supplier relationships and at the same time improve upon environmental and social goals as a core corporate objective.

As consumer demand for environmental friendly products increases, we have continued to engage with our customers on sourcing sustainable raw materials through collaborative efforts with our supply chain partners. We prioritize the acquisition of the raw material in a sustainable manner to prevent damage to the environment and surrounding community. We do our business with the stakeholders who do their businesses in a sustainable and traceable manner. This also helps to distribute the financial benefits among the farmers communities, whom are small scale fisheries.







## VOLUNTARY CODE OF CONDUCT FOR RESPONSIBLE PURCHASING

Taprobane Seafoods became the first Blue Swimming Crab (BSC) manufacturer to sign the Voluntary Code of Conduct for Responsible Purchasing. Taprobane Seafoods agreed not to purchase crabs weighing less than 100g at any of their primary processing centers. This will encourage us to responsibly purchase BSC from the Palk Bay and Gulf of Mannar fisheries.

Our ambition is to embed integrity, fairness, and stewardship throughout the supply chain. Therefore, all suppliers, vendors, contractors, agents, and other providers of goods and services who do business with Taprobane are expected to adhere to the same standards of integrity to which we hold ourselves. Many of these standards are based on international conventions including the universal declaration of Human rights, ILO Declaration on fundamental principles and rights at work, UN Global guiding principles of human rights, environment, labor, and anti-corruption, and UN Sustainable Development goals.

We believe that proactive engagement and regular conversations help build strong relationships and effectively manage supplier engagements. Meetings are scheduled with our suppliers and; issues and areas for further improvement are discussed. Therefore, we believe this will reduce supply chain risks and prevent avoidable supply chain disruptions. So, eventually, improve the more sustainable sourcing methods.

Following are the types of policies and practices essential for rooting supply chain sustainability into Taprobane's strategies and operations.

- Expect suppliers to adhere to sustainability principles
- Include expectations in supplier documents
- Incorporate expectations into procurement staff training
- Train relevant staff
- Conduct sustainability due diligence on potential suppliers
- Assist suppliers in setting/ reviewing goals
- Provide training for suppliers
- Regular business review
- Supplier self-assessment

- Audit(s) by company staff
- Verification of remediation activities
- Reward supplier sustainability performance

## **SUSTAINABLE PACKAGING MATERIAL COMMITMENT**

### 1. Sustainable packaging commitments of Taprobane Seafoods.

Taprobane Seafoods is committed to sustainable packaging by encouraging our packaging material suppliers to comply with all the applicable local & international laws and regulations. And by using recyclable and reusable packaging materials that will not have any adverse impacts on food safety, product quality and marketing aspects.

### 2. Packaging goals of Taprobane Seafoods.

#### 2.1 Use recyclable & reusable packaging materials.

2.1.1 Suppliers may follow the design guidelines provided at The Association of Plastics Recyclers | APR Design ® Guide ([plasticsrecycling.org](https://www.plasticsrecycling.org))

2.1.2 The suppliers shall confirm that the packaging or packaging components such as interior and exterior coatings, inks , labels etc. do not contain any of the following non - recyclable materials

2.1.2.a Polystyrene or Expanded Polystyrene (9003-53-6)

2.1.2.b Polyvinyl Chloride (9002-86-2)

2.1.2.c Polyvinylidene Chloride (9002-85-1)

2.1.2.d Polycarbonates (multiple CAS)

2.1.2.e Polyhydroxyalkanoates (multiple CAS)

2.1.2.f Polylactic Acid as a rigid structure (26100-51-6)

2.2 Have suppliers who use certified fibers for packaging materials such as corrugated boxes.

Suppliers are encouraged to maintain certifications such as Forest Stewardship Council (FSC) which will promote environmentally & socially important and economically feasible management of the world's forests.

2.3 Have suppliers that comply with ISO 14001 Environment Management system.

Suppliers are encouraged to maintain ISO 14001 Environment Management System which provide a specific framework for implementing relevant sustainable practices.

3. Restricted substances in food packaging.

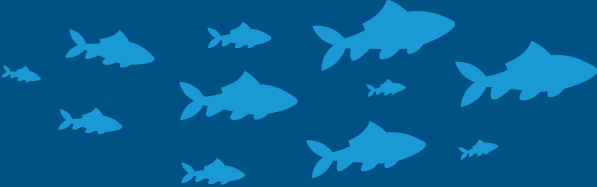
The suppliers shall confirm that the below-mentioned chemicals or chemical classes are not intentionally added to any food package or packaging component during the process of manufacturing.

Table No. 01 Chemicals /Chemical classes not to be intentionally added to food packaging materials

Chemical or Chemical Class	CAS Number
Heavy, Metals (Pb, Cd, Cr VI,Hg)	
Arsenic	7440-38-2
Ortho - phthalates	All Ortho Phthalates
Per- and Poly-fluoroalkyl Substances (PFAS)	All PFAS classes
Perchlorate	14797-73-0
Bisphenol A	80-05,7
Bisphenol B	77-40-7
Bisphenol F	620-92-8
Bisphenol S	80-09-1
Bisphenol A diglycidyl ether	1675,54-3
Benzophenone	119,61-9
2-Ethoxyethanol	110-80-5
2-Methoxyethanol	109-86-04
N-methyl-2-pyrrolidone	872-50-4
Toluene	108-88-3



# SUSTAINABLE COMMUNITIES





Sustainable communities have been an integral part of our corporate culture ever since the company was established and is also clearly reflected in our corporate purpose. Together with our employees, customers, consumers and other stakeholders, we are committed to making a lasting contribution to society, above and beyond our business activities. Local communities around the country provide critical infrastructure for Taprobane's operations and make up much of our workforce. With a strong presence in these communities, Taprobane also significantly impacts local economic development, social opportunities and the environment. We contribute to the development of local communities by creating attractive and decent jobs, supporting local suppliers, and by investing in and sponsoring local projects and social initiatives.

Taprobane's social engagement is primarily intended to contribute to securing the future viability of our society. We are facing enormous challenges, but they are also creating a wide range of opportunities. We recognize that the COVID-19 pandemic significantly impacts our employees, their families, and the local communities living around our operational areas. Accordingly, we have taken a proactive approach to assist. We are committed to investing in society's upliftment and playing a pivotal role in improving the quality of life among disadvantaged communities through our CSR (Corporate Social Responsibility) initiatives. We continue to subscribe to a sustainable approach in conducting our business.

