

Taprobane Seafoods

Sustainability Report | 2024

One Team - One Ocean - One Mission



TAPROBANE SEAFOODS

TAPROBANE blue CHANGE



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About

Discover our journey, values and commitment to sustainable practices, which define Taprobane Seafoods as a trusted leader in delivering excellence while preserving the oceans for future generations.

Our Report

Presenting our fourth Sustainability Report, a comprehensive review of Taprobane's seafood business in Sri Lanka from January 1st to December 31st, 2024.

Taprobane's Sustainability Report provides a comprehensive overview of the company's commitment to sustainability across operations. It outlines the company's strategic approach, materiality considerations, management methods and policies to reduce environmental impact. The report also emphasises proactive steps taken to address social concerns important to diverse stakeholders. While focusing on a specific reporting period, Taprobane ensures the information remains relevant and up-to-date, demonstrating their ongoing dedication to sustainable business practices and progress.

Reporting Frameworks

This report provides an overview of Taprobane's performance on Environmental, Social and Governance (ESG) indicators, aligned with the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (UNSDGs). It follows the GRI Standards, ensuring accuracy, balance, clarity, reliability and timeliness in reporting. The content selection is based on these standards and a detailed materiality analysis. As a signatory of the United Nations Global Compact since 2022, Taprobane reaffirms its commitment to the 10 Principles of the UNGC, emphasising ethical business practices, environmental stewardship and social responsibility. This report is presented alongside the Communication on Progress (CoP) to stakeholders.

Forward-looking statements

This report includes both past and present information about Taprobane, as well as forward-looking statements based on current strategies and management policies.

These statements are based on the most recent information at the time of reporting and future outcomes may differ due to various economic, legal and other factors.

Board Responsibility and Assurance

Assurance regarding this report is provided by a combination of internal and external sources.

The Board takes ultimate responsibility for the collection, preparation and accuracy of the data in the Sustainability Report. Accordingly, the content included in this Integrated Report has been approved by the respective business heads and then reviewed by the Chairman and the Managing Director prior to submission to the Board of Directors for approval.

GHG Verification

Our GHG Verification has been conducted by Control Union and includes data about our carbon footprint specifically for our two main products, "Pasteurised Crab" and "Frozen Shrimp". The recent GHG verification has been completed for the period from 1st April 2023 to 31st March 2024.

Artwork & Content Creativity

The development of this Sustainability Report reflects the collective effort of the Taprobane Sustainability Team, comprising Udari Morawake (Head of Sustainability and CSR), Inoka Madhumali (Sustainability and CSR Officer), Lakshan Prabuddha (Junior Sustainability Officer) and Maduka Nayanaranga (Junior Sustainability Officer).

The layout, design, and artwork for the report were handled by Maduka Nayanaranga, whose creativity and attention to detail have contributed to the report's visual appeal and coherence. The team's combined expertise and commitment have been instrumental in delivering a comprehensive and visually engaging report.

Our previous Sustainability Reports



Find more : [About our previous sustainability reports](#)

Corporate Website : www.tsf.lk

Sustainability Website : [blueCHANGE sustainability](#)

About Taprobane

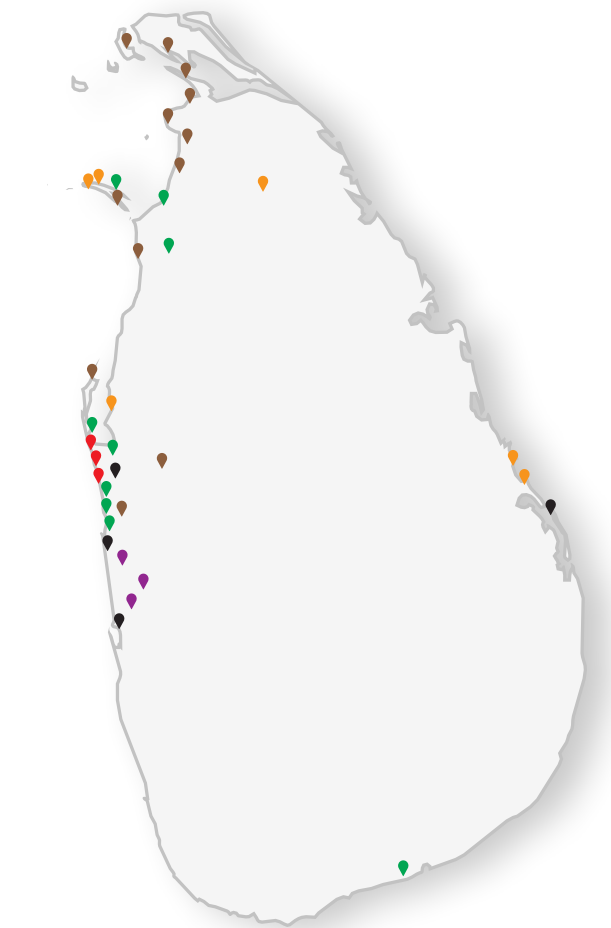
Taprobane Seafoods Pvt Ltd proudly stands as Sri Lanka's largest and most fully integrated seafood company. Founded in 2010, we have grown into a dynamic operation spanning 15 processing facilities, 1,000 acres of sustainable shrimp farms, hatcheries, retail outlets and a robust feed and healthcare business. With around 2,500 employees across the nation, Taprobane is the centre of excellence in the Sri Lankan seafood sector.

Our unwavering commitment to environment and social responsibility is the foundation of our success. We champion environment stewardship, safe and ethical labour practices, responsible sourcing and operations and the well-being of communities we engage with.

Empowering a Diverse Workforce

As pioneers in post-war development, Taprobane was the first private sector company to invest in the Northern Province of Sri Lanka, a region rebuilding from a 30-year conflict. We embrace diversity and inclusivity with around 70% of our workforce being women, many of whom are war widows proudly serving as their families' primary earners. Through extended opportunities, we have uplifted entire households, doubling and tripling family incomes, creating waves of prosperity. Our commitment to inclusivity is unparalleled. In 2014, we became the first privately-owned seafood company in the region to employ persons with disabilities, cultivating a workplace where everyone thrives.

Our Footprint



- ◆ Hatcheries
- ◆ Out Grower Farms
- ◆ Mini Processing Plants
- ◆ Main Processing Plants
- ◆ Taprobane Farms/ Contracted Farms
- ◆ Prospective Farms/ Mini Processing Plants

12+
Years of
Excellence

2500
Employees

300+
Farmer Network

10+
Export
Countries

3
Retail
Outlets

15
Processing
Facilities

1000
Acres of Shrimp
Farm Land

90%
Sri Lankan
Crab Market

12+
Certifications &
Commitments

1.5 bn
Post Larvae

1
Hatchery

2 bn
Nauplii

Visionary Leadership and Global Synergies

Our success story is driven by an exceptional leadership team. Timothy O'Reilly, Dilan Fernando and Sathya Rathnayake provide dedicated stewardship, while Cheng Niruttinanon, Executive Chairman of Thai Union, adds a global perspective. Our Board of Directors also includes luminaries such as Nathan Sivagananathan, a YPO Global Impact Award regional nominee and cricket legends Mahela Jayawardene and Kumar Sangakkara, co-founders of the world-renowned Ministry of Crab restaurant. Together, they steer Taprobane towards new horizons of excellence and impact.

Pioneering Sustainability and Excellence

Guided by a vision to become the global leader in sustainable and socially responsible aquaculture, Taprobane embodies the principles of high-quality standards, integrity and environmental stewardship. As the only Sri Lankan seafood company in the UN Global Compact Sri Lankan network, we proudly produce premium seafood for iconic global brands adhering to the strictest quality and sourcing benchmarks.

We are trailblazers in the industry, introducing Sri Lanka's first eco-recommended fishery and Asia's first Blue Swimming Crab fishery in Palk Bay and the Gulf of Mannar. Our credentials include coveted certifications such as ASC, BAP 4-star, BRCGS, IFS, FSSC 22000, COSTCO social audit and SMETA ETI 4-pillar, underscoring our dedication to sustainable practices and ethical operations.

Committed to blueCHANGE® Goals

At Taprobane, our blueCHANGE® vision inspires us to protect internationally recognised human rights, uphold safe and legal labour practices and foster resilience for the environment and future generations. Above all, we remain steadfast in combating corruption in all forms, ensuring a sustainable legacy for generations to come.

Our Export Market



Our Global Partners



Our Ethos

Vision

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

Mission

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

Our Values

High-Quality Standards

We will strive for the highest quality standards feasible, based on industry best practices and international benchmarks.

Integrity

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

Social Responsibility

We prioritise safeguarding our people's rights and expect ethical labour practices from our suppliers.

Sustainability

We are implementing sustainable manufacturing best practices such as renewable energy, resource optimisation, waste utilisation and biodiversity conservation to address global challenges.

Success

We will keep going for success by taking responsibility for our actions, being innovative, learning new things and always improving.



A Message from the Chairman and Managing Director

As Chairman and Managing Director of Taprobane Seafoods, together we are united in our mission to lead the organisation with integrity, innovation and a steadfast commitment to sustainability. At the helm of our governance framework, we focus on managing operations, driving business growth and ensuring that our strategies align with Taprobane's long-term vision.

In shaping the company's purpose, values and mission, we actively contribute to the development and approval of strategies, policies and goals that reflect our unwavering dedication to sustainable progress. Every decision we make seeks to balance economic performance with environmental stewardship and social equity, underscoring our commitment to creating a positive impact across all dimensions of our operations.

Our governance responsibilities extend to meticulously overseeing Taprobane's influence on the economy, environment and society. Through robust processes, we identify and address impacts, ensuring they align seamlessly with our strategic objectives. A keystone of our approach is proactive stakeholder engagement—collaborating with employees, suppliers and community partners. Their insights shape our strategies and we remain attentive to the outcomes of these interactions, refining our direction to meet emerging challenges and opportunities. Regular board meetings, stakeholder consultations and supplier evaluations ensure the effectiveness of these engagements, fostering continuous improvement.

Integrity is the foundation of our governance model. We actively mitigate conflicts of interest, ensuring that our decision-making processes remain impartial, transparent and aligned with the best interests of Taprobane and its stakeholders.

Sustainability at Taprobane is not just a boardroom agenda; it is deeply ingrained at every level of the organisation. Responsibility for managing our triple bottom line impacts is delegated across the hierarchy, with periodic reviews ensuring alignment with our overarching goals and adherence to the principles of the United Nations Global Compact and the 17 United Nations Sustainable Development Goals.

Transparency is a cornerstone of our approach. Our sustainability reports undergo rigorous reviews to present an honest account of our progress while highlighting opportunities for further improvement. With every iteration, we aim to redefine benchmarks and upraise our commitment to sustainable excellence.

As leaders, our vision is clear—to position Taprobane Seafoods as a responsible and forward-thinking organisation. We are dedicated to fostering sustainable growth and delivering lasting value to all who are connected to us—our stakeholders, communities and the environment.

Dilan Fernando & Timothy O'Reilly
Chairman & Managing Director
December 2024



Dilan Fernando & Timothy O'Reilly (Chairman & Managing Director of Taprobane Seafoods)

Message from the Board of Directors

As we present our reflections in the Annual Sustainability Report 2024, we are reminded that sustainability transcends mere metrics and milestones. At Taprobane, sustainability embodies our core ethos; a profound commitment to creating an enduring legacy of positive impact for our stakeholders, communities and the planet.

Our philosophy, blueCHANGE®, is more than an initiative; it is a movement to redefine corporate responsibility. By harmonising business success with environmental stewardship and social well-being, we are charting a course towards a sustainable future. This journey aligns the interests of our stakeholders with bold, eco-conscious actions that foster resilience and long-term development. Recent years have illuminated both the resilience and fragility of global systems. At Taprobane, we view these challenges as opportunities for growth and transformation. The unwavering dedication of our workforce has been pivotal, embodying the values of Success, Integrity, Social Responsibility, Sustainability and High-Quality Standards. Their commitment has been our compass, guiding us through complex challenges and inspiring meaningful progress.

In 2023, we proudly became the first Sri Lankan company to obtain the ASC certification, affirming our leadership in sustainable seafood production. But we are not stopping here. In line with our commitment to sustainability, we are also working toward obtaining MSC certification, further strengthening our dedication to responsible sourcing and fisheries management. Our vision is to become Sri Lanka's first carbon-neutral shrimp farm, a bold step towards setting industry benchmarks for environmental responsibility. As part of our ongoing commitment to sustainability, we are working on several initiatives, including the expansion of mangrove ecosystems, rooftop solar and the country's first-ever floating solar farm. Together, these projects significantly reduce carbon emission, laying a robust foundation for carbon neutrality while ensuring humane and higher welfare shrimp farming practices.

Our commitment to sustainability extends beyond operational goals. As a proud member of the United Nations Global Compact, Taprobane adheres to its 10 Principles, which guide our actions in areas of human rights, labour, environment and anti-corruption. Furthermore, we are dedicated to advancing the 17 United Nations Sustainable Development Goals, integrating them into our business practices to foster long-term, positive impacts on global development.

As we look to the future, our sustainability journey is driven by a shared vision of excellence. The initiatives detailed in this report represent not just our internal efforts but also the strength of our partnerships. Together, we are contributing to the global effort to combat climate change, promote ethical business practices and uphold the highest standards of corporate governance.

Our fourth sustainability report is a testament to our unwavering commitment to advancing industry standards and exceeding stakeholder expectations. This achievement is a collective effort and we extend our deepest gratitude to our team and partners for their invaluable contributions. With shared resolve and vision, we move forward; committed to making a lasting impact on the world and leaving a legacy of progress, responsibility and hope.

Board of Directors
December 2024



Dilan Fernando
Co Founder & Chairman



Timothy O'Reilly
Co Founder & Managing Director



Nathan Sivagananathan
Director



Sathya Rathnayake
Director



Mahela Jayawardena
Director



Kumar Sangakkara
Director



Cheng Niruttinanon
Director

Dilan Fernando

Co Founder & Chairman

Dilan Fernando holds a B.Sc. and BA degree in Computer and Business Studies from the University of Warwick in the United Kingdom. He is Co-Founder and current Chairman of Taprobane Seafoods Pvt Ltd which is one of the largest seafood exporting companies in Sri Lanka. With over 20 years of extensive experience in the seafood industry, Dilan has established himself as a prominent figure in his field.

Currently, he serves as the President of the Seafood Exporters Association of Sri Lanka, where plays a vital role in representing and advancing the interests of the seafood export industry in the country. Dilan is an active member of the Seafood Advisory Committee at the Export Development Board & Seafood Advisory Committee at the Ministry of Finance, contributing valuable insights to shape seafood sector in a way that sustainable and economically beneficial practices for the industry.

Mahela Jayawardena

Director

Mahela is an international cricket legend with a career filled with glittering success. He has followed his on-field achievements with immediate coaching success as the new Head of Coach of the Mumbai Indians in the Indian Premier League. He has also been recently inducted to the prestigious ICC Cricket Hall of Fame.

Outside of the cricketing world, Mahela is a co-founder of the successful restaurant – Ministry of Crab. He also has significant experience with the agriculture sector including family interests growing teak and coconut as well as more recently plantation investments growing pepper, sandalwood and fruit.

Timothy O'Reilly

Co Founder & Managing Director

Tim holds a Master's in Business Administration from the University of Northampton, UK and brings over 25 years of industry experience. His career includes more than a decade of work across Malaysia, Thailand, Cambodia, Myanmar, the Philippines, Vietnam, China and India.

18 years ago, Tim laid the foundation of Sandy Bay Seafood in South India, marking the beginning of his impactful journey in the seafood industry. His entrepreneurial spirit and deep understanding of aquaculture then led him to Sri Lanka, where he joined forces with Dilan to establish Taprobane Seafoods, a company that has since become a leader in sustainable seafood production. Beyond his business ventures, Tim is a highly sought-after speaker and an esteemed resource person at internationally recognised aquaculture forums, where he shares his extensive expertise and insights, inspiring innovation and best practices in the global seafood industry.

Kumar Sangakkara

Director

Kumar is a global cricket legend and the most prolific batsman in Sri Lanka's history. A successful captain and a greatly respected personality within the global game, serving on the International Cricket Committee (ICC) since 2008 and on the influential MCC World Cricket Committee.

Kumar also has considerable business acumen with a variety of property interests and is the co-founder of the successful restaurant – Ministry of Crab. He is also a shareholder and director of Ceylon Coconut – a boutique coconut processing company.

Nathan Sivagananathan

Director

Nathan is a visionary business leader, philanthropist and entrepreneur in Sri Lanka. He previously served as Chief Growth Officer and Board Director at MAS Holdings, a leading apparel technology company. With extensive experience in the apparel industry, Nathan has cultivated a robust network spanning South and Southeast Asia, Europe and the United States.

He is the co-founder of Hatch, Sri Lanka's premier co-working space and has held notable leadership roles, including Chairperson of the Young Leaders at the Ceylon Chamber of Commerce. Nathan was recognised as one of the Ten Outstanding Young Persons in Business, Economics and Entrepreneurship by Junior Chamber International Sri Lanka in 2013. In 2021, he was a YPO Global Impact Award Regional Nominee for his philanthropic efforts to enhance cancer infrastructure in Sri Lanka.

Cheng Niruttinanon

Director

Cheng Niruttinanon serves as the Executive Chairman and the most influential figure of Thai Union Group. He also holds key leadership roles as Chairman of Asian-Pacific Can Co., Ltd., Chairman of Lucky Union Foods Co., Ltd., and as a director on multiple boards.

A seasoned expert in Finance, Accounting, Economics and the Capital Market, Mr. Niruttinanon demonstrates exceptional leadership in Business Transformation. His expertise extends to Marketing, Public Relations, ESG & Sustainability and International Business, with a particular focus on the Food and Fish industries. His vision and strategic acumen continue to drive global growth and sustainable impact.

Sathya Rathnayake

Director

Sathya completed her primary and secondary education at St. Bridget's Convent and Wycherley International School in Colombo before earning a Bachelor's degree in Media and Advertising Studies from the University of East London.

She spearheads Taprobane Fresh, the local sales division of Taprobane Seafoods, where her strategic vision and leadership have been pivotal to its success. As an integral member of the management team, she not only oversees operations but also drives innovation and market expansion. Under her guidance, Taprobane Fresh has achieved remarkable growth, firmly establishing itself as a trusted supplier of premium seafood to the Sri Lankan market. Her dedication to quality, customer satisfaction and sustainability has set new benchmarks, solidifying the company's reputation as a leader in the industry.