## OUR APPROACH TO SOCIAL AND RELATIONSHIP CAPITAL

Our approach to managing our social and relationship capital in the Group is to:

- Provide support to smallholders;
- Provide support to the communities in which we operate;
- Procure goods and services from disadvantaged individuals and families;
- Provide bursaries/ scholarships to our staff and communities through the "TSF Arunalu" Programme;
- Provide technical training to farmers through "Taprobane Club Loyalty Programme";
- Maintain positive engagement with the government and other stakeholders

## TSF ARUNALU

To empower the future, Taprobane has a scholarship scheme named “TSF Arunalu” for the staff and the communities in the operational vicinity amongst the fishing communities. Every school term, Taprobane carries out a programme in underprivileged schools and distributes school bags, books, etc. to strengthen the education of the younger generations.



### School Books and Bags Donation to Erukkalampiddy Village School on 25th October 2021

Further development of schools is a significant component of Taprobane's CSR initiatives and we have constructed the fence wall of Erukkalampiddy Village School in December 2021.



### Fence Wall construction at Erukkalampiddy Village School on December 2021

## VANA ROOPA PROGRAMME

As a responsible corporate operating in Sri Lanka, Taprobane is actively engaged in community development, empowerment and environmental protection activities. Planting of the Mangroves and active engagement in the government-initiated project “Vana Roopa” is one of the main projects that Taprobane is involved as a responsible entity operates within coastal areas. Taprobane is always at the forefront, extending its fullest support in its own capacity during any national need created due to natural disasters.

## COMBATING COVID-19

The last 02 years have been challenging years for us all, especially for people working at the processing plants to combat COVID-19 and vulnerable people with little or no resources to fall back on. From donating essential supplies to urgent infrastructure development, Taprobane has extended social responsibility from the heart to support our local communities survive this global pandemic.



**Retractable Beds Donation to COVID Centre- Negombo on 2021**

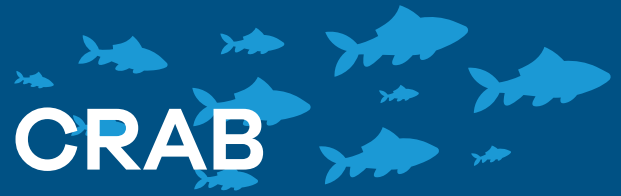
## TAPROBANE CLUB LOYALTY PROGRAMME

Our Taprobane Club Loyalty Program gives emphasis to small-scale farmers, providing them with benefits and privileges which will encourage more and more within the communities to participate in the industry. This program will help farmers to improve their farming practices, technical knowledge, livelihood, yield, etc. Further, we work directly with the farmers and cut out the middlemen. Currently, Taprobane works with 250 farmers in Puttalam and Mannar Districts of which 200 are small-scale farmers (80%).



**Wooden Poles Donation to farmers and villagers in Errukkalampiddy on November 2021**

# THE SRI LANKAN BLUE SWIMMING CRAB (SLBSC) FISHERY IMPROVEMENT PROJECT (FIP)





"In a supermarket in Washington, DC, USA, the seafood section includes a product that comes from far away: Blue Swimming Crab imported from Sri Lanka. The packaging proudly announces that the product is "Committed to Sustainability" and a "Product of Sri Lanka"."

In 2022, the Blue Swimming Crab fisheries achieved a 'good alternative' recommendation from the Monterey Bay Aquarium's Seafood Watch, a recognition of the progress made towards improved management. This recognition allowed Taprobane Seafoods, Sri Lanka's top exporter of pasteurized crab products, to access new, premium markets in the United States for eco-labeled seafood products.

**GOOD ALTERNATIVE**

✔ Buy, but be aware of concerns



## Blue swimming crab

*Portunus pelagicus*



### Also known as

Bluey, Kani, Swimming Crab



### Country or region

Sri Lanka



### Body of water

Palk Strait, Palk Bay & Gulf of Mannar



### Fishing gear

Gillnets and entangling nets



### Other details

N/A

## OVERALL SCORE : 2.882



The Sri Lankan Blue Swimming Crab (SLBSC) Fishery Improvement Project (FIP) was initiated by the National Fisheries Institute Crab Council (NFI CC) and the Seafood Exporters Association of Sri Lanka (SEASL) in May 2013. As a leading crab manufacturer in Sri Lanka, Taprobane Seafoods. has been a proud partner of the project since 2016. Taprobane was the only Corporate Member of the FIP in 2021 and 2022. Sri Lanka is the only country in Asia to be certified by the prestigious Monterey Bay Aquarium as recommended for ethical sourcing of Blue Swimming Crab and Taprobane was the driving force behind Sri Lanka's first ever eco-recommended fishery and Asia's first ever Blue Swimming Crab fishery in January 2019.

The FIP brings together small-scale fishermen, seafood manufacturers, and government agencies to improve the biological and ecological status and the management of BSC fisheries in Palk Bay and in the Gulf of Mannar. Members of the FIP also work to ensure that supply chains for Sri Lanka's Blue Swimming Crab products are equitable and socially responsible.

In this project, reviewed the information and analyzed new data in respect of the impacts on the species (BSC stocks), impacts of BSC fishing on other capture species, and impacts of BSC fishing on other habitats and ecosystems in the Palk Bay and the Gulf of Mannar. Also proposed the best practices to further reduce the ecological and other environmental impacts. The project promotes sustainable aquaculture. Blue Swimming Crab Fishery improvement project impact more than 6,000 fishermen in numerous fishing communities and corporate are eco recommended by the Monterey Bay Seafood Watch and the Marine Stewardship Council.

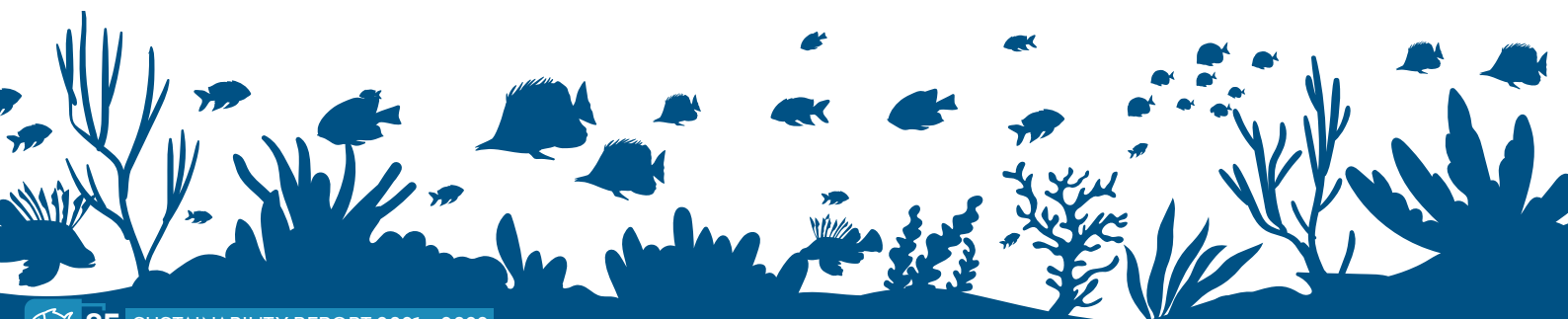
The Palk Bay Fishery ranging from Kayts, Delft, Velanai, Pooneryn, and Manthai West to Mannar town claims 2,000 boats and 3,000 fisherfolk while the Gulf of Mannar Fishery covers Mannar town, Nananthan, Musalai, Wanathawilluwa, Puttalam and Kalpitiya is home to 4,000 boats and 6,000 fisherfolk.

Coincidentally, these fisheries nestle in localities predominated by Taprobane which operates through 10 processing facilities in Northern and Northwestern Provinces. It is commendable that this reputed company has played a pivotal role in Sri Lanka's latest advancement in the fisheries sector through a commitment to sustainable practices and community empowerment.

The FIP continued to work to raise awareness about the causes and consequences of IUU fishing by Tamil Nadu trawlers in Sri Lankan waters. Also continued to work with BSC fishermen in the Palk Bay to find a solution to the problem of local – Sri Lankan - boat owners operating illegal trawl nets in BSC fishing grounds in Jaffna and Mannar districts. To support that the staff of Taprobane Seafoods launched a postcard campaign calling on Head of International Missions in Colombo to end illegal fishing by Tamil Nadu trawlers in Sri Lankan waters. Taprobane staff received a reply from Andrew Traveller, Deputy High Commissioner / Acting Head of Mission in December.

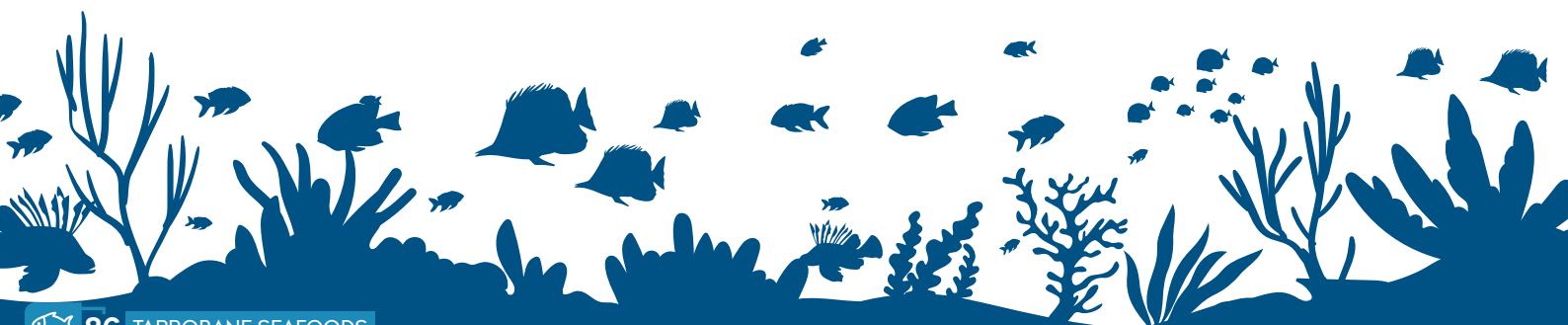


This is an ongoing process for Taprobane towards sustainable development of Sri Lanka's seafood sector and to achieve the highest level of recommendation on a global sphere as the Best Choice in Eco Recommended Fisheries.



In 2021 Sri Lankan BSC products sourced by Taprobane Seafoods from the Seafood Watch Eco-Recommended fisheries in the Palk Bay and the Gulf of Mannar finally reached the shelves of Whole Foods Market IP L.P., North America's leading retailer of sustainably sourced seafood products. The Whole Foods Markets' 'Own Brand' SLBSC products are the first Sri Lankan seafood products and the only BSC products from South and South East Asia to be retailed by Whole Foods. This achievement is due to persistence, internationally accredited manufacturing standards maintained by TSF, and the foresight and commitment to sustainably sourced seafood of their North American buyer Chicken of the Sea Frozen Foods.

It is noteworthy that at the height of market disruptions induced by COVID-19, Taprobane's orders in North America were from premier markets for "Sustainably Sourced" seafood. Taprobane sells crab meat under the Whole Foods private label.







# The Blue Swimming Crab Bulletin No. 17

The Sri Lankan blue swimming crab (SLBSC) fishery improvement project (FIP) was initiated by the National Fisheries Institute Crab Council (NFI CC) and the Seafood Exporters' Association of Sri Lanka (SEASL) in May 2013. The FIP is a tripartite collaboration that brings together small-scale fishermen, seafood manufacturers and government agencies to improve the biological and ecological status and the management of BSC fisheries in the Palk Bay and the Gulf of Mannar. Members of the FIP also work to ensure that supply chains for Sri Lanka's BSC products are equitable and socially responsible.