Our Operation

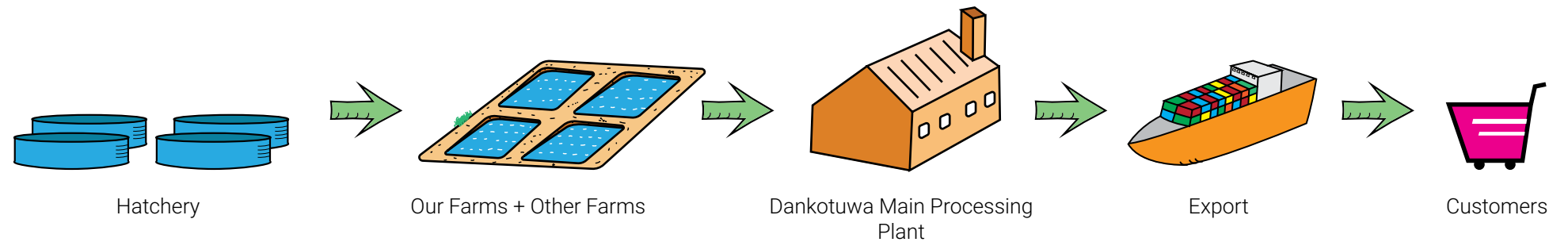
At Taprobane, we are always crafting our excellence with paramount focus on guarantee the safety, quality and sustainability of our products. With meticulous oversight of our shrimp and crab supply chains, we ensure transparency and excellence every step of the way.

Mastering the leadership in Vannamei shrimp production in Sri Lanka, we facilitate around 90% of the nation's Post Larvae supply, nurtured in our own hatchery. This integrated approach fosters healthy shrimp and creates optimal farming environments, yielding abundant, high-quality harvests that set us apart.

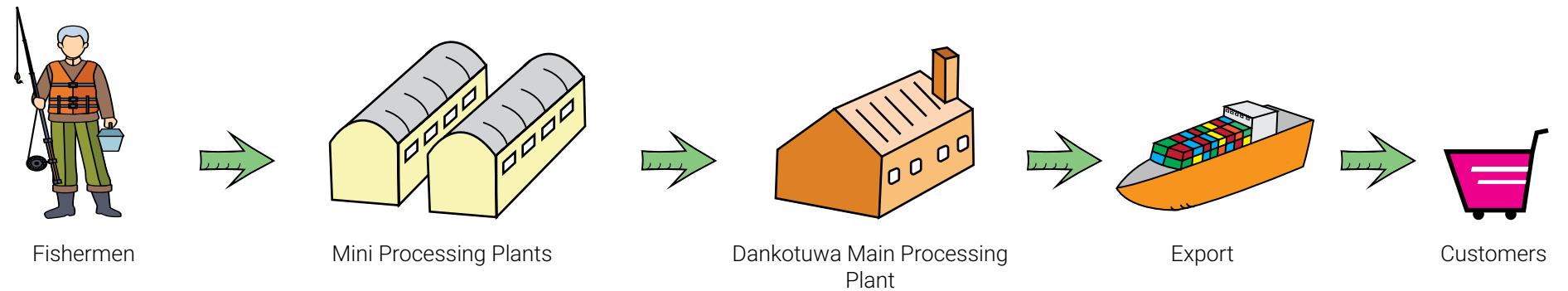
Our mini processing plants in Jaffna and Mannar are perfectly positioned for efficiency, ensuring that every shrimp and crab is processed quickly to preserve freshness. Nestled in the heart of Sri Lanka's renowned crab belt, we guarantee the finest catch, delivering premium meat with exceptional flavour.

The journey culminates at our state-of-the-art processing plant in Dankotuwa, where technology meets craftsmanship. Here, a highly skilled team ensures each product is handled with precision and care at every step, upholding the highest standards of quality before it begins its final journey to our valued customers. From hatchery to harvest and from processing to plate, Taprobane's unwavering commitment shines through in every product we deliver.

Process for Vannamei Shrimp



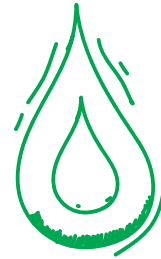
Process for Sri Lankan Blue Swimming Crab



Sustainability Highlights



1613.15 MWh
Solar Generated Power



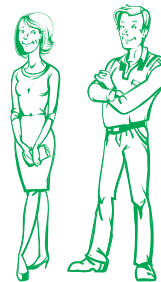
18,097.50 m³
Recycled Water



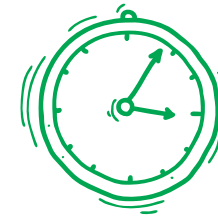
17.1 %
CO₂e Emission Reduction



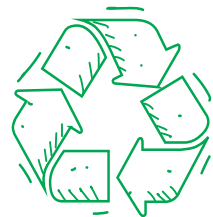
1232.06 tons
Waste Recycled and Reused



3500 +
Benefited under CSR



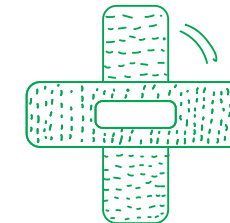
45,391 +
Employee Training Hours



100 %
Recyclable Packaging Materials

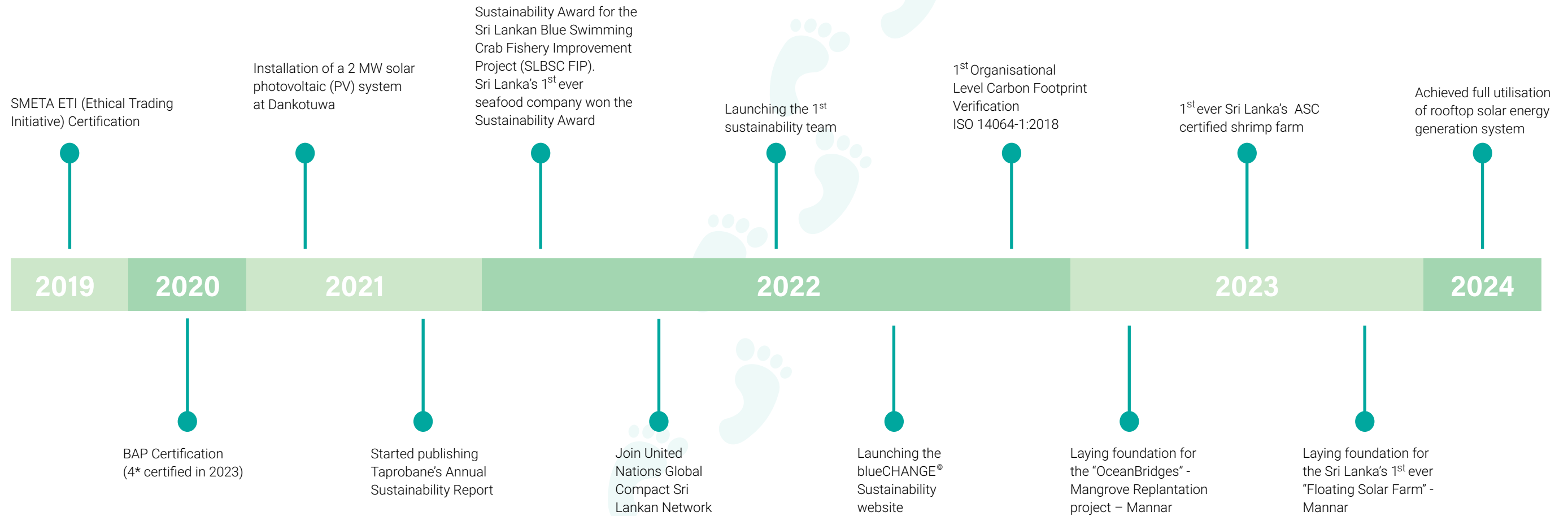


70 %
Female Labour Force



0 %
Total Fatal Incidents

Sustainability Journey



Sustainability at Taprobane

Founded in 2010, Taprobane Seafoods has emerged as Sri Lanka's premier seafood company, with a robust network of 15 processing facilities and a dedicated workforce around 2,500 employees spanning the North-Western, Northern, Eastern and Southern Provinces. Driven by a vision to set global benchmarks in sustainable and socially responsible aquaculture, Taprobane combines innovative practices with uncompromising quality standards to lead the industry with excellence and integrity.

At Taprobane, we are deeply committed to harmonising our impact on the economy, our people and the environment, embracing our role as a responsible corporate citizen in today's sustainable economy. As a global front-runner in seafood, we take pride in setting benchmarks for social, environmental and economic excellence, both within our operations and across our supply chains. Transparency is at the heart of our mission—celebrating our successes, sharing our progress and acknowledging areas for growth. This commitment is essential to our vision of becoming Sri Lanka's most trusted name in seafood sector.

Taprobane Seafoods is driven by a visionary "Sustainability Strategy," rooted in meaningful commitments to achieve lasting and impactful change. Our mission is to inspire a constructive transformation in both Sri Lanka's and the global seafood industry, setting novel standards for responsible practices. Our journey extends far beyond ocean stewardship which encompasses innovative approaches to waste management, energy efficiency, emission reduction, water conservation and the promotion of biodiversity. Equally important, we prioritise the well-being of our workforce and the empowerment of coastal communities, ensuring that our operations contribute to their prosperity.

At Taprobane, we believe our business exists as a force for moral, creating ripple effects of positive change. By embedding sustainability at the heart of everything we do, we aim not only to address environmental challenges but also to contribute solutions to global issues. Our ultimate vision is to shape a brighter, more sustainable future where businesses are integral to driving progress and making a meaningful effect.

Taprobane blueCHANGE[®]

The Taprobane blueCHANGE[®] represents our unwavering pledge to drive sustainable transformation—within our operations, throughout our supply chain and across the lives of our people, communities and customers. It's our commitment to inspire meaningful change and shape a more responsible future together.

Why blueCHANGE[®]

Taprobane blueCHANGE[®] maps a clear path forward, highlighting four key areas of focus that guide us on our journey toward meaningful, globally recognised systemic transformation.



Climate Change

Climate change is increasing population displacement to the shorelines & to mega coastal capitals.



Sea Level

Climate change is resulting in sea level rise: Shoreline floods could affect more than 570 coastal cities – 1.5bn people – increasing shoreline land-based competition, poverty and instability.



Involuntary Displacements

More than 62 million people in South Asia, including over 12 million in Sri Lanka alone, will be forced migration from their homes due to climate disaster by 2050 in the business-as-usual scenario.



Coastal Capitals

Coastal cities are going to face the most complex challenges: population growth, land-based competition, flooding, shorelines degradation, waste and sanitation management among others.

How We will do it

This plan of sustainability ignites a fresh ambition, paving the way to harmonise our strengths and company objectives into a unified platform. It brings together our efforts in Environmental, Social and Product sustainability, seamlessly aligning them across the entire Taprobane supply chain.

At the heart of our corporate philosophy lies a steadfast commitment to fostering a sustainable and equitable future. Guided by universally acknowledged principles, we pledge to:

1. Support and Protect Human Rights

Upholding the dignity and rights of individuals is fundamental to us. Alignment with internationally proclaimed human rights frameworks, ensures that every person regardless of their background, is treated with respect and fairness.

2. Ensure Safe and Legal Labour Practices

The well-being of our workforce is paramount. We are dedicated to providing a safe, secure and legally compliant working environment that empowers individuals to thrive while maintaining the highest ethical standards.

3. Promote Environmental Health, Productivity and Resilience

Recognising our responsibility to future generations, commit to safeguarding the global environment. By fostering resilience, productivity and health in our practices, we strive to create a positive and lasting impact on the planet.

4. Stand against Corruption in all its forms

Integrity as the cornerstone, we actively combat corruption and unethical practices, ensuring transparency and accountability across all our operations and partnerships.

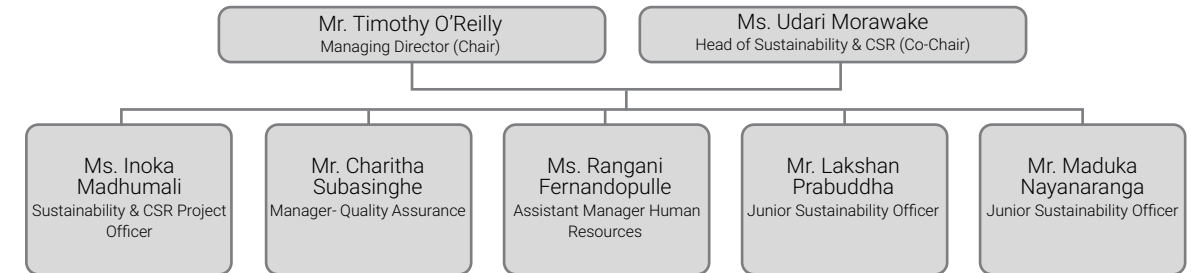
The Sustainability Committee

At Taprobane, we line Environmental, Social and Governance (ESG) challenges with diligence, ensuring robust management systems are in place to address these critical areas. Our commitment lies in steering business responsibly—environmentally, socially and economically—while harmonising the interests of our stakeholders. We envision a future where environmental consciousness and social responsibility are embedded in everyday practices, inspiring those around us to embrace the same ethos.

Our ambition extends beyond operational excellence; we aim to lead by example in corporate citizenship and sustainable development. By caring for our employees and customers, enriching community livelihoods and safeguarding society and the environment, we strive to make a meaningful impact. Central to this mission is our Sustainability Committee, a cornerstone of our commitment to sustainable growth and responsible practices.

The Taprobane Sustainability Committee serves as a strategic hub for driving our sustainability vision: “To be the Global Leader in Sustainable & Socially Responsible Seafood.” Comprising key senior managers, the committee convenes regularly to tackle emerging issues, craft forward-thinking policies and assess progress toward our sustainability goals. Its decisions resonate throughout the organisation, guiding business units and functions in collaboration with the entire Taprobane team. By fostering collaboration and strategic leadership, we are not only shaping a more sustainable seafood industry but also setting a benchmark for corporate responsibility. Together, we are building a legacy of stewardship, responsibility and positive change for our planet and its people.

Members of the Sustainability Committee



Crab Landing Centre at Pesalai, Mannar

The Taprobane Sustainability Team is driven by a shared vision to integrate sustainability into every aspect of our operations. We believe that true progress lies in balancing environmental stewardship, social responsibility and economic growth. Committed to creating a positive impact, we continuously innovate and implement practices that preserve natural resources, empower communities and uphold the highest ethical standards. Sustainability at Taprobane is not just a goal—it is a way of life and we are dedicated to leading by example as we work toward a future that benefits our planet, our people and the generations to come.

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 exporter, began its success story with 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. It is our policy to seek continual improvement throughout our business operations to lessen our impact on the local and global environment by conserving energy, water and other natural resources; reducing waste generation and recycling. 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 minimising the impact on stakeholders, society, communities and the environment. We minimise our production of waste through careful planning and good manufacturing practice, including using external advice to ensure continuous improvement. We are committed to environmental excellence and pollution prevention, meeting or exceeding all environmental regulatory requirements and purchasing products that have greater recycled content with lower toxicity and packaging. 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 other stakeholders from all levels to foster environmental and social sustainability.

In order to produce sustainable marine products, we continuously work to strengthen sustainable fisheries, 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.

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.

Taprobane is committed to controlling and preventing air pollution by minimising emissions, adopting cleaner technologies and ensuring regulatory compliance. We strive to reduce our carbon footprint and protect air quality as part of our broader environmental responsibility.

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.

12th December, 2024

Our Commitment

At Taprobane Seafoods, we are deeply committed to the principles of the United Nations Global Compact (UNGC) and United Nations Sustainable Development Goals (UNSDGs) reflecting our dedication to responsible and ethical practices both globally and locally. We embrace the principles on human rights, labour, environment and anti-corruption, aligning our business activities with the globally accepted sustainability practices.

We are leading the way in sustainable manufacturing by adopting renewable energy, optimising resources, creating value from waste and conserving biodiversity. Our goal is to set an example in dropping our environmental impact across energy, carbon emission, water, wastewater and solid waste.

Taprobane is dedicated to fostering a culture of innovation, excellence and diversity, ensuring that all employees reach their full potential. We promote inclusivity through recruitment, training and development, with a particular focus on women and people with disabilities (PWD), aiming to expand representation across all dimensions of diversity.

We hold ourselves to the highest ethical standards, supporting international human rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work. We are committed to maintaining a discrimination-free, safe and fair working environment, free of forced, child and slave labour. Our business stands firmly against corruption in all its forms.

Ultimately, our success will be defined by how well we honour our commitments and we are dedicated to providing honest and transparent reporting on our progress.