© 2018, Monterey Bay Aquarium Foundation

<b>Country</b>	Sri Lanka	
<b>Fishing Area</b>	Eastern Indian Ocean	
<b>Gear</b>	Gillnets & entangling nets (unspecified)	
<b>Fisheries</b>	<b>Palk Bay</b>	<b>Gulf of Mannar</b>
<b>Rating</b>	<b>GOOD ALTERNATIVE</b>	<b>GOOD ALTERNATIVE</b>
<b>Score 2018</b>	<b>2.33</b>	<b>2.20</b>
<b>Score 2022</b>	<b>2.88</b>	<b>2.88</b>

SW Standard for Fisheries		PB	GoM
C1	Species under assessment	3.32	3.32
C2	Other capture species	1.73	1.73
C3	Effective management	4.00	4.00
C4	Habitats & ecosystems	3.00	3.00
<b>Overall Score</b>		<b>2.88</b>	<b>2.88</b>
<b>C1</b>	<b>Species under assessment</b>		
F1.1	Abundance	3.67	3.67
F1.2	Fishing mortality	3.00	3.00
<b>C1 Score</b>		<b>3.32</b>	<b>3.32</b>
<b>C2</b>	<b>Other capture species</b>		
F2.1	Abundance	1.0	1.0
F2.2	Fishing mortality	3.0	3.0
F2.3	Modifying Factor	1.0	1.0
<b>C2 Score</b>		<b>1.73</b>	<b>1.73</b>
<b>C3</b>	<b>Effective Management</b>		
F3.1	Management strategy	High	High
F3.2	Bycatch strategy	Moderate	Moderate
F3.3	Research & monitoring	Moderate	Moderate
F3.4	Enforcement	High	High
F3.5	Stakeholder inclusion	High	High
<b>C3 Score</b>		<b>4.00</b>	<b>4.00</b>
<b>C4</b>	<b>Habitats &amp; Ecosystems</b>		
F4.1	Impact on habitats	3.00	3.00
F4.2	Modifying Factor	0.00	0.00
Sub Total (4.1 + 4.2)		3.00	3.00
F4.3	Ecosystem-based management	3.00	3.00
<b>C4 Score</b>		<b>3.00</b>	<b>3.00</b>

In June 2022 scientists at the MBA's Fisheries Programme commenced the first re-assessment of the BSC fisheries in the Palk Bay and the Gulf of Mannar against the Seafood Watch programme's Standard for Fisheries (v4 see right). The re-assessment was based on a set of four reports prepared for each fishery and submitted to the MBA's Fisheries Programme in May and June.

Written and researched by pelagikos pvt ltd, the reports describe the improvements made by members of the SLBSC FIP in each fishery between 2019 and 2022 in relation to the impact of fishing on the stock (Criterion 1); the impact of fishing on other capture species (Criterion 2); the effectiveness of fishery management (Criterion 3) and the impact of fishing on habitats and the ecosystem. The two fisheries increased their overall scores against SW's Standard for Fisheries in 2022, compared to 2018, however both fisheries again failed to achieve a **YELLOW** score for C2, due to continuing concerns about the impact of accidental catch of turtles in fishing nets in Sri Lanka (see left<sup>1</sup>), including BSC nets.



<sup>1</sup> Hawksbill turtle in beach seine © Lalith Ekanayake



## Criterion 1 Impacts on the species under assessment

	PB	GoM
2018	3.32	2.64
2022	3.32	3.32

Year	PB	GoM
2014		30%
2015	31%	
2016	41%	42%
2017	45%	41%
2018	45%	37%
2019	42%	56%
2020	45%	33%
2021	47%	29%



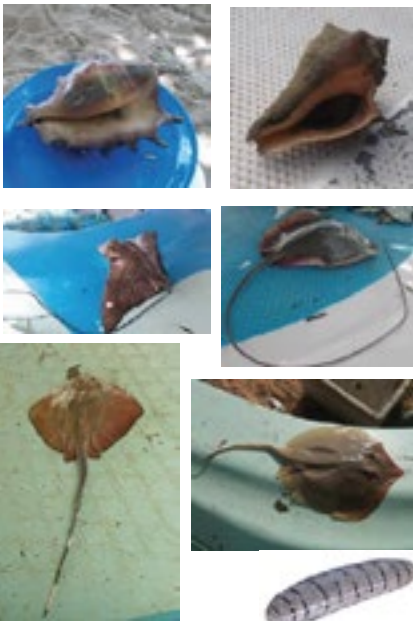
The status of the BSC stocks in the Gulf of Mannar (GoM) and in the Palk Bay (PB) fisheries has been assessed annually since 2014/15, using a length-based (LB) approach to calculating spawning potential (SP). The LBSP App is freely available in Barefoot Ecologist's Toolbox<sup>2</sup>; research, designed and developed by Jeremy Prince and Adrian Hordyk. The **Target Reference Point** (TRP) for sustainable SLBSC fishing is SP = 30%. The **Limit Reference Point** (LRP) for unsustainable fishing is SP < 20%.

More than 79,000 female BSC have been measured by pelagikos in collaboration with members of the fishing communities, local crab manufacturers and their agents and officers of the Department of Fisheries and Aquatic Resources (DFAR) in each fishery. Since 2021 stock status data collection has been supervised by the district staff of the DFAR. The results of the assessments (*see above right*) indicated that the status of BSC stocks in the Gulf of Mannar and in the Palk Bay fisheries has been at or more often above the TRP (SP = 30%) for a sustainably managed BSC fishery over the past eight years. The Criterion 1 score for the Palk Bay and the Gulf of Mannar fishery increased in 2022.



## Criterion 2 Impacts on other capture species

	PB	GoM
2018	1.00	1.00
2022	1.73	1.73



169 other capture species (OCS) were provisionally identified in the PB fishery, compared to 152 OCS in the GoM fishery, based on information and data collected by undergraduate students and researchers during 18 studies conducted to investigate the impact of the BSC fisheries in the PB (8) and the GoM (10) and between 2015 and 2019. The catch and OCS catch in 777 fishing trips in the PB fishery and 857 fishing trips in the GoM fishery were assessed.

Twelve (12) **MAIN SPECIES** were identified in the GoM (12) and the PB (7) fisheries including two species of mollusc (spider conch and spiral melongena), four species of rays (Bengal guitarfish, Bengal whip-ray, blue-spotted stingray, honeycomb stingray and spotted eagle ray), one species of shark (hammerhead shark), one species of sea cucumber and three species of reptile (hook-nosed sea snake, olive ridley turtle and green turtle). The MBA SW scores for both fisheries remained unchanged in 2022, due to continuing concerns about the presence of olive ridley and green turtles in the catch. The Criterion 2 score for the Palk Bay and the Gulf of Mannar fishery remained unchanged in 2022.



<sup>2</sup> <http://barefootecologist.com.au/>

### Criterion 3 Effective management

	PB	GoM
2018	3.00	3.00
2022	4.00	4.00

The management strategy for the bottom-set net BSC crab fishery in the Palk Bay and the Gulf of Mannar is set out in four district BSC fishery management plans (DFMP). Each plan identifies the target species and the authority / officers legally responsible for implementing the plan. The legal framework for fisheries management is briefly described, together with the geographic and administrative scope of each DFMP. Primary, secondary and tertiary stakeholders are also identified. Each plan sets out the district’s harvest strategy for BSC in the Palk Bay or Gulf of Mannar including Input Controls, one Output Control and the Target and Limit Reference Points for the fisheries. Each plan also contains four Harvest Control and one or more Harvest Control (Management) Tools for each HCR to maintain the stock status at the TRP every year. The management strategies in the Palk Bay and the Gulf of Mannar have successfully maintained the stock status at or above the TRP (SP = 30%) over the past seven (see Criterion 1 above).



A regulation for the management of BSC fishing in Sri Lanka signed by the Minister of Fisheries on 22<sup>nd</sup> April and published (No. 2277/04) under Section 61 of the Fisheries and Aquatic Resource Act (FARA) No. 2 of 1996 on 25<sup>th</sup> April 2022. The regulation includes a minimum mesh size of 4½ (114.3 mm), a maximum ply of six, a minimum weight for processing and export (100 grams) and prohibits the use of vessels with inboard to harvest BSC. The regulation replaces the Voluntary Code of Conduct for Responsible (BSC) Fishing that has been operation in the fishery since 2017 and the Voluntary Code of Responsible (BSC) Purchasing signed by Taprobane Seafood Group Private Limited (TSG) in 2021. The Criterion 3 score for the Palk Bay and the Gulf of Mannar fishery increased in 2022

### Criterion 4 Habitats and ecosystem

	PB	GoM
2018	3.00	3.00
2022	3.00	3.00

Field studies and surveys were conducted in four districts in 2017, 2018 and 2020, while secondary data on marine habits were updated in 2020 and 2021 to better understand the impact of the BSC fishery on marine habitats in the Palk Bay and Gulf of Mannar. Secondary data on marine habitats were gathered using existing literature, global databases, and community mapping efforts. Fishing grounds were identified using community mapping efforts.



The updated assessments (see right) revealed that 9% (7,509 ha) of seagrass meadows (81,036 ha), less than 0.1% (1 ha) of mangroves (8,285 ha) and less than 1% (64 ha) of coral reefs (7,481 ha) were at risk of being impacted by BSC fishing in the Palk Bay (see right). No overlap was observed between BSC fishing grounds and limestone reefs in the Palk Bay. In the Gulf of Mannar 2% (144 ha) of seagrass meadows (8,866 ha), were at risk of being impacted by BSC fishing. The overlap of BSC fishing grounds with coral reefs (2,597.70 ha), limestone reefs (4,301.40 ha) and mangroves (1,703 ha) was 7.3% (190 ha), 4.0% (181 ha) and 2.0% (33 ha) respectively, according to the updated impact assessment conducted in 2022. The Criterion 4 score for the Palk Bay and the Gulf of Mannar fishery remained unchanged in 2022



## Co-financing the Sri Lankan blue swimming crab FIP

The SLBSC FIP is a US\$ 635,000 **direct investment** by the North American blue swimming crab importer's association (NFI CC), together with their local partners and the international donor community in Sri Lanka. The NFI Crab Council has been and remains the major sponsor of the SLBSC FIP, contributing 68% (US\$ 433,500) of the FIP's finances – *including core funding* – since 2013.

Local representatives of the international donor community including the International Labour Organizations of the United Nations, the International Organisation for Migration, the Bay of Bengal Large Marine Ecosystem project, The Asia Foundation and the Market Development Facility have contributed 20% (US\$ 124,000) towards the cost of improving the two fisheries over the past nine years (2014 – 2022). Local BSC manufacturers and their business partners in Europe and North America contributed the remaining 12% (US\$ 78,100) including Santa Monica Seafood (3%), Verwijis (3%), Taprobane Seafood Group (2%), Harbor Seafood (2%) and others. Taprobane Seafood Group was the only Corporate Member of the SLBSC FIP in 2022. An equivalent sum - if not more – has been **indirectly invested** by the officers and staff of the Department of Fisheries & Aquatic Resources, Taprobane Seafood Group, Uva Wellesa University, Ocean University, University of Colombo and pelagikos pvt ltd since 2013. The MBA's Fisheries Programme audited the two fisheries **without charge** in 2018 and in 2022.

Year	Budget
2013	\$13,000
2014	\$105,000
2015	\$52,500
2016	\$78,000
2017	\$86,180
2018	\$44,000
2019	\$59,500
2020	\$46,000
2021	\$80,500
2022	\$71,000
<b>Total</b>	<b>\$635,680</b>

The Seafood Exporters' Association of Sri Lanka, 76 BSC fishing communities and the Government of Sri Lanka continue to be extremely grateful to all those who contributed to improving the BSC fisheries in the Palk Bay and the Gulf of Mannar since 2013. Their support has enabled the FIP to improve the scores for both fisheries and maintain the **GOOD ALTERNATIVE (YELLOW)** eco-recommendations in December 2022.