Sustainability Team
Taprobane Seafoods Pvt Ltd
15th December 2024



Heaven of mangroves at Taprobane Shrimp Farm Erukkalampiddy, Mannar - Captured by OPMEER REPORTS, Netherlands

Embedding Sustainability in Every Corner of Taprobane

Dharshana Ilamperuma
Chief Financial Officer

“ At Taprobane Seafoods, sustainability is integral to our operations and financial strategies. As the CFO, I ensure that our financial planning and resource allocation support eco-friendly initiatives, that comply with all applicable local and international laws and regulations. Our finance department plays a pivotal role in advancing sustainability by developing and implementing corporate-wide ESG policies and procedures. We leverage financial incentives and requirements across our supply chain to promote sustainable practices, ensuring compliance with environmental regulations and integrating sustainability metrics into our financial reporting; serving as a key driver in achieving these sustainability objectives. ”

Sanira De Silva
Chief Manufacturing Officer

“ At Taprobane Seafood Pvt Ltd, sustainability is at the heart of our operations. I ensure that our processes are not only efficient but also environmentally responsible. My department plays a vital role in promoting sustainable practices, from responsibly sourcing seafood to minimising waste and conserving energy. Taprobane’s commitment to sustainability—reducing carbon footprints and supporting local communities—reflects our core values and inspires us to contribute to a greener future. I am proud to be part of a company that strikes a balance between environmental stewardship, economic growth and social responsibility. ”

Udari Morawake
Head of Sustainability & CSR

“ At Taprobane Seafoods, sustainability and corporate social responsibility are at the heart of everything we do. Our dedicated sustainability team leads efforts to protect marine ecosystems, uplift coastal communities and champion eco-friendly practices. By embedding sustainable sourcing, energy efficiency, waste reduction, diversity and inclusion into our operations, we prove that profitability and responsibility go hand in hand. Together, we are shaping a thriving and equitable seafood industry for a better tomorrow. ”

K. Thusithan
Business Development Manager

“ Our farms represent a beacon of sustainability in aquaculture, where innovation and environmental stewardship converge. At Taprobane Seafoods, we focus on cultivating seafood responsibly while ensuring minimal environmental impact. Our business development efforts are guided by the principle of creating value for all stakeholders, from local communities to international partners, while fostering a more sustainable and resilient seafood industry. ”

Rangani Fernandopulle
Assistant Manager Human Resources

“ Our people are the heart of Taprobane Seafoods. As the Human Resources Department, we are dedicated to creating an inclusive, empowering and supportive environment that nurtures talent and fosters growth. By prioritising employee well-being and community engagement, we ensure that our workforce is aligned with our mission to drive sustainable practices and make a lasting positive impact in the seafood industry. ”

A. J. Prasanna
Operations Manager

“ At Taprobane Seafoods, we take pride in delivering premium crab meat sourced and processed with the highest standards of sustainability and quality. Our crab operations are centred around responsible practices that protect marine biodiversity and support local communities. By combining innovation with eco-conscious methods, we ensure that our products meet global standards while fostering a positive impact on the environment and the livelihoods of those we work with. ”

Jagath Gunawardane
Head of Special Projects

“ Sustainability is at the heart of everything we do at Taprobane Seafoods Pvt Ltd, driving innovation and shaping responsible practices to create a lasting impact in the seafood industry. Through sustainable sourcing and eco-friendly aquaculture, we are proud to protect marine ecosystems while delivering products that meet the highest global standards. Our employees are the foundation of these efforts. Their expertise, dedication and passion uplift coastal communities, foster inclusivity and enhance livelihoods for those who depend on marine resources. I sincerely thank them for their unwavering commitment to these shared values. I would like to give special recognition to our Security staff and sustainability team members, whose vigorous efforts safeguard resources, ensure regulatory compliance and promote awareness of sustainable practices. From conserving marine biodiversity to minimising waste, their contributions demonstrate that profitability and sustainability can thrive together. ”

Charitha Subasinghe
Quality Assurance Manager

“ As a proud member of Taprobane Seafoods Pvt Ltd, one of the premier seafood exporters in South Asia, my department- Quality Assurance plays a pivotal role in upholding our commitment to sustainability and excellence. In Sri Lanka's seafood industry, where environmental consciousness is paramount, we strive to create a fair and equitable world. Through our initiatives, we are reshaping perspectives and driving positive change, not just within our organisation but also across the industry we represent. Our dedication to quality and sustainability positions us among the most responsible and visionary seafood exporters in the region. ”

Vernon D. Frank
Head of Import, Export and Administration

“ As the gateway for global trade at Taprobane Seafoods, the Imports and Exports Department is committed to streamlining operations while adhering to the highest ethical and environmental standards. By fostering efficient supply chains and ensuring compliance with international regulations, we enable sustainable seafood practices to reach global markets, creating value for both our customers and the planet. ”

Sustainability Principles

At Taprobane Seafoods, our mission is to lead the global seafood industry by advocating for sustainability and social responsibility. We are committed to producing premium-quality seafood sourced responsibly from sustainably managed fisheries in Sri Lanka. Our goal is to not only meet the highest standards but also drive systemic change across our operations and the broader seafood industry.

Our shared ethos unites everyone at Taprobane around core values such as fairness, diversity, inclusion, equality and strong social and environmental compliance. We strive to transform the seafood industry into a leader in sustainability, recognising sustainability as both an ethical responsibility and a strategic business approach that generates long-term opportunities.

We embrace challenges and collaborate with stakeholders and experts to create practical, science-based solutions for sustainability. By balancing diverse stakeholder interests, we strive to make meaningful contributions to our communities and promote sustainable development. At Taprobane Seafoods, our vision is a dynamic force shaping the future of the seafood industry.

Our commitment to sustainability is built on strong collaborations with stakeholders, which are essential to achieving our goals. These partnerships drive innovation, promote sustainable practices and help us deliver sustainable seafood. Collaboration extends beyond industry-specific goals, addressing broader challenges like climate change and fair wages. We work with businesses, experts, NGOs, policymakers and other groups to foster open dialogue, accelerate innovation, and improve transparency. These partnerships are central to our ethos, enabling us to tackle sustainability challenges more effectively and make a positive impact beyond our value chain, shaping a sustainable future for both the industry and the planet.



Safeguard our Environment: Taprobane is dedicated to proactively protecting the environment through a holistic approach. We focus on measurement, monitoring, reporting and reduction strategies to reduce our environmental impact. This includes ongoing efforts to identify innovative ways to cut down greenhouse gas emissions and energy usage. We actively engage with both existing and new partners to help achieve our climate objectives, promoting a low-emission society. Our commitment also involves full compliance with local laws and regulations.



Protect our Oceans: Central to our business is the creation of long-term value through the promotion of healthy oceans. We are committed to sustainability in our marine products by supporting responsible fishing practices, sustainable aquaculture and reducing our impact on marine ecosystems. Our goal is to contribute to the sustainable growth of the seafood industry while ensuring the preservation of the marine ecosystems that we all depend on.



Empower our People: We recognise our people as our most valuable assets and prioritise their empowerment. Our workforce is essential to delivering high-quality results and advancing our business. We invest in the professional growth of our employees, providing opportunities to enhance their knowledge and skills. This commitment includes fair compensation, the right to collective bargaining, the elimination of forced, compulsory, or child labour, a firm stance against discrimination and the provision of safe and supportive working conditions, all while upholding human rights.



Strengthen our Communities: The success of our business is closely linked to the prosperity of the local communities along the Sri Lankan coast. We actively contribute to local value creation by generating employment, partnering with local suppliers and supporting social initiatives. Our responsibility goes beyond environmental protection; we are committed to sustainable value creation and strengthening communities. We recognise the mutual relationship between our operations and the well-being of the communities in which we operate.



The Supply Chain & Stakeholder Transparency: We champion responsible and ethical business practices across our operations and supply chain. Our focus on combating corruption is aligned with our commitment to supporting local institutions and fostering economic development. By producing healthy and sustainable marine products, we strive to create lasting value while ensuring transparency that directly benefits our stakeholders. Launched in 2022, blueCHANGE® reflects Taprobane's commitment to sustainable action and stakeholder expectations.



Our Commitments & Certifications



United Nations Global Compact



United Nations Sustainable Development Goals



Aquaculture Stewardship Council (ASC) Certified



Best Aquaculture Practices (4* BAP) Certified



SMETA ETI Certified



Food Safety Management System Certified (FSSC 22000)



BRCGS Global Standard for Food Safety Certified



IFS Food Standard Certified



Marine Stewardship Council (MSC) certification (In progress)



Good Manufacturing Practices



ISO 14064-1:2018 (Organisation-level quantification and reporting of Greenhouse Gas (GHG) emission & removals) Certified



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



Stick to Hazard Analysis Critical Control Point (HACCP) standard



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

Materiality

At Taprobane, we prioritise key issues through effective stakeholder engagement. We assess the impact of Environmental, Social and Governance (ESG) matters on our business and address the most relevant concerns, following the Global Reporting Initiative (GRI) guidelines for our materiality index. Our stakeholders have open communication with us, and our Board and Executive Team emphasise the importance of integrating stakeholder concerns into our strategy. Our success is closely tied to the strong, trustworthy relationships we maintain with our stakeholders, regardless of any formal framework.

Environmental conservation is a central focus within our organisational materiality framework, recognising its significant influence on nature, communities and businesses. As such, Environmental and Social Compliance, Energy and Greenhouse Gas (GHG) Emission, Water Stewardship, Waste Management and Supply Chain Management have been identified as key material topics in our organisational strategy.





In line with our commitment to transparency and sustainability, we have identified 10 Material ESG Topics for 2024. These topics reflect the most critical and impactful issues for both our business and stakeholders, highlighting our dedication to responsible corporate practices and long-term sustainability.


Material Topic - Environment	Reason for Materiality	Topic Boundary	Management Approach	GRI Evaluation	UNSDGs	Material Topic - Social	Reason for Materiality	Topic Boundary	Management Approach	GRI Evaluation	UNSDGs
Energy & GHG Emission	Supports the national & global environmental goals	Internal/ External	<ul style="list-style-type: none"> Reduce carbon emission Manage our direct environmental impacts Promote energy efficiency Promote the application of renewable energy 	GRI 302, GRI 305, GRI 3		Occupational Health & Safety	Ensure employee confidence, health & safety	Internal/ External	<ul style="list-style-type: none"> Keep a safe and healthy workplace in line with local and global best practices Address employee health and safety concerns regularly Promote and enable a healthy and safe working environment for employees in response to the pandemic situations and prioritises employee health through a measles vaccination program in partnership with local authorities, supporting public health and well-being. 	GRI 403, GRI 3	
Water Stewardship	Supports the national & global environmental goals	Internal/ External	<ul style="list-style-type: none"> Wastewater treatments in line with local regulatory standards Promote sustainable water use & management 	GRI 303, GRI 3		Fair & Ethical Labour Practices	<ul style="list-style-type: none"> Builds trust among employees Ensures sound labour practices 	Internal/ External	<ul style="list-style-type: none"> Maintain operations in compliance with local regulations and international best practices such as the 10 Principles of UN Global Compact 	GRI 406, GRI 405, GRI 408, GRI 409, GRI 3	
Waste	Supports the national & international environmental goals	Internal/ External	<ul style="list-style-type: none"> Material and waste management Promote the efforts to recycle and reuse waste and to reduce waste generation Responsible sourcing 	GRI 306, GRI 3		Sustainable Community Development	<ul style="list-style-type: none"> Helps reduce socioeconomic disparity Promotes corporate social investments 	External	<ul style="list-style-type: none"> Follow the Sustainable Development Goals (SDGs) and Principles of UN Global Compact to confirm a positive social impact on the community, employees & stakeholders. Build strong relationships 	GRI 413, GRI 3	
Material Topic - Governance	Reason for Materiality	Topic Boundary	Management Approach	GRI Evaluation	UNSDGs	Talent Development & Engagement	<ul style="list-style-type: none"> Workplace transformation & Diversity Ensure employees are inspired and motivated 	Internal	<ul style="list-style-type: none"> Direct and transparent employee & supplier relationships Inspire employee achievements Provide access to L & D to improve employee skills Attract & retain talent 	GRI 404, GRI 3	
Environmental & Social Compliance	Fostering ethical behaviour	Internal/ External	<ul style="list-style-type: none"> Ensure compliance with all applicable national laws and regulations as well as international certifications and standards 	GRI 2		Supply Chain Management	<ul style="list-style-type: none"> Improves consistency and reliability of products to enhance customer satisfaction 	Internal/ External	<ul style="list-style-type: none"> Treat our suppliers fairly Promote responsible investment Develop proper long-term partnerships with suppliers 	GRI 2	
Anti-Corruption	Fostering ethical behaviour	Internal/ External	<ul style="list-style-type: none"> Well-maintained anti-corruption policy Transparent engagements with our stakeholders 	GRI 205							

Contribution to the UNSDGs

Taprobane Seafoods, as a globally reaching organisation, proudly promotes the values and principles of the UNGC. Our steadfast commitment to ethical and responsible business practices transcends borders, reflecting our dedication to positively impacting both international and local communities. United in our mission to tackle pressing global challenges, we actively integrate the UNGC's ten principles, which cover human rights, labour standards, environmental stewardship and the fight against corruption, into the core of our organisational values. In doing so, we aim not only to adhere to the highest standards but also to make meaningful contributions toward the achievement of the UNSDGs through our business operations.

Aligned with these objectives, Taprobane's reporting strategy is carefully designed, drawing on the GRI Standards. This approach ensures that our strategy is in harmony with both the UNSDGs and the foundational principles of the UNGC. Our commitment to transparency is reflected in this alignment, strengthening our proactive approach to sustainability. We recognise the importance of collaboration and the power of collective action in driving positive change. As demonstrated in the following sections, our sustainability strategy stands as evidence of our ongoing efforts, clearly illustrating how our business practices are intricately connected to and support the broader objectives of the UNSDGs. Through these actions, Taprobane Seafoods continues to be a key player in advancing the UNGC principles and fostering a sustainable and responsible global business environment.

UNSDGs	Taprobane's Commitment
 <p>End poverty in all its forms, everywhere</p>	<p>We are committed to offering sustainable employment and income opportunities for local fishers and workers throughout our value chain. Our initiatives go beyond job creation, significantly increasing family incomes and fostering a ripple effect of prosperity within the community.</p>
 <p>End hunger, achieve food security, improve nutrition and promote sustainable agriculture</p>	<p>We play a key role in providing valuable employment and nutritious seafood, with our shrimp and crab serving as both an economic lifeline and a source of sustenance. Through initiatives like the Blue Swimming Crab Fishery Improvement Project (BSC FIP), we promote sustainable aquaculture practices and benefit over 3,000 fishermen across communities. Our efforts, endorsed by organisations such as the Monterey Bay Aquarium Seafood Watch and the Marine Stewardship Council, highlight our commitment to environmentally responsible practices in the seafood industry.</p>
 <p>Ensure healthy lives and promote well-being for all at all ages</p>	<p>We are committed to promoting the health and well-being of our employees and the communities we serve. Through targeted programs, we provide access to health services and have implemented strict pandemic situations monitoring and screening protocols to ensure employee safety. Additionally, we address substance abuse concerns and conduct thorough screenings for sea-related activities. We also offer medical assistance, reinforcing our dedication to the overall health and wellness of our workforce.</p>
 <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>We are committed to the growth and empowerment of our employees through comprehensive training and development programs. These initiatives enhance their skills, including health and safety training, and support smooth integration into our company culture. Additionally, our corporate social responsibility (CSR) programs promote education at all levels, reflecting our belief in the transformative power of education and training to create a skilled, informed and engaged workforce.</p>

UNSDGs	Taprobane's Commitment
 <p>Achieve gender equality and empower all women and girls</p>	<p>We are fully committed to being an equal-opportunity employer, standing resolutely against discrimination based on race, gender or creed. Our dedication to an inclusive workplace is ingrained in our Code of Ethics, Code of Conduct and The Way We Work policies, which actively address and eliminate all forms of discrimination. Notably, in the past year, we have had no incidents of gender discrimination, highlighting our proactive approach to ensuring fairness and equity.</p> <p>A key example of our commitment to equality is seen in our Northern operations, where women occupy a wide range of roles, from security guards to managers and supervisors. In our 15 mini-processing plants and factories, 13 have women in senior management positions, demonstrating our dedication to breaking gender barriers.</p> <p>We are proud to work with diverse suppliers. Our second-largest crab supplier is a woman, and Taprobane is fully committed to supporting and collaborating with female suppliers and farmers in the future also. Beyond our business, we actively engage in community initiatives to promote empowerment at all levels of society. This comprehensive approach reflects our belief in the transformative power of equality and inclusivity, both within our organisation and the communities we serve.</p> <p>Taprobane prioritises employee health by supporting Sri Lanka's national measles vaccination campaign. In November 2024, we partnered with local health authorities to provide essential immunisations for employees, ensuring their well-being and contributing to public health goals.</p>

UNSDGs	Taprobane's Commitment
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<p>6 CLEAN WATER AND SANITATION</p>	<p>Ensure availability and sustainable management of water and sanitation for all</p>
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We ensure that every aspect of our operations has access to potable water, meeting various needs across the company. We also prioritise employee well-being by providing clean washroom facilities with water, promoting a hygienic and comfortable work environment. Additionally, our farms rely solely on the ocean as the primary water source, a practice that aligns with sustainability principles and demonstrates our commitment to responsible environmental management in our agricultural operations.

<p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>
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We have installed a 1.5 MW solar PV system at our Dankotuwa factory and are working to expand its capacity. As part of our commitment to sustainability, we are piloting floating solar technology at our Mannar farm, set for 2024. Additionally, we are actively reducing our Greenhouse Gas (GHG) emission each year, with the goal of becoming carbon neutral in the near future. We have already installed a floating solar pilot project as part of our ongoing commitment to renewable energy. These initiatives highlight our dedication to renewable energy and environmental stewardship, contributing to a sustainable future.

We are leading the transition to renewable energy by actively replacing fossil fuels in both electricity generation and transportation. This shift is crucial in reducing carbon emission, promoting sustainability and supporting a cleaner, greener future for both our operations and the planet.

<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>
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We contribute to the economy through investment diversification and community engagement. Anticipating the growth of Vannamee shrimp, we align our plans to increase participation in farming and processing. Our focus on employee well-being includes providing meals and accommodation. Through the Taprobane Club loyalty program, we support small-scale farmers, promoting inclusivity and greater industry participation. Additionally, we collaborate with over 250 farmers, 80% of whom are small-scale, to ensure the sustainability of marine resources for future generations.

UNSDGs	Taprobane's Commitment
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<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation</p>
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We are continuously improving our infrastructure to align with operational needs, focusing on optimising assets and streamlining efficiency by disposing of obsolete infrastructure. Our commitment to innovation is highlighted by the planned introduction of floating solar on Mannar farm's reservoir tanks in 2024. As we expand our farms and processing plants to meet growing demand, we prioritise efficiency, quality and sustainability. Additionally, we monitor our fishing fleet's practices to ensure alignment with eco-friendly, sustainable principles, positioning us for long-term growth and environmental stewardship.

<p>10 REDUCED INEQUALITIES</p>	<p>Reduce inequality within and among countries</p>
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We are committed to fostering income generation, growth and opportunities while eliminating all forms of discrimination. Our wages for lower skill levels exceed the national minimum wage, ensuring fair compensation. Inclusion, equality and ethical practices are embedded in our Code of Ethics, supplier agreements and zero-tolerance policies for forced labour and child labour. We promote equality through recruitment, retention and transparent supply chain practices, working directly with farmers to ensure fairness. This holistic approach reflects our dedication to an inclusive, ethical and equitable workplace and supply chain ecosystem.

<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>Make cities and human settlements inclusive, safe, resilient and sustainable</p>
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Through employment, educational programs and corporate social investments, we actively support the well-being of the community, promoting sustainability and mutual growth. Recognising climate change impact, we prioritise information sharing to raise awareness and promote environmental stewardship. Our inclusive stakeholder engagement focuses on building meaningful partnerships with local communities to align with sustainability goals. Additionally, we are committed to protecting coastal communities from climate-induced damage through strategic initiatives that enhance their resilience and well-being.



UNSDGs	Taprobane's Commitment
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	Ensure sustainable consumption and production patterns
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We continuously monitor and optimise the use of natural resources, striving to reduce consumption and minimise waste generation throughout our operations. Our commitment to sustainability involves ongoing collaboration with employees, contractors, suppliers and industry bodies to promote responsible resource management. By fostering awareness and cooperation within our network, we aim to create a collective effort dedicated to preserving natural resources. Beyond our internal practices, we work to improve transparency and operational standards across the seafood industry, setting high benchmarks and advocating for best practices to drive environmental conservation and responsible resource use.

	Take urgent action to combat climate change and its impacts
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We have installed a 1.5MW solar PV system at our Dankotuwa factory and are transitioning all our Northern mini processing plants to renewable energy in the coming years. In 2024, we will also implemented floating solar technology in our shrimp farms, emphasising our commitment to eco-friendly energy solutions. Our strategy includes progressively reducing GHG emission annually, with the goal of achieving carbon neutrality in the near future. Since 2020, we have been calculating our carbon emission annually to ensure continuous assessment and improvement. Additionally, we are committed to responsible land use, avoiding deforestation and using land for Vannamei shrimp farming located near coastal areas, where no alternative use exists. This comprehensive approach reflects our dedication to sustainability, innovation and environmental responsibility across all operations. We are committed to renewable energy, including plans for a floating solar system and leading the shift from fossil fuels in electricity and transportation. These efforts reduce carbon emission and promote sustainability for a cleaner, greener future.

UNSDGs	Taprobane's Commitment
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	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
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We are dedicated to sustainability and marine conservation, focusing on reducing pollution, restoring ecosystems and addressing illegal fishing through science-based management. We actively support fish stock recovery, ocean restoration and mangrove replanting, ensuring the long-term health of marine life and ecosystems for future generations.

	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification and halt and reverse land degradation and halt biodiversity loss
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Our mission is to restore damaged or degraded mangrove forests, focusing on revitalising these vital ecosystems to their natural, healthy state. Through targeted restoration projects, we aim to restore mangrove habitats, recognising their importance in maintaining biodiversity, protecting coastal areas and supporting the overall health of marine environments. This commitment reflects our dedication to responsible environmental stewardship and preserving essential ecosystems for the benefit of present and future generations.

	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
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We are committed to transparency in all our activities, ensuring adherence to stringent reporting standards. As part of our efforts to promote ethical conduct, we are developing and implementing a comprehensive Code of Ethics. This code will outline principles and standards that emphasise integrity, responsible business practices and transparent communication. By embedding these values throughout our operations, we aim to build trust with stakeholders and foster a culture of ethical excellence within our organisation.

	Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development
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We are dedicated to ethical business practices, maintaining honesty, fairness and legal compliance, with zero tolerance for bribery and corruption. We expect all stakeholders to uphold high standards of integrity and avoid unethical conduct. We ensure accurate tax payments and engage constructively with authorities to promote responsible fiscal practices. Committed to addressing global challenges like climate change and fair wages, we collaborate with businesses, experts, NGOs, trade unions and policymakers, recognising the importance of collective efforts for sustainable solutions.



UNGC – 10 Principle’s Alignment

The United Nations Global Compact (UNGC) is based on ten fundamental principles that help businesses align their operations and strategies with universally accepted standards in the areas of Human Rights, Labour, Environment and Anti-corruption. These values support corporate sustainability and ethical business practices, encouraging companies throughout to conduct their operations in a way that benefits the environment and society. In this section, we outline our commitment and progress in integrating and implementing the 10 Principles of the UNGC within our operations, while simultaneously contributing to the achievement of the 17 UNSDGs on a global scale.



WE SUPPORT



HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Recognition and proactive actions for protection of human rights under the sections of Sustainability Principles, Governance & Risk, Inspired Employees, Safeguarding Our Environment, Occupational Health & Safety, Our Supply Chain.

Principle 2: Make sure that they are not complicit in human rights abuses.

Recognition and proactive actions for protection of human rights under the sections of Sustainability Principles, Governance & Risk, Fair & Ethical Labour Practices, Safeguarding Our Environment, Occupational Health & Safety, Sustainable Supply Chain are not complicit in human rights abuses.



LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Collective bargaining right & freedom of association has been upheld under the sections of “Sustainability Principles” and “Fair & Ethical Labour Practices.”

Principle 4: The elimination of all forms of forced and compulsory labour.

All forms of forced and compulsory labour was identified and forbidden under the sections of “Sustainability Principles” and “Fair & Ethical Labour Practices.”

Principle 5: The effective abolition of child labour.

The effective abolition of child labour was duly addressed in the sections of “Sustainability Principles” and “Fair & Ethical Labour Practices.”

Principle 6: The elimination of discrimination in respect of employment and occupation.

The elimination of discrimination in respect of employment and occupation was duly addressed in the sections of “Sustainability Principles” and “Fair & Ethical Labour Practices.”



ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges.

The importance of proactively addressing the environmental challenges was addressed under the sections of “Sustainability Principles” and “Safeguarding Our Environment.”

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Initiatives to promote greater environmental responsibility were mentioned under the sections of “Sustainability Principles” and “Safeguarding Our Environment.”

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

The importance of development and diffusion of environmentally friendly technologies were emphasis in “Sustainability Principles” and “Safeguarding Our Environment” sections.



ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Corruption in all its forms, including extortion and bribery was opposed by the “Sustainability Principles”, “Corporate Governance”, “Fair & Ethical Labour Practices” and “Sustainable Supply Chain” sections.

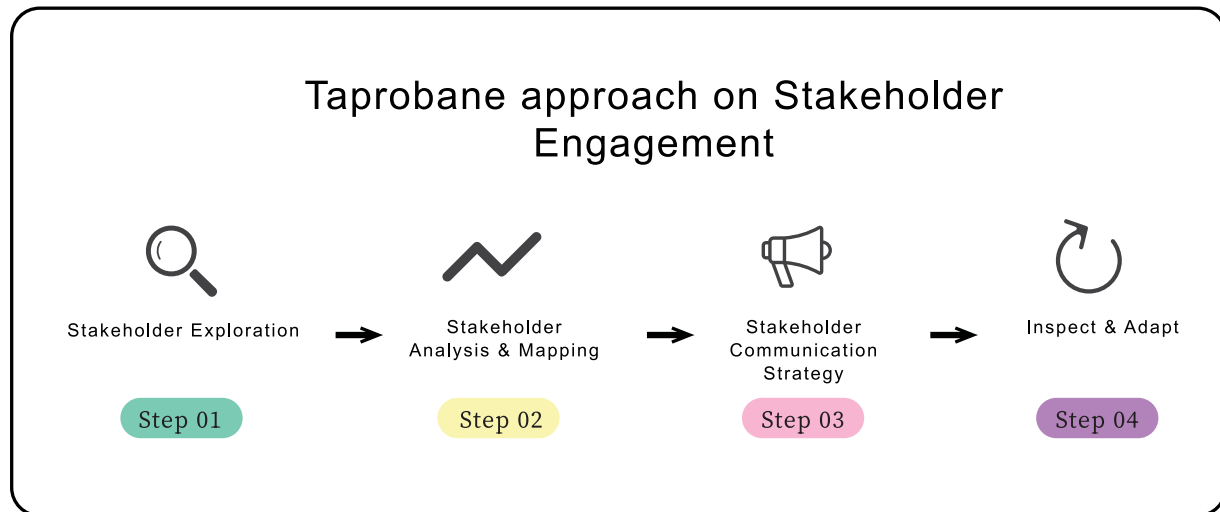
Stakeholder Engagement

At the heart of our organisational values lies a profound recognition of the vital role our stakeholders play, those who stimulate or are impacted by our operations. We drive beyond mere appreciation of their importance; we cultivate genuine relationships grounded in mutual trust and shared value, fostering partnerships that truly thrive.

At the core of our approach is a steadfast dedication to transparent, sincere and meaningful communication. We embrace the power of open dialogue, creating a space where information flows seamlessly, fostering alignment on shared goals and expectations. Understanding that trust and respect are the cornerstones of lasting partnerships, we focus on nurturing these essential bonds. By building on this foundation of trust, we empower collaborative solutions, enabling us to navigate challenges and seize opportunities together with confidence and unity.

Our approach to responsiveness goes beyond simply reacting it's about anticipating needs and proactively addressing concerns. We are dedicated to engaging at manifold levels, ensuring that issues raised during interactions are resolved promptly and thoughtfully. This commitment not only resolves challenges but elevates the quality of our relationships.

At the heart of our organisational ethos lies a deep-rooted belief in collaboration, transparency and adaptability. By cultivating strong, meaningful connections with our stakeholders, we aim to create a foundation of trust that supports the sustainability of our operations while contributing to a broader network of shared growth and abate any undue interferences in a thoughtful manner, ensuring that all actions respect the interests and perspectives of all parties involved.



Effectively Addressing the Expectations of Our Stakeholders

Customers

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

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

Employees

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

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

Suppliers

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

- 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 compliance audits
- Service-level agreements
- Annual supplier reviews

Shareholders

Shareholders expect sustainability of the business, return on capital invested, execution of growth strategies, appropriate risk identification and management processes.

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

Government & Regulatory Authorities

Government & regulatory authorities expect compliance with laws and regulations of authorities.

- E-mails and telephonic conversations
- Site inspections and audits
- Industry association meetings
- Certifications and accreditations, licenses and approvals

Local Community

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

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

Associations & NGOs

Associations and NGOs expect us to actively promote sustainable development.

- Stakeholder meetings
- Social media platforms
- Fair disclosures
- Ad-hoc meetings as requested

Taprobane Stakeholder Management and NGO Influence

Taprobane: A Model of Transparency, Collaboration and Stakeholder Engagement

Taprobane has recently navigated multipart challenges stemming from NGO involvement and positively addressed based on unbiased, scientifically grounded assessments, voluntarily commissioned independent reports, field observations and stakeholder consultations; demonstrating its commitment to transparency and collaboration with all stakeholders including NGOs, mass media activists, suppliers, buyers and all other interested parties.

Taprobane’s approach to collaboration with third parties, including NGOs, exemplifies its pledge to shared success. By embracing diverse opinions and aligning them with the company’s objectives, Taprobane continues championing environmental stewardship and sustainable growth, fostering trust and forging partnerships that benefit all.

Acknowledging the rising influence of NGOs, Taprobane champions proactive engagement, clear communication and robust governance to tackle legitimate concerns while minimising undue external pressures. At the heart of this commitment lies a dynamic Stakeholder Engagement Policy, designed to identify and manage environmental and social risks while cultivating meaningful relationships with diverse stakeholder groups such as NGOs, local communities and regulatory bodies, which is driven by three key pillars,

- **Open Dialogue:** Through regular stakeholder meetings
- **Enhanced Accessibility:** With contact details prominently displayed at all farm locations, the grievance procedure accessible via company website and community members have multiple channels to voice their concerns effectively.
- **Proactive Risk Management:** Leveraging Social and Environmental Risk Identification and Impact Assessments, ensuring stakeholder perspectives are not only heard but actively shape decision-making.



Taprobane’s Stakeholder Engagement (Locations: Pallamadu Farm, Mannar | Crab Landing Center Pesalai, Mannar | Taprobane Mini Plant, Jaffna)

Global Recognition through Purposeful Engagement

Taprobane Seafoods continues to inspire and attract a diverse array of esteemed international delegates who visit to witness firsthand the company's unwavering commitment to environmental and social compliance. These visits not only affirm Taprobane's leadership in sustainable practices but also create meaningful opportunities to share knowledge, strengthen partnerships and set new benchmarks for responsibility in the seafood industry. Each interaction reinforces our belief that sustainable business is a shared journey that uplifts communities, protects ecosystems and fosters lasting trust.



His Excellency Paul Stephens
Australian High Commissioner to Sri Lanka



His Excellency Paitoon Mahapannaporn
Ambassador of Thailand to Sri Lanka



Mr. Erik Solheim
International Climate Advisor, Green politician, Diplomat, Peace negotiator

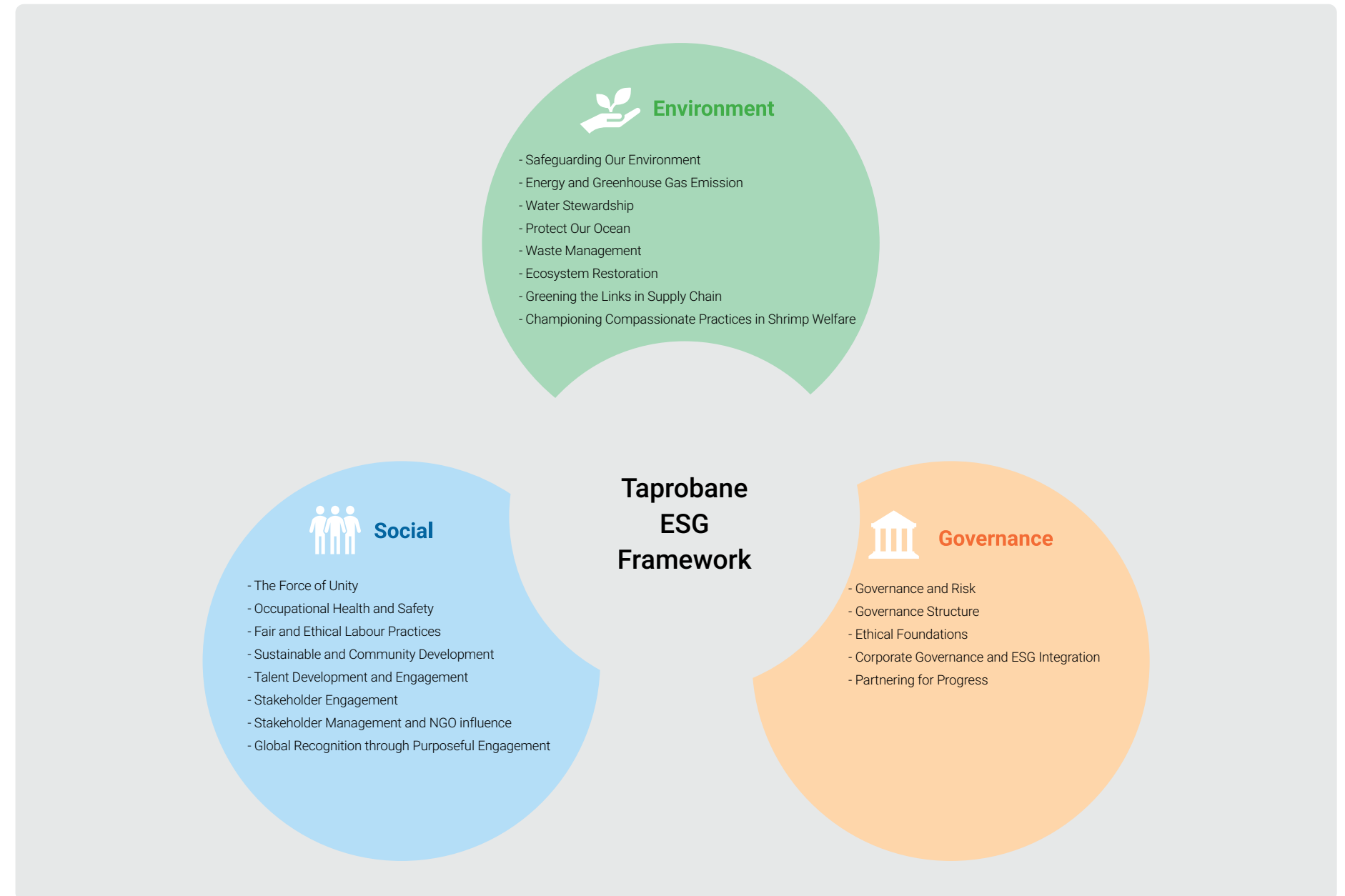


FMO- Dutch Entrepreneurial Bank visit to Taprobane farms

ESG Framework

At Taprobane, our approach to sustainability is anchored in the core principles of ESG. The framework we follow is not merely a set of standards but a dynamic journey that integrates these key pillars into the heart of our business operations. As global expectations around corporate responsibility and sustainability continue to grow, we recognise that meeting these demands is no longer optional—it is essential to the way we do business. Our commitment to the ESG framework goes beyond mere compliance; it is a strategic response to the increasing expectations from all stakeholders within our ecosystem.

At Taprobane, we have tailored our ESG approach to align with the specific needs of various industries, global standards and local regulations, ensuring that our practices are both globally responsible and locally relevant. This framework is a continuous, evolving process that drives us to adapt, improve and lead by example in the pursuit of a more sustainable and ethical future. By embedding ESG into our operations, we not only enhance the value we create for our stakeholders but also contribute positively to the global community and the environment. It is our commitment to responsible business practices and a reflection of our ongoing dedication to shaping a better world.





Environment

We are dedicated to reducing our environmental impact, adopting sustainable sourcing and actively contributing to the protection of natural resources and marine life for future generations.

Safeguarding Our Environment

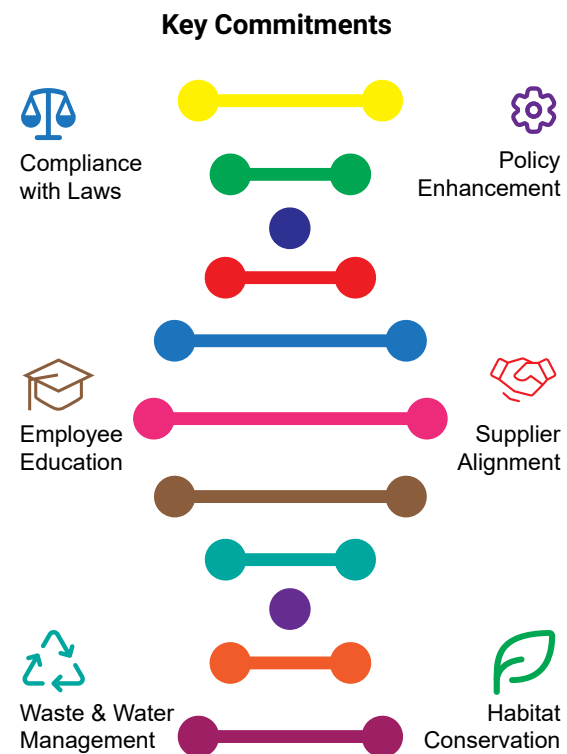
Taprobane Seafoods is unwavering in its pledge to defending the environment as voiced in our company's Environmental and Social Policy. We have faith in this responsibility lies not only with our management but with every distinct across the organisation.

Taprobane, we have pledged to uphold adhering to relevant environmental protection laws, regulations and standards in all business operations, implementing a self-monitoring system to ensure compliance and continuous improvement. We strive to enhance our environmental management policies and performance based on customer demands, community expectations, regulatory changes and periodic reviews. Additionally, we prioritise promoting environmental awareness among employees, ensuring they understand their responsibilities and potential solutions for environmental issues. We also ensure that our suppliers and contractors align with our environmental goals and policies. Waste management is handled responsibly, with a focus on reducing and recycling waste. Finally, we ensure that our directors are well-informed about environmental matters and our corporate policies to guide effective decision-making.