## Moving from Good Alternative to Best Choice

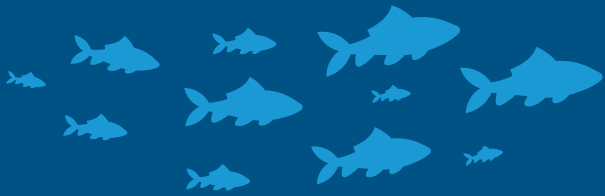
The FIP's new immediate objective is to maintain or improve each fisheries' eco-recommendation at the next re-assessment in 2025. To do achieve this, the members of the FIP need to

- Criterion 1** *maintain or improve the status of the stock in each fishery*
- Criterion 2** *continue to collect and analyse information and data on the impact of the fishery on other capture species, including a live release programme for turtles*
- Criterion 3** *implement the BSC fishery management plans in each district through fisheries committees at the local and district level*
- Criterion 4** *continue to collect and analyse information and data on the impact of the fishery on marine habitats.*

Copies of the **seventeen** editions of the Blue Swimming Crab Bulletins are available in English, Sinhala and Tamil at [www.pelagikos.lk](http://www.pelagikos.lk).  
For more information about the SLBSC FIP please contact [steve@pelagikos.lk](mailto:steve@pelagikos.lk)



# SLBSC FIP SOCIAL RESPONSIBILITY REPORT



# SLBSC FIP SOCIAL RESPONSIBILITY REPORT

**Self-Evaluation Report by Dr. Gayathri Lokuge (Senior Researcher, Center for Poverty Analysis) on behalf of Sri Lanka Blue Swimming Crab Fishery Improvement Project**

In July 2021 Taprobane Seafoods commissioned the Sri Lankan Blue Swimming Crab Fishery Improvement Project (SLBSC FIP) to conduct an independent assessment of the fishery using the Social Responsibility Assessment Tool for the Seafood Sector developed by FisheryProgress.org. Recognizing 'that environmental sustainability in fisheries is not possible without ensuring the human rights of those who work in them are respected' FisheryProgress.org developed and launched the 'Social Policy on the Protection of Human Rights' in May 2021, with a phased-out implementation plan for the policy within the FIPs. As per FisheryProgress.org, the 'objective of this policy is to help FIPs reduce the risk of human and labor rights abuses in their fisheries and have a structured process for remediating abuses that do occur.' The policy contains three components: A set of requirements for all FIPs reporting progress, voluntary reporting requirements and a process for handling allegations of human rights violations.

## Component 01

### 1.1 Sign the Fishery Progress Human Rights Code of Conduct



- Agree to uphold the Code of Conduct values
- FIP lead(s) sign the code of conduct and affirm they have shared it with all FIP participants
- Alternatively, all FIP participants may sign or include in their MOU
- FIPs use the Human Rights Code of Conduct template

### 1.2 Vessel or Fisher Info



- Large vessels – a list with basic information
- Small vessels fishing outside the EEZ – a list with basic information
- Small vessels fishing inside the EEZ – a list or a descriptions
- Shore-based – a list of fishers or a description

### 1.3 Awareness of Rights



- FIPs must undertake best efforts to make fishers aware of their rights under this policy: Component 1 1.3 Awareness of Rights 1.4 Grievance Mechanism 1.5 Self-Evaluation 1.2 Vessel or Fisher Info 1.1 Code of Conduct
- Commitment to improve toward the principles outlined in the CoC
- Availability of and how to use the grievance mechanism

### 1.4 Grievance Mechanism



- Provide evidence of at least one grievance mechanism available to all fishers in the FIP
- Fishers must have a way to report abuses at least once every 24 hours

### 1.5 Self-Evaluation






- Complete a self-evaluation to assess for situational factors that increase the risk of forced labor and human trafficking in a fishery.

The self-evaluation assessment is undertaken against five (5) risk criteria associated with human rights issues in a fishery, as follows;




1. There is at-sea transshipment of product and/or fishers among large vessels in the SLBSC FIP?
2. The SLBSC FIP has one or more vessels with a significant foreign migrant workforce (defined as 25% or more of fishers are not citizens of the vessel's flag state)?
3. The SLBSC FIP has one or more vessels where fishers are not allowed on shore at least once every 90 days?
4. The BSC fisheries in the Palk Bay and or Gulf of Mannar have a known instance of forced labor, child labor, or human trafficking abuse within the past four years?
5. The SLBSC FIP doesn't have enough information to determine if it meets any of the above criteria?

## Component 02

<b>2.1 Risk Assessment</b>		<ul style="list-style-type: none"><li>• FIPs that meet one or more risk criteria must complete a risk assessment of the Social Responsibility Assessment Tool for the Seafood Sector (SRA) indicators that align with the Human Rights Code of Conduct</li></ul>
<b>2.2 Workplan</b>		<ul style="list-style-type: none"><li>• For all red-scoring indicators, the FIP must create a social workplan that describes the actions it will undertake to improve scores to at least the yellow level on the SRA.</li></ul>
<b>2.3 Reporting</b>		<ul style="list-style-type: none"><li>• Report on social workplan progress by reporting every six months, as part of their existing six-month and annual reports, until their annual risk assessment shows that all red indicators have improved to yellow or green.</li></ul>

FIPs are required to complete actions under Component 02 if one or more Risk Criteria under 1.5 are met.

## Component 03

<b>3.1 Voluntary Risk Assessment</b> 	<b>3.2 Workplan</b> 	<b>3.3 Reporting</b> 
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An initial desk review that drew primarily on the “Fishery Assessment Report 2013” prepared by Steve Creech, and the Sri Lankan Blue Swimming Crab (SLBSC) Bulletins published by pelgikos Pvt. Ltd. was shared in June 2021 with the FIP Coordinator. Based on the comments received and the Consultant’s review of the ‘Social Policy on the Protection of Human Rights in Fishery Improvement Projects’ process related document shared by Fishery Progress, a decision was made to focus first on the fifth sub component of Component 1 i.e. 1.5 Self-Evaluation. As such, this document presents the desk review of Component 1.5 Self-Assessment and the five criteria – below - applied to the blue swimming crab fisheries in Palk Bay and the Gulf of Mannar.

## SELF-EVALUATION RESULTS OF COMPONENT 1.5

1. There is at-sea transshipment of products and/or fishers among large vessels in the SLBSC FIP?

**Self-Evaluation Result:** The SLBSC fishery in all locations operates in shallow seas of between 3 – 7 fathoms (18 ft – 42 ft / 6 m – 14 m), using crafts that measure less than 7 m and operate within the coastal areas up to a distance of 2 km to 10 km. The catch is sold to the collectors appointed by the seafood companies at the landing sites or to traders, mini-traders, or regional traders at the landing sites. Therefore, we conclude that there is **no at-sea transshipment of products and/or fishers among large vessels in the SLBSC FIP.**

2. The SLBSC FIP has one or more vessels with a significant foreign migrant workforce (defined as 25% or more of fishers are not citizens of the vessel’s flag state)?