Our untiring dedication to Environmental and Social Responsibility goes beyond mere words; it is a clear and reachable policy that is prominently presented on our official website for all to see. This transparency is intentional, warranting open communication with all of our key stakeholders, including suppliers, customers and employees, who are integral to our operations. Additionally, we outspread this commitment beyond the digital space by displaying the policy at our factory in Sinhala, Tamil and English, reflecting our respect for the diverse linguistic needs of our community.

In line with our solid Environmental and Social Management System, we have strategically assigned vital roles and responsibilities to a dedicated team, entrusted with upholding

our environmental commitment. These individuals, who share our passion for sustainability, are integral to the unending advance of our environmental practices. As part of our continuous evolution, we are in the process of forming a dedicated team focused on advancing our Environmental Management System, further solidifying our commitment to sustainable business operations. A noteworthy milestone we are working towards is achieving ISO 14001:2015 Certification, a testament to our commitment to internationally recognised environmental standards.



In our quest to achieve environmental excellence, we have established four key commitments that serve as the cornerstone of our efforts. These commitments span a wide range of critical areas, including climate impact, energy use, water conservation, air quality and the protection of our planet.

Through these pledges, we are not only focused on dropping our environmental footprint but also dedicated to thoroughly evaluating and minimising our impact across all pieces of our operations.



Energy & Greenhouse Gas Emission

Energy for Tomorrow


Our mission is to accelerate the decarbonisation of energy and transportation sectors, profoundly reliant on fossil fuels—by championing a strategic shift to renewable energy. Transitioning from carbon-intensive fuels to clean electricity stands as a cornerstone of our efforts to combat climate change and reduce emission. This transformative approach, encompassing industrial operations and commercial transport, unlocks the potential for extensive renewable energy adoption, paving the way for a sustainable and resilient global economy.

Embracing the global momentum toward vehicle electrification, we are steadfast in our mission to transition our company fleet to electric vehicles. This proactive step mirrors our commitment to sustainability, driving us closer to a cleaner, greener future while championing the worldwide shift to eco-friendly mobility.


Renewable energy positions at the forefront of our sustainability efforts, with a strong emphasis on harnessing solar power on a large scale. Our flagship processing facility in Dankotuwa proudly hosts Taprobane’s first “Rooftop Solar System,” boasting an impressive capacity of 1341 kWh. Adding a milestone to Sri Lanka’s renewable energy journey, we have embarked on a trailblazing project to power Sri Lanka’s first automated pond aerators. This cutting-edge initiative features real-time monitoring of Dissolved Oxygen (DO) levels, ensuring precise control and optimisation of pond aeration processes, redefining sustainability in aquaculture.

Consumed Energy 2023-2024

 **2,682 kWh**
Purchased Electricity

 **389,075 L**
Fuel Consumption

Energy in Transportation 2023-2024

 **390,700 L**
Diesel

 **10,971 L**
Petrol

Taprobane has made remarkable strides in reshaping its energy landscape by aligning its operations with renewable energy solutions. At the heart of this transformation are two cutting-edge solar roofing systems installed at the Dankotuwa main processing plant, marking a significant milestone in integrating renewable energy into its operations.

Energy Mix for Main Processing Plant

26%
Solar Energy

74%
Purchased Electricity



Floating Solar Pilot Project at Taprobane Shrimp Farm Erukkalampiddy, Mannar

Greenhouse Gas Emission Management

Tackling global climate change is one of the greatest challenges of our time, demanding a united effort from all of us to secure a sustainable future for our planet. In response to this pressing need, we have launched a series of impactful initiatives aimed at making a tangible difference in the fight against climate change. These programs are centered around key focus areas, driving meaningful action and fostering collective responsibility for a healthier, more resilient world.

At Taprobane, combating climate change is at the core of our sustainability mission. Recognising the critical urgency of the issue, we are dedicated to aligning our efforts with the global call to limit warming to 1.5°C and achieve net-zero carbon emission by 2050, as outlined by the Intergovernmental Panel on Climate Change (IPCC). To contribute meaningfully, we are enhancing operational efficiency and vigorously implementing strategies to reduce greenhouse gas emission. Our targets are grounded in scientific principles and we are taking the next step in solidifying our commitment by joining the Science Based Targets initiative (SBTi), ensuring our actions align with a sustainable, net-zero future.

Our commitment to renewable energy drives us to integrate sustainable solutions across every single facet of our operations. To offset emission from fossil fuel-based electricity generation, we are advancing the adoption of rooftop and floating solar systems, transforming how we source and utilise energy while contributing to a cleaner, greener future.

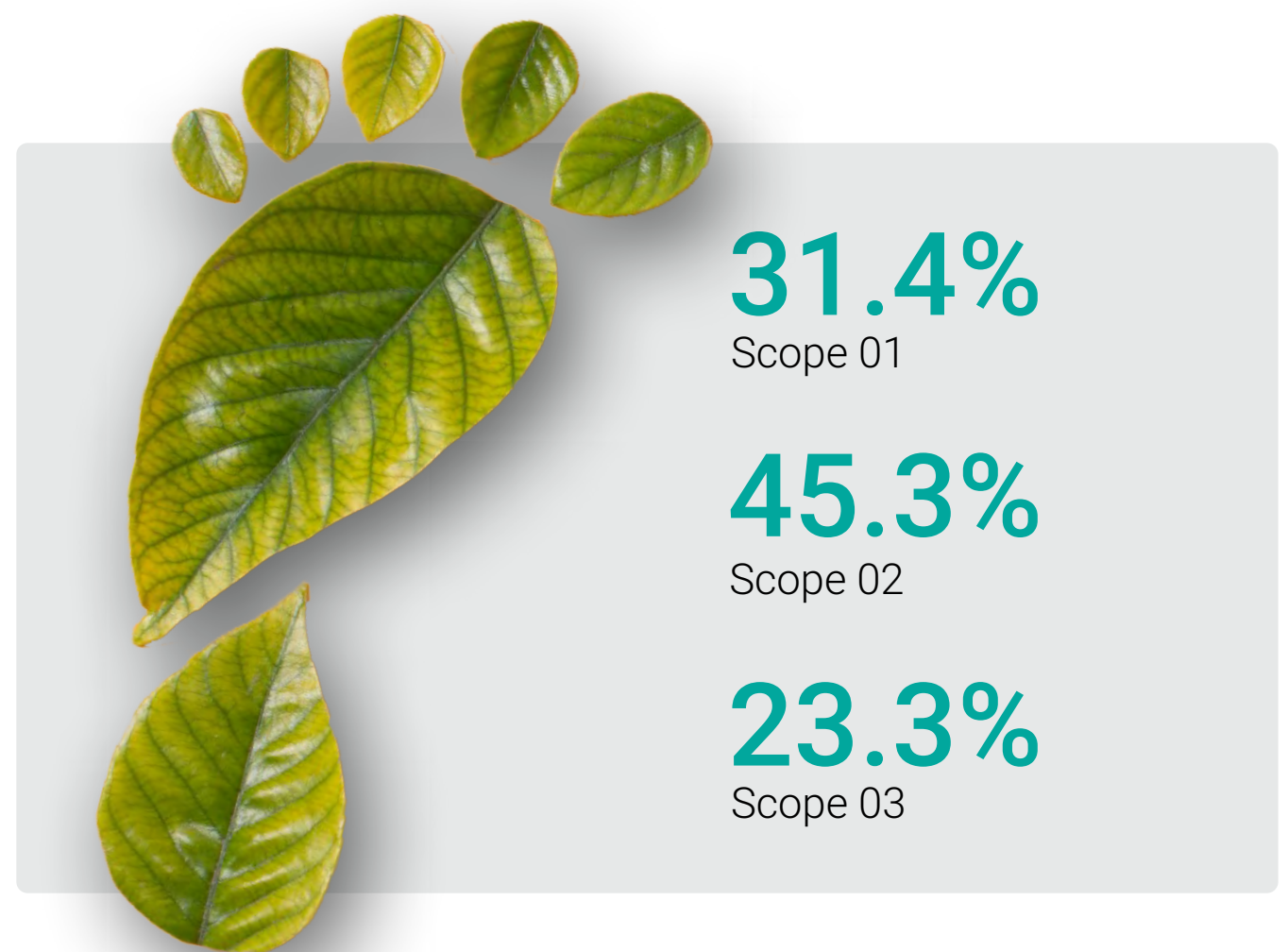
In line with our sustainability goals, we are devoted to making a meaningful impact by significantly reducing our GHG emission footprint. With an ambitious target for absolute reduction, we are taking bold and proactive steps to confront and overcome the pressing climate challenges of our time.

Assessing Our Impact

Taprobane has steered an in-depth evaluation of emission across all facets of its operations, reflecting the diverse nature of our activities and portfolios. Our carbon footprint comprises a blend of emission sources and we are proud to announce the completion of a detailed Carbon Footprint analysis. This analysis captures Scope 1, Scope 2, and all applicable Scope 3 emissions, meticulously adhering to the Greenhouse Gas Protocol and the ISO 14064-1:2018 standard. By upholding these globally recognised benchmarks, we ensure the credibility and precision of our greenhouse gas reporting at the organisational level.

We meticulously monitor key greenhouse gases, including Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O), and Chlorofluorocarbons (CFCs), consolidating their impact into carbon dioxide equivalents (CO₂e). This approach underscores our unwavering commitment to transparency and accountability, aligning with global standards to evaluate and responsibly address our environmental footprint.

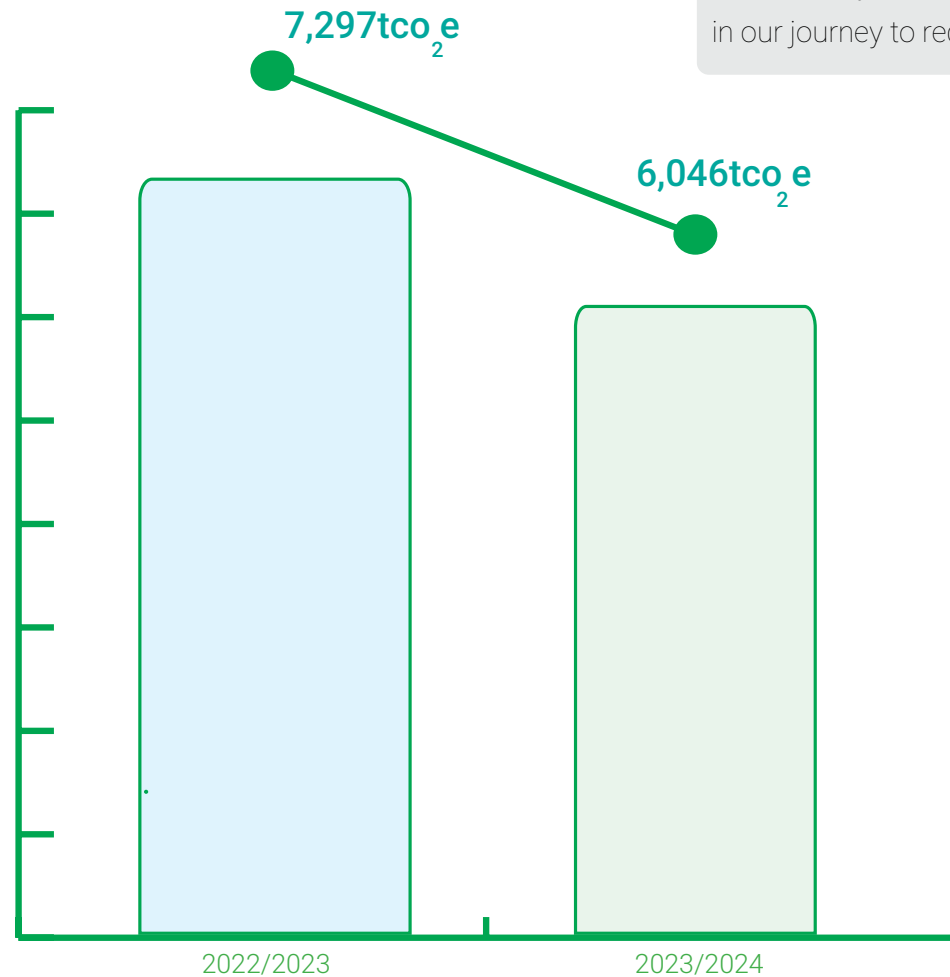
Taprobane's total emission for the year 2023/2024 FY (Scope 1, Scope 2 and Scope 3) amounted to **6,046.38 tCO₂e**. Scope 1 emission totaled **1,896.23 tCO₂e** (31.4%), while Scope 2 emission reached **2,738.54 tCO₂e** (45.3%) and Scope 3 emission amounted to **1,411.60 tCO₂e** (23.3%).



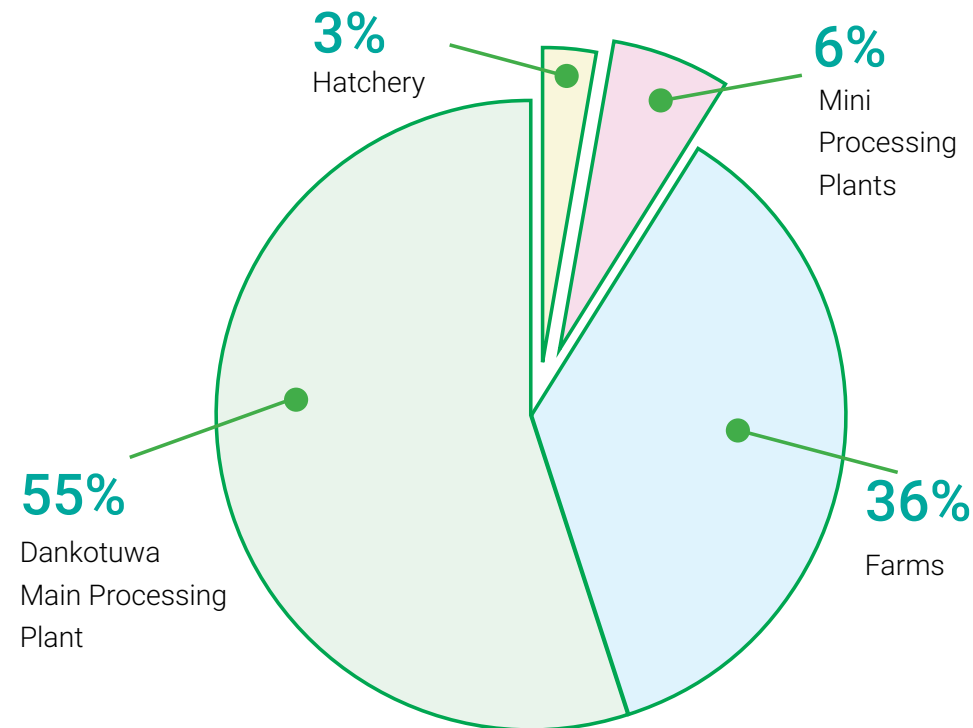
A Greener Tomorrow: Taprobane's Carbon Footprint Milestone

2024 was a landmark year for Taprobane as we trimmed our carbon footprint by an impressive 1,251 tCO₂e, achieving a substantial 17% reduction from the previous year 2023. A step closer to a sustainable future, one milestone at a time!

"Take a closer look at how each of Taprobane's business units has played a role in shaping its overall carbon footprint, which highlights the unique contributions and collective impact of our operations as we work towards a more sustainable future. Every step counts and every unit matters in our journey to reduce carbon emission!"



GHG Summary



Per Product Facility Level Emission Intensity

We have embraced the Life Cycle Assessment (LCA) methodology to precisely evaluate the environmental impact of our products with consistency and reliability. By adopting a holistic life cycle perspective, we account for emission across the entire value chain, both upstream and downstream beyond our direct operations. Through this rigorous approach, we have meticulously measured and reported the GHG emission associated with two of our key products: Pasteurised Crab Meat and Frozen Shrimp. This initiative underscores our unwavering commitment to transparency and our proactive efforts to minimise the environmental footprint of our offerings.

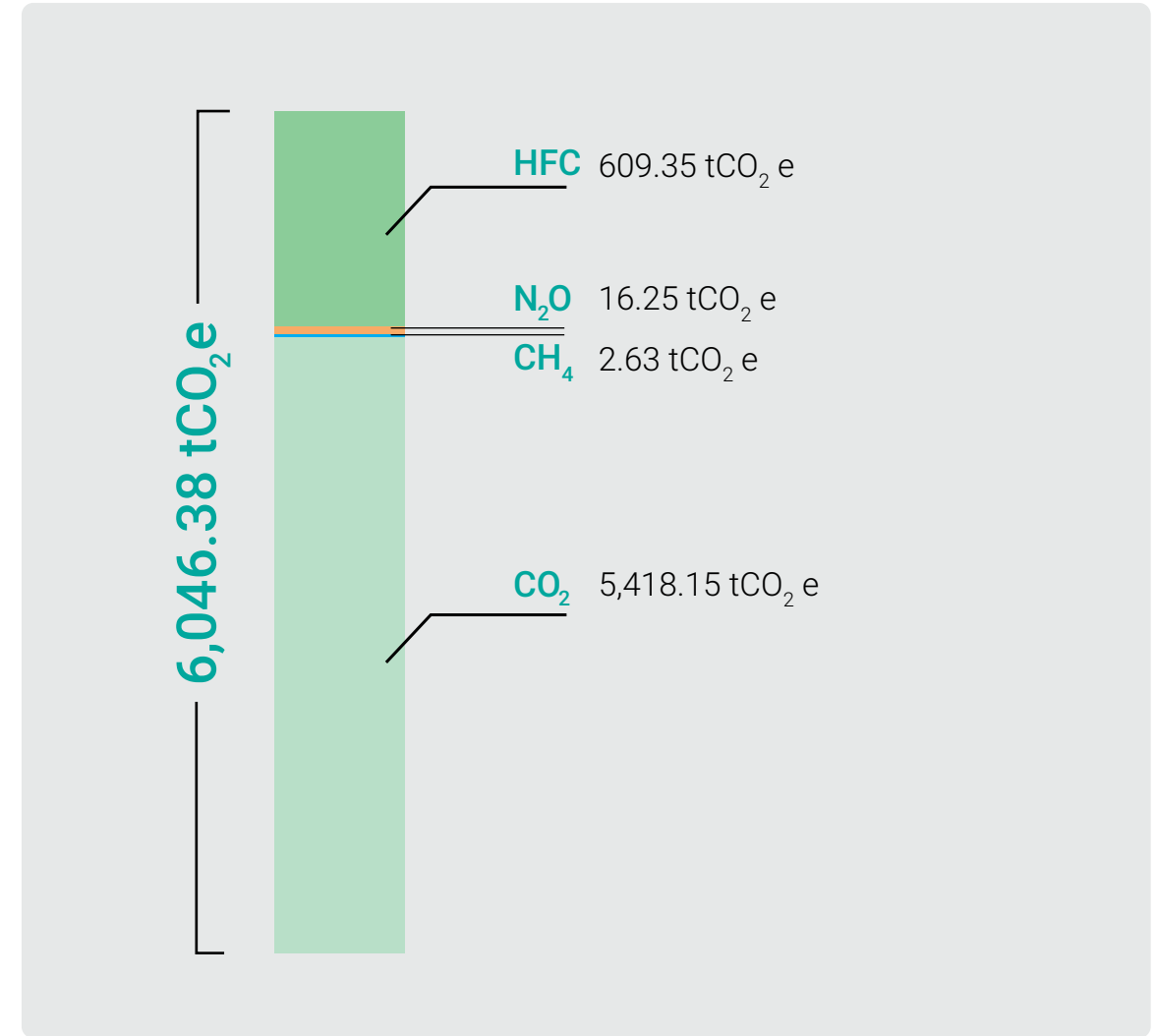
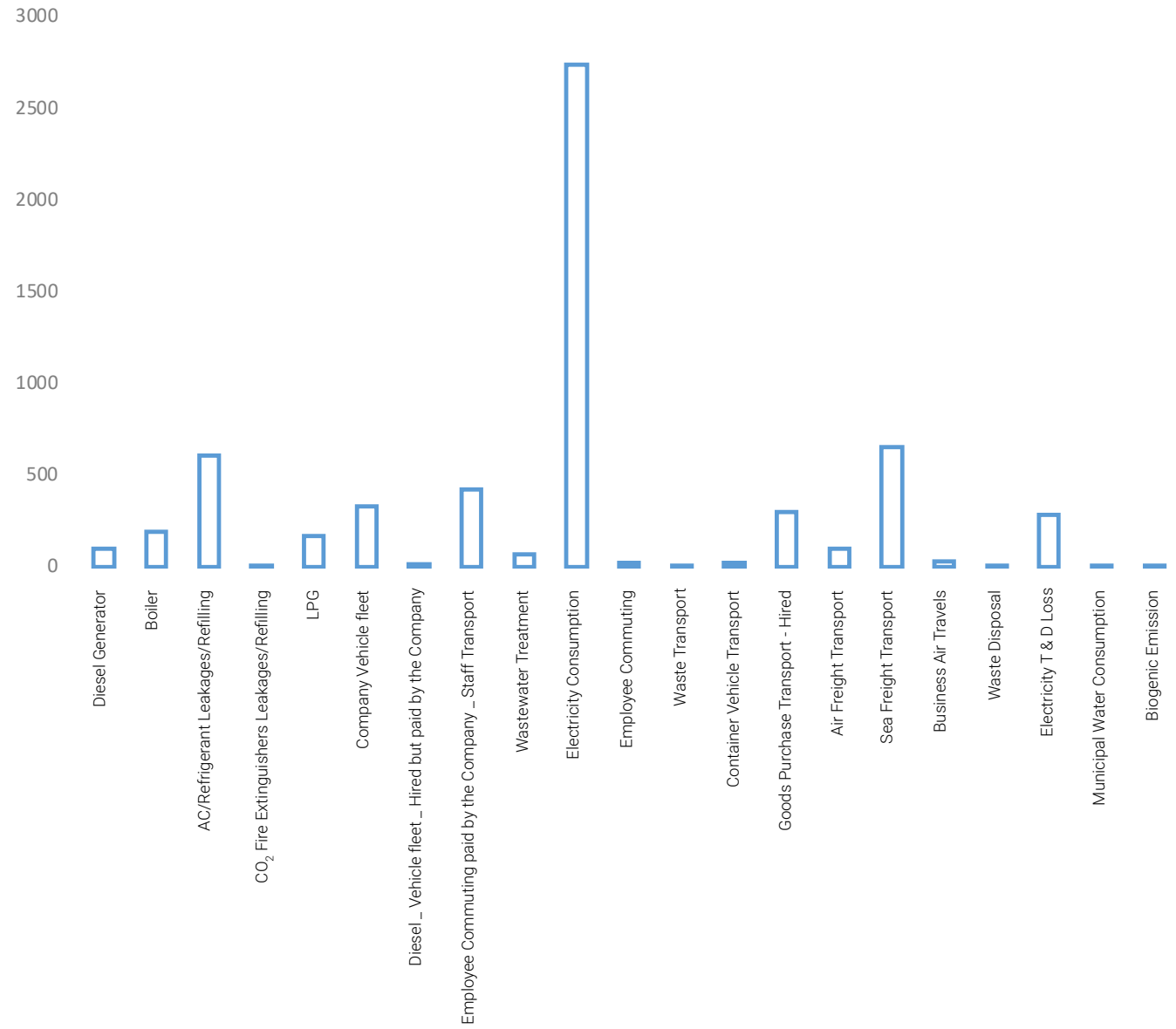


Total production for the year was 463,917 kg of Pasteurised Crab. Based on that, the per product (1kg) facility level emission intensity of Pasteurised Crab Meat is determined to be 2 kgCO₂e.



Total production for the year was 2,437,161 kg of Frozen Shrimp. Based on that, the per product (1kg) facility level emission intensity of Frozen Shrimp is determined to be 2.1 kgCO₂e.

Emissions by Sources (tCO₂e)

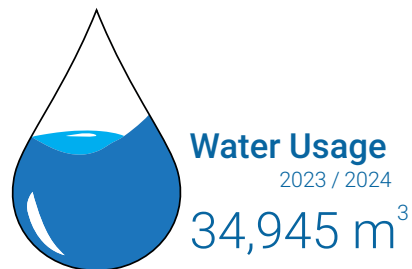


Water Stewardship

At Taprobane, water is more than just a resource – it is the lifeblood of our seafood processing operations. Aware of its preciousness and the mounting challenges of scarcity, we have made it our mission to safeguard and nurture every drop. From protecting water sources on our lands to ensuring a steady, clean supply for both our operations and communities, we are committed to sustaining this invaluable gift for today and tomorrow.

We are embracing cutting-edge tools to meticulously track and evaluate water consumption in our continuous drive to elevate water management. At the same time, shifting with water-efficient solutions, we ensure optimal usage across both our production lines and domestic use. Remarkably, 95% of the raw water we source is recycled and repurposed for irrigation, underscoring our unwavering commitment to sustainability.

Looking ahead, we are gearing up to harness the power of nature with a cutting-edge 'Rain Water Harvesting' system on our farms. This forward-thinking move will ensure a reliable water source, even during dry seasons. And we are not bring to an end there – plans are underway to expand our rainwater harvesting capabilities, reflecting our deep commitment to sustainability and our responsibility toward the environment.



Water-Smart Farming: Bridging Technology for Sustainable Aquaculture

At Taprobane, we lead the way in sustainable shrimp farming by focusing on water optimisation and pollution prevention. After each harvest, we efficiently drain and clean our culture ponds, we fine-tune water quality to support live feed production and ensure only the healthiest shrimp are stocked through rigorous health checks.

Taprobane, we champion water conservation by utilising Recirculating Aquaculture Systems (RAS) that recycle our water, drastically reducing consumption. Pollution is kept at bay through a multi-faceted approach: sedimentation, solid waste removal, probiotics and tilapia work together in our effluent treatment ponds to cleanse the water. Chlorination and biological treatments then ensure that any water released from the farm is completely free of contaminants. These innovative practices not only minimise our environmental footprint but also reinforce our commitment to sustainable farming.

At our Pallamadu Farm, we are created a cutting-edge sanctuary for sustainable aquaculture, where innovation meets education. This state-of-the-art model farm serves as a dynamic classroom, offering university students a unique, hands-on learning experience with advanced water-efficient systems and cultivation techniques that showcasing the future of sustainable seafood farming. As an educational hub, Pallamadu Farm equips students with the tools and knowledge to lead the charge in modern aquaculture, inspiring the next generation of industry pioneers.

A Drop Well Spent: The Art of Optimising Water in Shrimp Processing

Sustainability is at the core of everything we do in seafood processing. We are transformed our main processing plant by cutting out the need for continuous water flows in the cleaning and conveying lines. Instead, we have embraced cutting-edge water management techniques that optimise usage, delivering water only when and where it's truly needed making every drop count.

Through a combination of water recycling, filtration and strategic flushing, we minimise water usage without compromising on cleanliness or quality. This approach not only conserves water but also upholds the highest hygiene standards, ensuring our shrimp are processed responsibly and with care. By optimising water consumption in our operations, we are not just preserving a precious resource – we are setting a new standard in environmentally conscious seafood processing, delivering top-quality products while reducing our environmental impact.



Shrimp Processing at Taprobane Main Processing Plant, Dankotuwa



Protect Our Ocean

At the heart of our business is a deep pledge to creating lasting value by safeguarding the health of our oceans. We strive to strengthen sustainable fisheries, embrace responsible farming practices and minimise our footprint on marine ecosystems. By producing sustainable marine products, we ensure that the ecosystems we depend on thrive for generations to come. Our mission is clear: to protect the delicate balance of our oceans while driving innovation, sustainable growth and value creation within the seafood industry.

The oceans as the lifeblood of countless communities worldwide, supporting millions through aquaculture and fisheries while serving as the backbone of coastal economies. At Taprobane, we recognise that the future of these communities and our planet depends on sustainable ocean management. As a trusted leader in the seafood industry, we embrace the responsibility to safeguard marine ecosystems by championing sustainable fisheries, advancing responsible farming practices and minimising our environmental impact. Our commitment is clear: to safeguard the oceans continue to thrive, providing economic and social value for generations to come.

Taprobane Seafoods has been a proud partner of the Sri Lankan Blue Swimming Crab Fishery Improvement Project (FIP) since 2016, initiated by the National Fisheries Institute Crab Council (NFICC) and the Seafood Exporters Association of Sri Lanka (SEASL) in 2013. We are honoured to be consistently recognised as the sole Asian nation certified for ethically sourced Blue Swimming Crab by the Monterey Bay Aquarium Seafood Watch. Among 25 assessed fisheries across Asia, only Sri Lanka's Palk Bay and Gulf of Mannar regions have achieved the "Good Alternative" rating, highlighting their commitment to sustainable fishing and marine ecosystem preservation.

The Sri Lankan Blue Swimming Crab Fishery Improvement Project (SLBSC FIP) stands as Sri Lanka's only eco-recommended fishery and Asia's sole recognised BSC fishery. We are proud to announce the next step in our journey: advancing the SLBSC FIP towards **Marine Stewardship Council (MSC) certification.**

The Marine Stewardship Council (MSC) certification is a globally recognised standard for sustainable fishing, ensuring seafood is sourced responsibly while protecting marine ecosystems. Achieving this certification demonstrates a commitment to environmental sustainability, healthy fish populations and ethical fishing practices. This milestone reflects our unwavering commitment to achieving the highest international standards in sustainability, ensuring responsible fisheries, healthy crab populations and the protection of marine ecosystems for generations to come.



Mangrove Replanting at Taprobane Shrimp Farm Erukkalampiddy, Mannar

While all food production leaves an environmental footprint, our commitment to sustainability sets us apart in the seafood industry, particularly in aquaculture. Seafood already boasts a lower climate footprint compared to other forms of animal production, but we believe there is always room to do better. We are dedicated to pushing boundaries minimising our impact on the planet while preserving precious marine

ecosystems. By prioritising the efficient use of scarce marine resources and engaging in collaborative multi-stakeholder initiatives, we actively drive progress in sustainable fisheries management. Through innovation, smarter processes and advanced solutions, we are constantly evolving to shrink our environmental footprint and secure a healthier future for our oceans.



Mangrove Patch at Crab Landing Area Vidattalve, Mannar

In the heart of Mannar, Taprobane Seafoods Pvt Ltd has embarked on an inspiring Mangrove Replanting Project at Erukkalampiddy, in collaboration with respective government and private agencies. Our goal is to restore the breathing life back into the surrounding coastal ecosystem.

We are established our own nursery to cultivate the necessary saplings, reflecting our hands-on approach to environmental stewardship. We are committed to safeguarding blue carbon ecosystems nature's powerhouse for carbon sequestration and storage securing our promise to future generations: to protect, restore and nurture the vital ecosystems that sustain our planet.

At Taprobane, sustainability is not just a goal—it is a way of doing business. We proudly align with international best practices and adhere to rigorous standards designed to conserve biodiversity and protect endangered species. Certifications like the Aquaculture Stewardship Council (ASC), Best Aquaculture Practices (4*BAP) and the BRCGS Global Standard for Food Safety are cornerstones of our commitment to responsible seafood production. Our proactive approach includes regular impact assessments to monitor and minimise the effects of our operations on marine ecosystems. By strictly complying with local, national and international laws, we ensure our practices not only meet global standards but set new benchmarks for sustainable seafood production. For us, every step reflects a promise to protect our oceans and nurture a thriving, biodiverse future.

At Taprobane, precision and responsibility guide every aspect of our operations. We have implemented a robust monitoring system that ensures regular assessments of farm and mini processing plant reports, with mandatory, real-time reporting for any unusual or critical situations. Our comprehensive quality management system is more than a framework it is a dynamic tool that empowers smart, informed decision-making in production. With procedures designed to adapt to new knowledge and evolving best practices, we ensure continuous improvement and compliance at every step. People are at the heart of our success. That is why we invest in training and building competency, enabling our teams to make sound, resource-conscious decisions. By optimising resource utilisation, reducing unwanted by-catch and advancing knowledge-based management, we are not just producing seafood we are shaping a future where sustainability and innovation thrive side by side.

Our Promise

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

Waste Management

Taprobane, we are transforming the means of waste management as to lessen our environmental footprint. Embracing innovation, we have developed a forward-thinking waste management model that unlocks value from waste while eliminating reliance on open dumping and landfilling. Our mission is clear, to turn waste into opportunity and build a future where sustainability and efficiency go hand in hand, creating a waste-free world for generations to come.

Over the past decade, sustainable waste management has transformed from a linear 'take-make-dispose' mindset into a dynamic closed-loop system rooted in the principles of the circular economy. Today, materials are thoughtfully designed for reuse, recycling and refilling, ensuring they remain in circulation rather than ending up in landfills. By championing comprehensive recycling programs, innovative reuse initiatives and responsible disposal methods, we are redefining waste as a resource and taking bold steps toward a waste-free future.

Our holistic approach to waste management combines regular audits to uncover opportunities for improvement with strategic collaborations to minimise packaging waste at its source. By embedding sustainability into every layer of our operations, we are not only reducing our environmental impact but also enhancing business efficiency. Together with our partners, we are shaping smarter solutions that drive positive change for the planet and our processes.

By 2030, we are setting our sights on a bold milestone, ensuring 100% of non-hazardous waste from our manufacturing processes is reused, repurposed or recycled: highlights our unwavering commitment to environmental stewardship and reinforces our drive toward a sustainable, circular future where waste becomes a resource, not a burden.

Breaking Barriers in Wastewater Treatment

At Taprobane, we take pride in implementing an advanced wastewater treatment process designed for maximum efficiency and sustainability. Our state-of-the-art system integrates the Up-Flow Anaerobic Floating Filter (UAFF) System, Facultative Bacteria Tanks (FBT) and a Slow Gravity Multimedia Filter, creating a robust and innovative solution for wastewater treatment.

This advanced process operates as an Up-Flow Anaerobic Sludge Blanket (UASB) system, enhanced with Bacteria Growing Media (BGM) and hibernated cultured bacteria to significantly improve bacterial performance. Capable of treating all types of biodegradable effluents with COD levels ranging from 600 mg/L to 80,000 mg/L, this technology sets new benchmarks for efficiency and environmental responsibility.

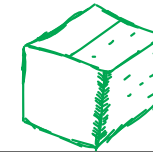
Key Advantages:

- Zero power consumption during operation, ensuring energy efficiency
- Zero Noise Pollution, promoting a quiet and clean environment
- Zero Sludge Generation, eliminating waste disposal challenges
- Odour-Free Process, enhancing operational conditions
- Effective elimination of contaminants, including viruses, bacterial pathogens, protozoa and helminths

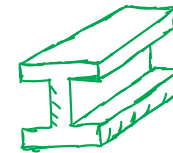
Taprobane's commitment to cutting-edge, eco-friendly wastewater management solutions, ensuring the cleaner water, healthier ecosystems and a more sustainable future.



80.6%
Shrimp/Crab Waste



15.2%
Cardboard Waste



1.8%
Metal Waste



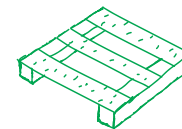
1.2%
Polythene and Plastic Waste



1.0%
Food Waste



0.1%
Tyre Waste



0.05%
Wooden Pallet Waste

Mission towards Life - Pulse Restoration

OceanBridges: “Nurturing Mangroves for Tomorrow’s Seas”

Mangrove ecosystems are one of the lifelines of our planet, at Taprobane, we are devoted to breathing new life into these critical habitats. With a vision rooted in scientific precision and community partnership, our mangrove restoration efforts are designed to rejuvenate coastal ecosystems, enrich biodiversity, support local livelihoods and buffer our shores from erosion. In our pursuit of sustainability, this initiative will be officially recognised as a “Carbon Insetting” project, marking a momentous step toward achieving a carbon-neutral. Nestled along the Erukkallampiddy coastline in Mannar District, this project spans over 50 acres and falls under the stewardship of the Mannar Divisional Secretariat Division.

Responding to the heartfelt call from the community, we are excited to announce that our mangrove nursery has started distributing saplings, uniting us all in a shared mission to restore and protect these vital ecosystems. Our efforts include planting native mangrove species, nurturing them through eco-friendly practices and empowering communities with the knowledge to appreciate and preserve these natural treasures. By partnering with the Department of Coast Conservation (CCD) and the Marine Environment Protection Authority (MEPA) and leveraging innovative techniques, we are shaping a future where coastal ecosystems thrive, ensuring their legacy for generations to come.

The soil in the site where mangrove seedlings are supposed to be plant in ground, contain a high fertile muddy soil due to sediments carried by tidal waves. The land portion is already partially covered with few mangrove varieties and the growth of mangroves have been hampered by human activities and spreading of several invasive species.

Based on the existing geographical circumstances, *Rhizophora mucronata* (kadol) & *Avicenna marina* (manda) species showing potential for better ecological restoration in the selected area.