**Self-Evaluation Result:** As per the document review, there are no foreign fish workers engaged in SLBSC fisheries and they are operated by Sri Lankan nationals. Therefore, The **SLBSC FIP has no vessels with a significant foreign migrant workforce (defined as 25% or more of fishers are not citizens of the vessel’s flag state).**

3. The SLBSC FIP has one or more vessels where fishers are not allowed on shore at least once every 90 days?

**Self-Evaluation Result:** SLBSC fisheries operate within a day (24 hours), in the coastal waters and as such staying on-board a vessel for 90 days does not apply to the SLBSC fishery. Therefore, we conclude that the **SLBSC FIP has no vessels where fishers are not allowed on shore at least once every 90 days**

4. The BSC fisheries in the Palk Bay and or Gulf of Mannar have a known instances of forced labor, child labor, or human trafficking abuse within the past four years?

**Self-Evaluation Result:** Published studies and secondary databases on forced labour, child labour, and trafficking in persons, with a global focus or a country-level focus, do not identify small-scale fisheries and more specifically the SLBSC to be linked to instances of child labour, forced labour or trafficking in persons. Therefore, we conclude that the SLBSC fisheries in the Palk Bay and Gulf of Mannar **have no known instance of forced labor, child labor, or human trafficking abuse within the past four years.**

5. The FIP doesn’t have enough information to determine if it meets any of the above criteria?

**Self-Evaluation Result:** The SLBSC FIP has enough information to determine if it meets any of the above Criteria.



# GRI CONTENT INDEX

<b>Statement of use</b>	Taprobane Seafoods (Pvt) Ltd. has reported the information cited in this GRI content index for the period from 1st April 2021 to 31st March 2022 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Pages 13 - 15
	2-2 Entities included in the organization's sustainability reporting	Pages 03 - 05
	2-3 Reporting period, frequency and contact point	Pages 03 - 05
	2-6 Activities, value chain and other business relationships	Pages 06 - 07
	2-7 Employees	Pages 63 - 67
	2-9 Governance structure and composition	Pages 39 - 44
	2-22 Statement on sustainable development strategy	Pages 18 - 25, 32 - 38
	2-27 Compliance with laws and regulations	Pages 39 - 44
	2-29 Approach to stakeholder engagement	Pages 26 - 28
2-30 Collective bargaining agreements	Pages 63 - 67	
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Pages 29 - 31
	3-2 List of material topics	Pages 29 - 31
	3-3 Management of material topics	Pages 29 - 31
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Pages 39 - 44
	205-2 Communication and training about anti-corruption policies and procedures	Pages 39 - 44
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Pages 39 - 44
	207-2 Tax governance, control, and risk management	Pages 39 - 44
	207-3 Stakeholder engagement and management of concerns related to tax	Pages 39 - 44, 26 - 28
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Pages 48 - 59
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Pages 48 - 59
	303-5 Water consumption	Pages 48 - 59

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions	Pages 48 - 59 Pages 48 - 59 Pages 48 - 59 Pages 48 - 59 Pages 48 - 59
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated 306-5 Waste directed to disposal	Pages 48 - 59 Pages 48 - 59 Pages 48 - 59 Pages 48 - 59
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-8 Workers covered by an occupational health and safety management system	Pages 68 - 72 Pages 68 - 72 Pages 68 - 72 Pages 68 - 72 Pages 68 - 72 Pages 68 - 72 Pages 68 - 72 Pages 68 - 72
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs	Pages 63 - 67 Pages 63 - 67
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-2 Ratio of basic salary and remuneration of women to men	Pages 63 - 67
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Pages 63 - 67
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Pages 63 - 67
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Pages 63 - 67
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 78 - 81

# UNGC - COMMUNICATION ON PROGRESS

As a member of the UNGC, this Annual Sustainability Report also serves as our Annual Communication on Progress (CoP) to stakeholders. This report comprises our progress in implementing the ten principles of the UNGC within our operational sphere, as well as our progress in supporting the UN Sustainable Development Goals (SDGs) including our environmental and social responsibilities. The report's content has been reviewed and approved by the leadership of relevant business units at Taprobane Seafoods.

UNGC TEN PRINCIPLES		RELEVANT SECTION IN THE REPORT
<b>HUMAN RIGHTS</b>		
<b>Principle 1</b>	Business should support and respect the protection of internationally proclaimed human rights	Sustainability Principles, Governance & Risk, Inspired Employees, Safeguarding Our Environment, Occupational Health & Safety, Our Supply Chain
<b>Principle 2</b>	Business should support and respect the protection of internationally proclaimed human rights	Sustainability Principles, Governance & Risk, Inspired Employees, Safeguarding Our Environment, Occupational Health & Safety, Our Supply Chain
<b>LABOUR</b>		
<b>Principle 3</b>	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining	Sustainability Principles, Inspired Employees
<b>Principle 4</b>	Business should support the elimination of all forms of forced and compulsory labour	Sustainability Principles, Inspired Employees
<b>Principle 5</b>	Business should support the effective abolition of child labour	Sustainability Principles, Inspired Employees
<b>Principle 6</b>	Business should support the elimination of discrimination in respect of employment and occupation	Sustainability Principles, Inspired Employees
<b>ENVIRONMENT</b>		
<b>Principle 7</b>	Businesses should support a precautionary approach to environmental challenges	Sustainability Principles, Safeguarding Our Environment, Protect Our Oceans
<b>Principle 8</b>	Business should undertake initiatives to promote greater environmental responsibility	Sustainability Principles, Safeguarding Our Environment, Protect Our Oceans
<b>Principle 9</b>	Business should encourage the development and diffusion of environmentally friendly technologies	Sustainability Principles, Safeguarding Our Environment, Protect Our Oceans
<b>ANTI-CORRUPTION</b>		
<b>Principle 10</b>	Businesses should work against corruption in all its forms, including extortion and bribery	Sustainability Principles, Governance & Risk, Inspired Employees, Our Supply Chain

# TAPROBANE SEAFOODS GHG VERIFICATION CERTIFICATE



## Green House Gas Verification Statement

Certificate Code: C891294CU-GHG-01.2022

The inventory of GHG emissions in the fiscal year 2021/2022 of

### Taprobane Seafood (Pvt.) Ltd.

Bubulla Watte, Haldanduwana,  
Dankotuwa,  
Sri Lanka

has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of

### ISO 14064-1:2018

Control Union Certifications has inspected and verified the unit(s) of the above-mentioned client, in accordance with the standards mentioned and declares that