Inoka Madhumali at Mangrove Nursery at Taprobane shrimp Farm Erukkalampiddy, Mannar.



SLBSC FIP

Taprobane, in collaboration with the National Fisheries Institute Crab Council of Sri Lanka, has taken a pivotal role in the “Sri Lanka Blue Swimming Crab Fishery Improvement Project (SLBSC FIP)”, with an overall coordination by Pelagikos Pvt Ltd, which is keen to safeguarding marine life, focusing specifically on mitigating the impact of fishing on turtles in the Gulf of Mannar Blue Swimming Crab fishery along Sri Lanka’s Northwest Coast. At the heart of this project lies a commitment to sustainability and community well-being through “Turtle live-release” programs, complemented by community improvement grants tied to live releases. These efforts ensure that Sri Lanka’s Blue Swimming Crab supply chains uphold the highest standards of social responsibility and equity.

We successfully wrap up our efforts for 2024, celebrating a year of extraordinary achievements, marked by a significant number of live turtle releases and meaningful socio-economic benefits for local communities. In partnership with our esteemed customer, Direct Source Seafood, we are thrilled to amplify our community granting efforts, driving meaningful change and impact through this project. With this momentum, we are poised to dive into the coming year with unwavering dedication, continuing our mission to protect marine ecosystems and empower coastal communities.



A single act of good creates ripples of positive change everywhere.....



Turtle Nesting Site at Kalpitiya, Sri Lanka



Newborn baby turtles running towards the sea from the nesting site at Kalpitiya, Sri Lanka

Greening the Links in Supply Chain

As we embark on our exciting journey toward sustainability, we are thrilled to introduce Taprobane blueCHANGE®, a bold initiative designed to create harmony across our business, people and planet throughout our entire supply chain. Our commitment goes far beyond compliance; it is a passionate drive for positive change, positioning us as responsible leaders in today's evolving economy. Together, we are shaping a story of accountability, with the goal of restoring economic balance, empowering our workforce and prioritising the health of our planet. As a sustainable seafood company, we prioritise suppliers committed to reducing environmental impact. We assess their practices, including resource use and waste management, ensuring our supply chain aligns with our values of environmental stewardship.

The wide range of our sustainable practices, which are integrated into every part of our supply chain are shown below. These efforts ranging from Responsible Aquaculture, Carbon Neutrality and Ecosystem Restoration, to Safe and Equitable Work, Sustainable Packaging, Responsible Resource Use and Corporate Citizenship collectively represent our unwavering dedication to a world where oceans thrive, workers flourish and profits are sustained.

Join us in this alluring journey toward a sustainable and captivating future!

Up Stream

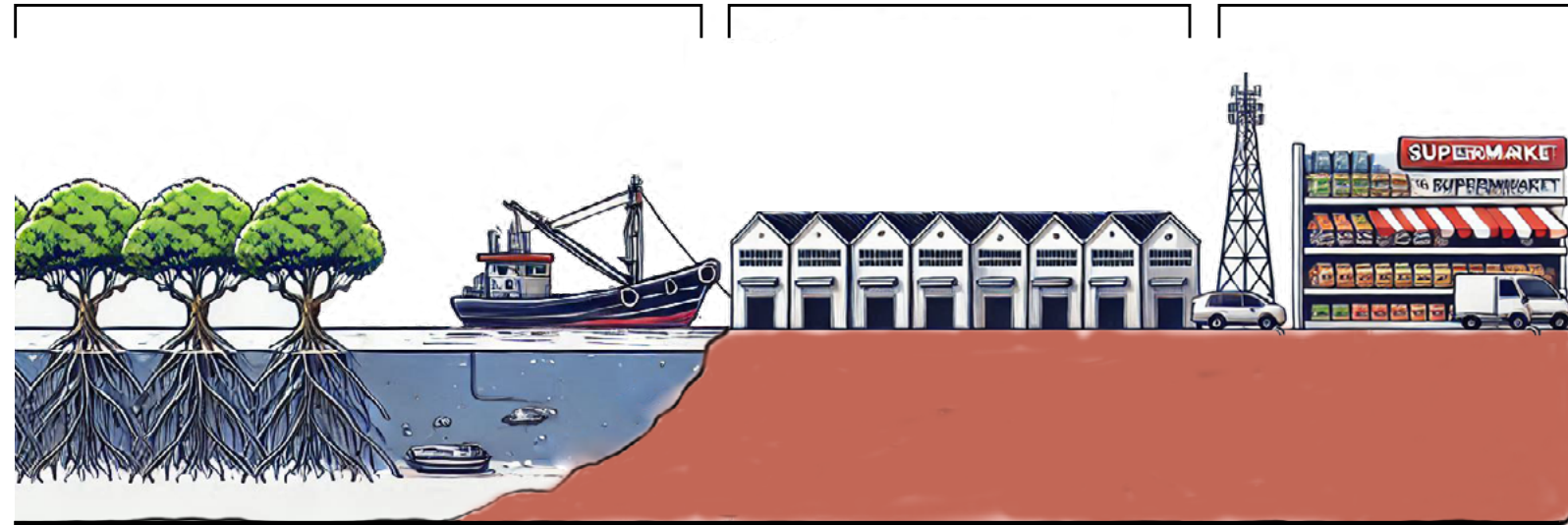
- Responsible Harvesting
- Carbon Neutrality
- Ecosystem Restoration
- Responsible Aquaculture
- Safe, Decent & Equitable Work
- Traceability

Value Stream

- Sustainable Packaging
- Carbon Neutrality
- Safe, Decent & Equitable Work
- Responsible Resource Consumption
- Traceability

Down Stream

- Corporate Citizenship
- Responsible Consumption
- Traceability



Transforming Tomorrow: The Digital Advantage

Adopting digital transformation is crucial for us to meet changing market demands and meet customer demands in the dynamic and competitive business environment. We are able to make smart and accurate company decisions by using data for performance monitoring, empowering our staff with modern digital tools and reducing internal procedures through digitalisation. By establishing significant interactions this proactive strategy not only improves the end user experience but also encourages customer development.

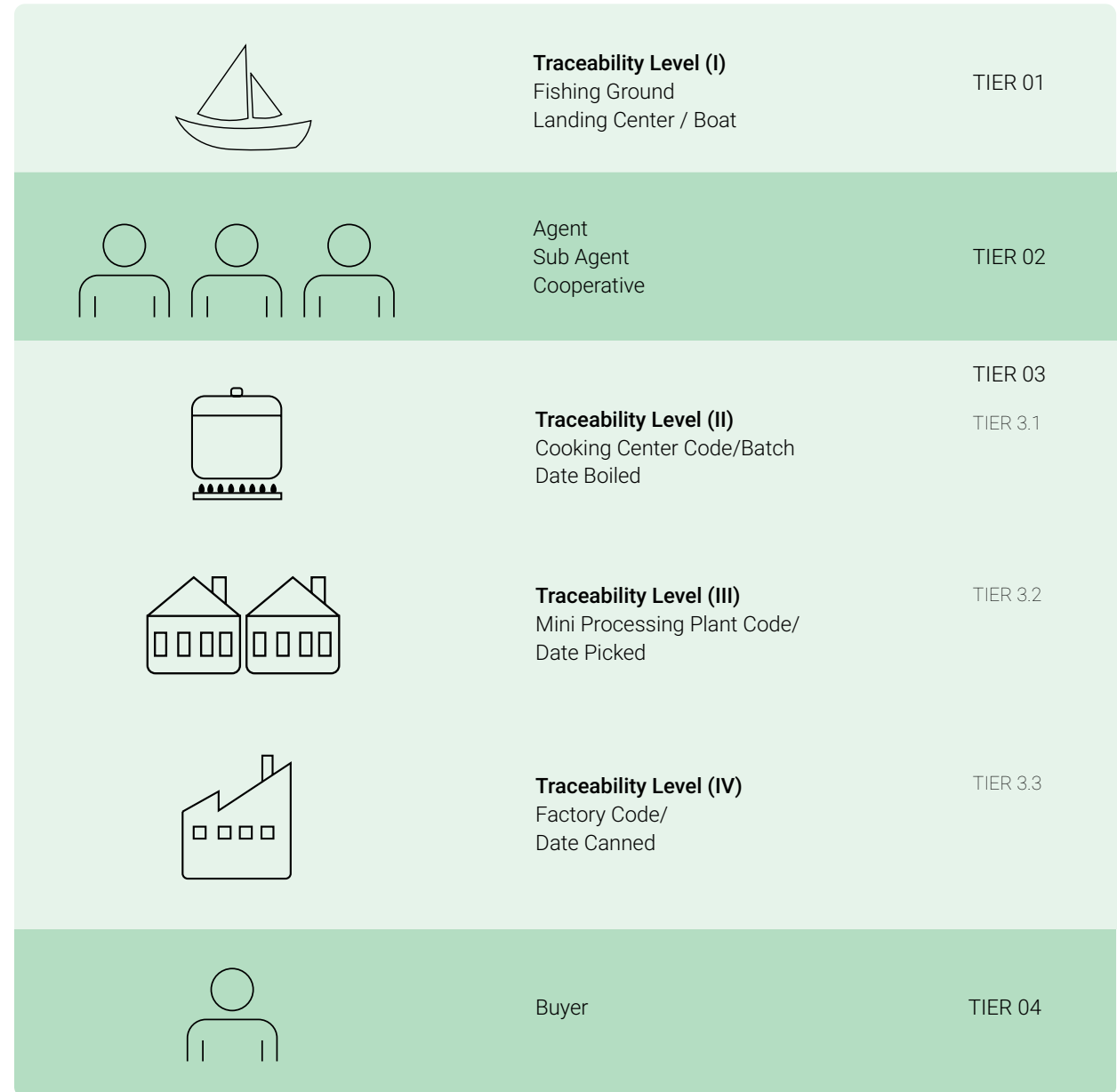
“Traceable Product Supply Chain” for crab products

Traceability refers to the ability to track each component and product from the raw material stage to the final product shipment. Data collection carries out at each stage, including the time spent at each station, assembly specifics and inspection outcomes.

This process helps understand the product’s origin, history and journey. Most importantly, traceability improves quality and efficiency by offering real time visibility into the entire process.

Taprobane has developed an advanced QR code system that integrates standardised codes for mini processing plants and cooking centers across the North Western and Northern Provinces. This innovative approach guarantees complete traceability of the Sri Lankan blue swimming crab throughout the entire supply chain, from the landing sites and fishing grounds to the final shipments. Especially, Taprobane is a leader in sustainability, emphasising social and economic fairness within its supply chain. This dedication highlights the company’s commitment to building a business model that not only thrives economically but also makes a positive impact on social and environmental issues.

Small-scale, economically thriving fisheries play a crucial role in the Taprobane supply chain. Once these fisheries achieve a stable livelihood, they dedicate their efforts to adopting environmentally friendly practices in their operations. Through our commitment to 100% traceability, we ensure that the financial benefits from sustainably sourced seafood are fairly shared among local fishing communities.



Championing Compassionate Practices in Shrimp Welfare

Eyestalk Ablation-free

Taprobane is committed to adopting eyestalk ablation-free methods in shrimp farming, prioritising humane and sustainable practices. Eyestalk ablation, a traditional method to induce reproductive maturation and boost shrimp production, raises ethical concerns. By embracing innovative techniques and optimal environmental conditions, Taprobane ensures natural shrimp maturation without compromising welfare by transitioning to eyestalk ablation-free methods.

As part of this commitment, Taprobane plans to eliminate eyestalk ablation entirely from its operations, starting from 2025. This transition reflects our dedication to responsible aquaculture, setting new standards for sustainability and quality in seafood production.



Shrimp harvest at Taprobane LG Farm Chilaw, Sri Lanka

Humane Slaughter Initiative - Advocating for compassion-driven and humane harvest practices

Humane Slaughter Initiative focuses on improving animal welfare during harvest and slaughter in the global aquaculture industry. The programme aims to promote humane practices, with the adoption of electrical stunning technology in the shrimp industry, ensuring that animals experience minimal stress and pain during slaughter. This effort enhances animal welfare standards and supports the industry's commitment to ethical and sustainable practices.

Taprobane Seafoods, Sri Lanka's largest shrimp producer, has partnered with the Shrimp Welfare Project and Seafood Connection B.V. as part of the Humane Slaughter Initiative. We will adopt humane electrical stunning technology from Shrimp Welfare Project via Optimar, marking a significant step towards more ethical shrimp farming practices. Together, we are committed to enhancing shrimp welfare, reducing disease, mortality and achieving positive environmental impacts. By prioritising humane slaughter methods and comprehensive welfare measures, we aim to set a new benchmark and drive a positive change in the shrimp farming.



Optimar Electric Stunner (Image source: www.optimar.no)

A group of women, likely employees, are shown in a kitchen setting. They are wearing blue and light blue uniforms. Some are smiling and looking towards the camera, while others are focused on their work. They are holding plates of yellow rice, suggesting they are preparing food. The background shows a kitchen environment with various items and equipment.

People & Community

Empowering lives and fostering vibrant communities by including all stakeholders through inclusive opportunities, ethical labour practices and shared growth within the regions we serve.

The Force of Unity: Strengthening Our People & Community

At Taprobane, our people are the bedrock of our success, driving our mission to deliver exceptional stakeholder experiences and achieve sustainable, profitable growth. Their unwavering dedication and innovative spirit form the backbone of our strategic objectives, fueling our ambition to lead with impact.



Varathakumar Shankary at Mini Processing Plant Pesalei, Mannar Captured by OPMEER REPORTS, Netherlands

Central to our philosophy is creating an environment that inspires creativity, fosters autonomy and cultivates a profound sense of purpose among our employees. Guided by visionary leadership, we embrace a mission-driven culture that unites our workforce under shared values and goals. We prioritise continuous learning and development through diverse programs, empowering our team members to grow alongside the organisation.

Recognising that talent is our most valuable resource, we are committed to attracting, nurturing and retaining the best minds in the industry. Our workplaces are designed to inspire, offering flexibility through digital work solutions and values-based leadership. Open communication, continuous feedback and a culture of recognition underpin our efforts to build a vibrant and motivated workforce. Competitive compensation, long-term development opportunities and a commitment to human rights are the cornerstones of our corporate ethos.

As a proud signatory of the UNGC we uphold the Guiding Principles on Business and Human Rights, embedding these values across our operations, supply chain and community initiatives. Our commitment to human rights and ethical practices forms the bedrock of our Corporate Responsibility and strengthens our ability to contribute to the 17 UNSDGs.

We also recognise the power of diversity and inclusion in fostering creativity and driving innovation. By embracing varied perspectives, we enhance our ability to tackle challenges and deliver meaningful solutions. At Taprobane, trust, mutual respect and a supportive environment converge to empower our team, ensuring that excellence and inspiration remain at the heart of our success story.



Training time at Taprobane Main Processing Plant, Dankotuwa

Occupational Health and Safety

Building a Culture of Care and Responsibility

At Taprobane, the well-being of our employees is not just a priority—it is a foundational principle that drives our operations. Our steadfast commitment to occupational health and safety (OHS) ensures a proactive approach to safeguarding our workforce, fostering an environment where safety and well-being are never compromised.

Operating in diverse and sometimes challenging environments—whether at sea, in factories or exposed to dynamic conditions—our employees encounter risks that require vigilance and robust safety protocols. From mitigating the challenges of adverse weather at sea to ensuring the safe handling of heavy equipment in factories, we have embedded a culture of safety across every aspect of our operations.

To build a resilient and accident-free workplace, we seamlessly integrate health and safety regulations into daily operations. This commitment extends to our fishing partners, who receive comprehensive training in best practices for health and safety. Rigorous monitoring mechanisms ensure that contractors and partners uphold the high standards we have established. Our dedicated health and safety representatives are regularly trained in first aid, firefighting, emergency preparedness, pest control and the meticulous implementation of workplace safety protocols.



Crab Processing at Taprobane Main Processing Plant, Dankotuwa
Captured by OPMEER REPORTS, Netherlands

Recognising the intersection of health and productivity, we address broader wellness concerns with initiatives aimed at enhancing the quality of life for our employees. Each Taprobane facility features an on-site medical centre staffed by qualified professionals, offering free-of-charge emergency medical care. Comprehensive health insurance coverage ensures our employees are protected, while strategically placed first aid kits enhance workplace safety.

We go beyond immediate medical care by hosting periodic health camps, including dental and eye clinics, to support long-term employee wellness. To accommodate the demanding nature of 24-hour shifts, we provide well-maintained restrooms and hostel facilities for employees travelling from distant locations, ensuring accessibility and comfort.

At Taprobane, safety is more than a regulatory requirement—it is a core value. By creating a supportive, secure and inclusive environment, we empower our workforce to thrive, ensuring their safety and well-being as the cornerstone of our collective success.

Workplace Safety Leadership

At Taprobane, the safety and well-being of our employees are foundational to our values and operations. Through a robust Safety and Security Policy, we prioritise creating a workplace that is secure, supportive and resilient. This policy is executed by a dedicated safety team comprising representatives from all levels of the organisation, fostering collaboration and inclusivity in addressing health and safety concerns.

The Fire and Health Safety Team, a core component of our safety initiatives, plays a critical role in maintaining high workplace standards. Their responsibilities include proactively reviewing workplace conditions to identify risks and implementing solutions to enhance employee protection. Complaints and incidents are promptly investigated, with resolutions referred to supervisors and relevant departments for effective action. To ensure transparency and continuity, every step is precisely documented, creating a solid foundation for continuous improvement.

Education and training are integral to our approach. The team ensures employees are equipped with the knowledge and skills necessary to prevent accidents and respond effectively in emergencies. These efforts are complemented by strategic safety measures that extend beyond compliance, emphasising Taprobane’s proactive approach to maintaining a safe work environment.

Incident tracking is another key aspect of our strategy, enabling us to monitor patterns and address potential risks before they escalate. This system provides a direct channel for our general managers to voice safety concerns, ensuring open communication and swift action across all departments.

By integrating these practices into our organisational framework, Taprobane is committed to fostering a workplace culture that values safety, transparency and accountability. These efforts reflect our broader mission to lead responsibly and sustainably, ensuring the well-being of every individual who contributes to our success.

Prepared for the Unexpected: Our Commitment to Emergency Safety

At Taprobane, we take pride in embodying the values we advocate by fostering a culture of safety and preparedness across all aspects of our operations. Our commitment to occupational health and safety (OHS) begins with equipping our workforce with the tools, knowledge and confidence to thrive in a secure working environment. Each year, we host OHS training workshops tailored for all employees, ensuring comprehensive guidance on essential safety practices. These sessions include critical first aid and basic medical training techniques, such as CPR, empowering participants to respond effectively to emergency situations.