01	Total Direct GHG emissions	2,211.91	tonnes of CO <sub>2</sub> e
02	Total Indirect emissions from imported electricity	3,752.36	tonnes of CO <sub>2</sub> e
02	Total Indirect Emissions	1,055.42	tonnes of CO <sub>2</sub> e
03	Total Biogenic Emissions	0.70	tonnes of CO <sub>2</sub> e

**Total Greenhouse Gas Emissions of 7,019.69 tonnes of CO<sub>2</sub>e**

**Verification Period: 01-04-2021 to 31-03-2022**

Date of certification:

08 December 2022

Place and date of issue:

Colombo-07, 08 December 2022

Declared by:

On behalf of the Managing Director



  
Mr. D. D. D. D. D.  
Certifier

Control Union Inspections Pvt. Ltd.,  
2nd Floor, BAM Musee Tower, 52,  
Sir Marcus Fernando Mawatha,  
Colombo 00700, Sri Lanka.  
<http://www.controlunion.com>  
tel.: +94 11 2678607-9

This summary is not valid without the full Assurance Statement attached on pages 2 to 4 to which it applies.

Page 1 of 4





### Methodology and Scope

CU completed the review in accordance with the ISO 14064-3: Greenhouse Gases: Specification with guidance for the validation and verification of greenhouse gas assertions (ISO, 2019). As such, CU planned and performed work in order to provide limited level assurance with respect to the GHG Assertion.

### Roles and responsibilities

Taprobane Seafood (Pvt.) Ltd. is responsible for the development and maintenance of the organization's GHG information system including records and reporting procedures. CU is responsible for providing an independent GHG verification statement on the GHG emissions based on the GHG Assertion for the period 01-04-2021 to 31-03-2022

CU has conducted an independent third-party verification based on the provided GHG assertion against the principles of ISO 14064-1:2018. The verification was based on the verification scope, objectives and criteria as agreed between Taprobane Seafood (Pvt.) Ltd. and Control Union Certifications.

**GHG Information for the following period was verified:** 01-04-2021 to 31-03-2022

**GHG sources/sinks included:** Sources as presented in the GHG report for FY2021/2022 provided by Taprobane Seafood (Pvt.) Ltd.

**Types of GHG included:** CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC

**Directed Actions:** None Reported

**Intended user of the verification statement:** Voluntary public disclosure

### Objectives and Criteria

The purpose of this verification exercise is, by review of objective evidence to independently review the GHG emissions are as described by the organization's GHG emissions and the reported data are accurate, complete, transparent and free of material error or omission. Criteria against which the verification evaluation is undertaken are the requirements specified in ISO 14064-1:2018.

### Materiality

The materiality required of the verification was considered to 1.0%, based on the requirements of the intended user of the GHG Assertion.

### Location/Boundary of the activities

Name of Facility	Address	Country	Process
Taprobane Seafood (Pvt) Ltd	Bubulla Watte, Haldanduwana, Dankotuwa, Sri Lanka	Sri Lanka	Raw material reception, Production, and Processing of Shrimps and Crabs





Primary Processing Plant: 01M01	Vankalaippadu Junction, Pesalai, Mannar	Sri Lanka	Raw material reception, Cooking, and Processing of Crabs
Primary Processing Plant: 01M02	3rd Ward, Allaipitty, Jaffna	Sri Lanka	Raw material reception, Cooking, and Processing of Crabs
Primary Processing Plant: 01M04	Iranaimadhanagar, Beach road Mulankavil, Kilinochchi	Sri Lanka	Raw material reception, Cooking, and Processing of Crabs
Primary Processing Plant: 01M06	Beach road, Valaippadu, Kilinochchi	Sri Lanka	Raw material reception, Processing of Crabs
Primary Processing Plant: 01M08	Oori, Karainagar, Jaffna	Sri Lanka	Raw material reception, Processing of Crabs
Primary Processing Plant: 01M09	Anthonyarpuram, Karainagar, Jaffna	Sri Lanka	Raw material reception, Processing of Crabs
Primary Processing Plant: 01M11	Thampatty, Kayts, Jaffna	Sri Lanka	Raw material reception, Processing of Crabs
Primary Processing Plant: 01M12	Ilanthaikkulam, Nanaddan Mannar	Sri Lanka	Raw material reception, Processing of Crabs
Shrimp farm - Erukalampidy	Erukalampidy, Mannar	Sri Lanka	Growing of Shrimps
Shrimp farm - Pallamadu	Pallamadu, Manthai West, Mannar	Sri Lanka	Growing of Shrimps
Shrimp Farm – Rekawa	Rakewa, Hambanthota	Sri Lanka	Growing of Shrimps
Hatchery - Nainamadama	Welamankara, Nainamadama	Sri Lanka	Hatching of Shrimps
Hatchery - Batticaloa	Puthukudiyirippu, Batticaloa	Sri Lanka	Hatching of Shrimps

## Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the GHG Assertion is not presented fairly in accordance with the relevant criteria. The emission estimates were calculated in a consistent and transparent manner and were found to be a fair and accurate representation of Taprobane Seafood (Pvt) Ltd's actual emissions and were free from material misstatement. CUC identified several minor, immaterial discrepancies in Taprobane Seafood (Pvt) Ltd's greenhouse gas inventory which were corrected by Taprobane Seafood (Pvt) Ltd during the course of the verification.

The organization provided the GHG assertion based on the requirements of ISO 14064-1:2018 for the period to disclosing emissions of 7,019.69 tonnes of CO<sub>2</sub> equivalent are verified by Control Union to a limited level assurance, consistent with the agreed verification scope, objectives, and criteria.

Control Union Certifications concludes with the limited level assurance that the presented CO<sub>2</sub> equivalent inventory is materially correct, is a fair representation of the CO<sub>2</sub> equivalent data and information, and is prepared following the requirements of ISO 14064-3:2019.







This statement shall be interpreted with the GHG Assertion of 2021/2022 GHG report of Taprobane Seafood (Pvt) Ltd as a whole.

Date of certification:  
08 December 2022

Place and date of issue:  
Colombo-07, 08 December 2022



Authenticated by:

On behalf of the Managing Director  
Mr. C. Deshapriya  
Certifier