The workshops also delve into essential workplace safety measures, emphasising the correct use of Personal Protective Equipment (PPE) and the adoption of health-conscious behaviours. Employees receive thorough training on the operation of various fire extinguishers and basic firefighting techniques, ensuring readiness to manage unforeseen risks.

To reinforce and expand our safety efforts, we partner with esteemed third-party organisations. These collaborations bring expert-led workshops and training programs to our workforce, equipping them with advanced knowledge and skills to handle emergencies effectively.

The implementation of Taprobane’s OHS System has markedly improved our ability to report and investigate incidents, reduce lost time injuries and address absenteeism. In 2024, our relentless focus on safety resulted in a stellar achievement: zero workplace fatalities across our factories, farms and mini-processing plants. This milestone exemplifies our unwavering dedication to creating a safe, supportive and thriving environment for every member of the Taprobane team.

Complementing our safety efforts, Taprobane prioritises employee health through proactive initiatives such as the Measles vaccination program held in November 2024. Aligned with Sri Lanka’s national campaign, this program was conducted in partnership with local health authorities, providing essential immunisations for employees who had missed doses. This initiative highlights our commitment to supporting national public health goals while safeguarding the health and resilience of our workforce.



First aid Training at Taprobane Shrimp Farm, Rekawa

Ensuring Chemical and Electrical Safety

At Taprobane, the health and safety of our employees and the safeguarding of our infrastructure are fundamental to our operational success. Guided by our comprehensive Safety & Security Policy, we are unwavering in our commitment to maintaining a secure, accident-free workplace. Our proactive measures focus on upholding exemplary standards in all areas of operation, with particular attention to chemical and electrical safety.

To ensure a safe working environment, Material Safety Data Sheets (MSDS) and advisory signboards are prominently displayed in areas where chemicals are handled, providing crucial information and emergency instructions. Employees are equipped with high-quality safety gear tailored to their roles including safety shoes, gloves, helmets, ear mufflers and uniforms, all provided at no cost. These provisions reflect our dedication to empowering our workforce with the tools they need to operate safely.

Our readiness to address emergencies is a cornerstone of our safety strategy. Eye wash stations are strategically placed near chemical handling zones and our facilities are equipped with a 24/7 emergency vehicle to ensure rapid transportation to medical facilities when required. Electrical safety protocols are robust, with demarcated machine zones and rubber mats beneath power panels to minimise hazards.

Compliance is a key focus at Taprobane. We adhere to stringent Standard Operating Procedures (SOPs) that align with legal and regulatory standards, covering chemical handling, storage and disposal, as well as protocols for emergency response to spills. Additionally, our maintenance team receives regular, specialised training to stay updated on best practices, enhancing both safety and efficiency. A culture of continuous learning and awareness supports these efforts. Through regular education and communication campaigns, we keep all employees informed about updated safety guidelines and protocols. This shared knowledge fosters a workplace where safety is a collective responsibility.

Despite global challenges, Taprobane has consistently maintained efficient operations without compromising safety. This resilience underscores our commitment to creating a safe, secure and thriving work environment for all. As we navigate an ever-evolving landscape, safety remains not only a priority but a value deeply embedded in our company’s ethos.



Fire Training at Taprobane Shrimp Farm, Rekawa

Fair and Ethical Labour Practices

A Commitment to Equity and Recognition

At Taprobane, we understand that the dedication and hard work of our employees are essential to the company's long-term success. This commitment to recognising our team's contributions is reflected in our compensation framework, which plays a crucial role in fostering a positive and sustainable company culture.

Our compensation model is designed to be transparent and fair, centring on performance-based incentives that acknowledge individual contributions. This approach ensures that our remuneration system is not only competitive but also aligned with local regulations and collective bargaining agreements. We place significant importance on ethical labour practices and we proudly uphold a policy of pay equally, ensuring that there is no difference in salary between male and female employees. This commitment to gender equity supports our broader goal of creating an inclusive, diverse workplace.

Beyond competitive salaries, our compensation structure also includes social security benefits and other provisions to ensure the overall well-being of our workforce. By offering a comprehensive approach that addresses both the financial and social needs of our employees, we aim to create a workplace where talent is recognised, valued and supported.

At Taprobane, we believe that fair and ethical labour practices are not just about compliance, but about creating a workplace where employees feel respected and motivated. These principles are integral to the company's ethos and directly contribute to our sustained success and growth.

At Taprobane, our organisational ethos is built on core values of high-quality standards, social responsibility, sustainability, integrity and success. We foster a culture of open and constructive dialogue, encouraging employee representatives to engage in discussions on key initiatives. Internal communication is central to our operations, facilitated by Taprobane's shared platform, which ensures that every team member has a voice. This platform enables meaningful participation in discussions, promoting the seamless exchange of knowledge and information across geographical borders, further strengthening our commitment to a collaborative and inclusive workplace culture.



We champion the right of our employees to freely form and join trade unions and participate in collective bargaining, fostering a workplace built on trust, fairness and inclusivity. Our Welfare Society serves as a vital platform for employee representation, ensuring that every voice is heard and valued. By working closely with the Welfare Society's representatives from diverse departments and roles, our management team cultivates a culture of collaboration and shared decision-making. We firmly prohibit any form of anti-union discrimination, from the very first day of employment and throughout our employees' journey with us. This unwavering commitment empowers our workforce and reinforces a harmonious, equitable and respectful workplace environment.

Championing Equality: Building a Culture of Respect and Belonging

At Taprobane, we proudly embrace the transformative power of diversity and inclusion, recognising them as integral to building a resilient and innovative workforce. As an equal-opportunity employer, we are committed to appointing individuals solely based on their merits, skills, qualifications and abilities, ensuring that every role is occupied by the best-suited candidate.

Our pioneering efforts extend beyond our recruitment philosophy. Taprobane holds the distinction of being the first private-sector company to establish a presence in Northern Sri Lanka after a 30-year civil war. Since 2014, we have led the way in fostering inclusivity by employing persons with disabilities in the region, breaking barriers and setting a benchmark for equality in the workplace.

Gender equity stands as a cornerstone of our organisational ethos. We strive to create an inclusive environment where every employee, regardless of gender, enjoys equal rights, opportunities and respect. Recognising that fairness sometimes necessitates addressing societal disadvantages, we implement targeted strategies to create a level playing field for all. Our ultimate aspiration is to achieve gender equality—ensuring that everyone, regardless of gender, has access to the same opportunities and responsibilities.

Our Principles and Practices

Gender equity is a cornerstone of our organisational ethos and we strive to create an inclusive environment where every employee, regardless of gender, enjoys equal rights, opportunities and respect. Recognising that fairness sometimes necessitates addressing societal disadvantages, we implement targeted strategies to create a level playing field for all. This commitment is reflected in our focus on equal opportunities, flexible working arrangements, family-friendly policies and gender representation in decision-making processes. Our ultimate aspiration is to achieve gender equality, ensuring that every individual, regardless of gender, has access to the same opportunities, responsibilities and recognition.

At Taprobane, inclusivity goes beyond policies—it is embedded in our organisational DNA. Through deliberate efforts, we aim to create a respectful, enabling environment where every individual is valued and empowered to thrive. This commitment not only defines who we are but also drives our vision for a more equitable and inclusive future.

Sinhala and Hindu New Year Celebration

Taprobane Seafoods proudly hosted a vibrant celebration for the Sinhala and Hindu New Year. This cherished festival, beloved by Sri Lankans, was a joyful gathering filled with delicious food, exciting games and heartwarming rituals symbolising goodwill. The highlight of the event - a delightful blend of traditional and modern games that brought everyone together in unity and fun.



TSF Aurudu Kumari 2024 at Taprobane Sinhala and Hindu New Year Festival



Taprobane Sinhala and Hindu New Year Festival 2024

Empowering Women: Inclusion and Growth

At Taprobane, we believe that empowering women is fundamental to creating a thriving, inclusive workplace. This belief is woven into the fabric of our operations, particularly in the North, where our processing plants are staffed entirely by women, from security personnel to supervisors and managers. Many of these employees, including war widows who serve as primary breadwinners for their families, are testament to the resilience and strength women bring to our workforce.

Our initiatives aim to support their personal and professional development, offering training, fair opportunities for advancement and an environment where their contributions are valued and celebrated. By providing a platform for these women to lead and succeed, we strive to not only uplift individuals but also strengthen the communities in which we operate. At Taprobane, empowering women is not just a commitment—it is a core value that defines our approach to sustainable and equitable growth.

Annual Gender Equality and Women Empowerment Program 2024

In 2024, Taprobane celebrated the successful conclusion of its 13th Annual Gender Equality and Women Empowerment Program in Mannar, Sri Lanka, in partnership with the United Nations Population Fund (UNFPA). This long-standing collaboration reflects our unwavering commitment to fostering an inclusive workplace and empowering women across our workforce.

The 2024 program featured workshops, mentorship opportunities and educational sessions designed to equip women employees with leadership skills, financial literacy and strategies for workplace equality. Led by industry experts, the sessions provided valuable insights into personal and professional growth while fostering confidence and community among participants.

A highlight of the initiative was the mentorship program, where senior female leaders guided younger employees, offering structured support to help them excel and advance in their careers. This approach, combined with training tailored to address practical workplace challenges, underscores our dedication to empowering women and promoting gender equality.

At Taprobane, we believe that empowering women is essential to our success and sustainability. By championing gender equality, we are fostering an equitable future while driving growth and innovation across our organisation. The remarkable contributions of our women employees exemplify the transformative power of dedication, leadership and passion, creating a nurturing environment that cultivates talent and drives a sustainable future.

The women at Taprobane brighten our workplace with their energy and enthusiasm, leading with courage, wisdom and excellence. Their leadership inspires positive change, shaping the company's vision for inclusivity and environmental responsibility while paving the way for a brighter, more eco-conscious tomorrow.



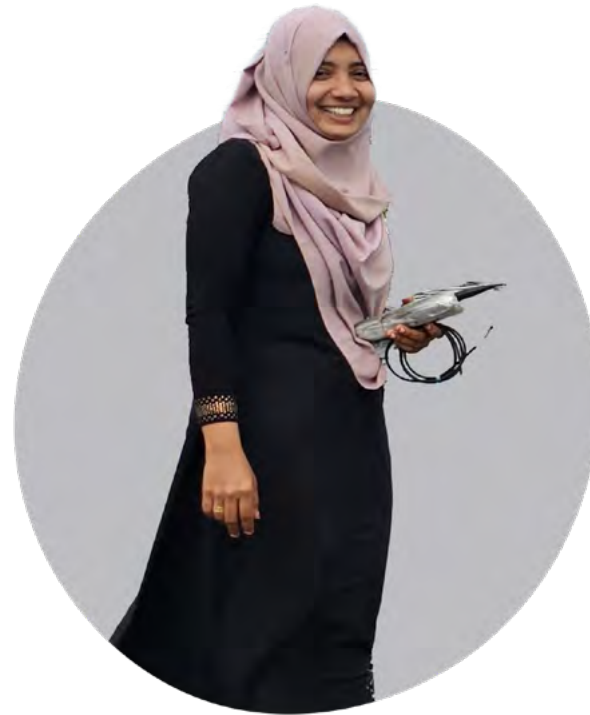
Annual Gender Equality & Women Empowerment Program 2024

Celebrating Women's Excellence at Taprobane – Through the Lense of Diverse Functions



Sathya Rathnayake (Director)

Taprobane stands tall with women leaders steering our ship of success. Today, we salute the amazing women shaping our destiny with courage, wisdom and leadership excellence...



Nasha Baanu (Production Executive- Farm)

Young talents thrive as we cultivate a nurturing environment, where a young girl's passion and dedication blossom on the farm...



S. Vijitha (Mini Processing Plant Supervisor)

Breaking barriers and fostering equality at Taprobane, where every day is a celebration of the incredible women shaping our inclusive journey...



Udari Morawake (Head of Sustainability)

Fostering a sustainable future with the brilliance of young girl talents on our sustainability team, their spirit, talent and dedication serve as the compass guiding us towards a brighter, more eco-conscious tomorrow...

Sustainable and Community Development

At Taprobane, building sustainable communities has always been at the heart of who we are. It is a fundamental part of our purpose, driving us to create a positive and lasting impact that reaches far beyond our core operations. We believe that the strength of the local communities where we operate directly influences our success, as they provide not only a talented workforce but also the foundation for our growth and sustainability.

Our efforts are deeply rooted in fostering economic opportunity, social advancement and environmental stewardship. By creating meaningful jobs, supporting local suppliers and investing in community-driven projects, we actively contribute to uplifting lives and driving long-term development. For us, every challenge is an opportunity to make a difference—whether it is improving livelihoods, promoting education or strengthening skills that empower individuals and families to thrive.

Taprobane's commitment to education and skills development is reflected in initiatives such as the **TSF Arunalu: A Gift of Knowledge from Taprobane**, which provides bursaries and scholarships to support education for employees and neighboring communities, ensuring access to learning opportunities for the next generation. Additionally, the **Taprobane Club Loyalty Programme** offers technical training to farmers, equipping them with essential skills to enhance productivity and secure sustainable futures for their families.

In our journey toward a climate-positive future, we prioritise environmental conservation through impactful programs like **OceanBridges: Nurturing Mangroves for Tomorrow's Seas**. In collaboration with the Coast Conservation Department (CCD), Taprobane initiated a mangrove planting program in Mannar, Sri Lanka, underscoring our dedication to reducing carbon footprint and promoting the sustainability of aquaculture ecosystems. Similarly, **Coastal Care**, our beach cleanup program, highlights

our unwavering responsibility to preserve coastal ecosystems and promote cleaner, healthier oceans for future generations.

Taprobane also takes pride in empowering young minds through initiatives like **Sea Scholar Odyssey: A Dive into the World of Sustainable Seafood**. This program offers university students unique opportunities to engage with sustainable aquaculture and marine conservation practices. Through organised farm visits, students gain hands-on experience at our state-of-the-art facilities where they interact with industry experts, observe innovative techniques in seafood processing and learn about the latest advancements in ocean conservation.

Our commitment to sustainable community development extends to meaningful engagement with governments, stakeholders and partners, ensuring that collaboration drives the success of our initiatives. By nurturing relationships and promoting inclusion, opportunity and resilience across every community we touch, we are able to create a ripple effect of positive change.

At Taprobane, empowering communities is more than a responsibility—it is a passion woven into our identity. Together, we are building stronger foundations, improving lives and shaping a sustainable future where no one is left behind.

A Few More Initiatives at a Glance...

We had the privilege of hosting a distinguished delegation from the Iranaimathanagar Iranaithivu Fisheries Coop Society, Nachikkuda, Killinochchi, at our Dankotuwa factory. This visit marked a significant milestone in our over 10-year partnership with the cooperative. Through this collaboration, we have empowered local fishermen and women by offering direct employment opportunities, eliminating unnecessary intermediaries. The visit provided an opportunity to share the inspiring success story of our collective journey and reaffirmed our commitment to nurturing a long-term, mutually beneficial relationship that contributes to the upliftment of the community.



Iranaimathanagar Iranaithivu Fisheries Coop Society visit to Taprobane Main Processing Plant, Dankotuwa

We were thrilled to celebrate the success of the SLBSC FIP Sub Project - the Community based Turtle Nesting Observation Programme 2023/24. Pelagikos Pvt Ltd organised an inspiring event in Kalpitiya, bringing together Field Assistants, community representatives and officers from the Department of Wildlife Conservation (DWC) and the Department of Fisheries and Aquatic Resources (DFAR). The event featured presentations

on data collection, shared conservation experiences and discussions on future plans for turtle conservation on the Kalpitiya peninsula. As part of our commitment to giving back, we were delighted to donate school bags to the children of the Kappaladiya fishing community, bringing smiles to their faces and reminding us of the positive impact we aim to create.



School bags donation to Kappaladiya fishing community, Kalpitiya



SLBSC FIP Sub Project recap - June 2024 at Kalpitiya

The representatives from the Food and Agriculture Organisation (FAO) and the National Aquaculture Development Authority (NAQDA) visited Taprobane Farm, where our team had the opportunity to showcase our sustainable farming practices and innovative aquaculture techniques. During the visit, we highlighted our commitment to environmental stewardship and engaged in meaningful discussions on ways to further enhance the sustainability and productivity of shrimp farming in Sri Lanka. This visit underscored the importance of collaboration in advancing the industry and promoting responsible aquaculture practices.



FAO & NAQDA Visit to Taprobane Prima Farm, Chilaw



FAO & NAQDA Visit to Taprobane Prima Farm, Chilaw



Non-Communicable Disease Awareness Program at Taprobane Mini Processing Plant, Mannar



Non-Communicable Disease Awareness Program at Taprobane Mini Processing Plant, Mannar

In commemoration of Breast Cancer Awareness Month, Taprobane conducted a Non-Communicable Disease Awareness Program at our Mannar Mini Processing Plant in collaboration with the MOH Nanattan, following a meaningful Breast Cancer Awareness Walk. The session provided valuable insights on breast cancer, emphasising the importance of early detection, health education and proactive care. It was an inspiring effort to raise awareness and empower individuals to prioritise their well-being.

Taprobane hosted a successful Community Engagement Stakeholder Meeting at its Pallamadu farm, with over 50 participants in attendance. The event emphasised the company's commitment to sustainable aquaculture and fostering strong collaboration with the local community. Key representatives from government bodies such as NAQDA, CEA, MEPA, CCD and the Fisheries Department, along with leaders from local fisheries cooperatives, women's societies and a local NGO were present at the meeting.

Participants were given an informative tour of the farm, where they observed Taprobane's sustainable farming practices. The discussions that followed centred on the company's approach to sustainable aquaculture, addressing community concerns and ensuring operational transparency. This event highlighted Taprobane's ongoing dedication to transparency, community engagement and the sustainable development of Sri Lanka's aquaculture industry.



Community Engagement Stakeholder Meeting at Taprobane Shrimp Farm Pallamadu, Mannar



Community Engagement Stakeholder Meeting at Taprobane Shrimp Farm Pallamadu, Mannar

Talent Development and Engagement

A Foundation of Trust and Fairness

Taprobane takes pride in being a responsible employer, prioritising transparency and fairness at every stage of employment. All employees receive detailed written contracts that clearly define their roles, rights and benefits, fostering mutual trust from the outset. We diligently adhere to legal and ethical standards in employment protection, fair compensation, working hours and workplace safety, ensuring compliance with all national and international labour regulations.

Rewarding Excellence through Competitive Compensation

To attract and retain top talent, Taprobane offers compensation packages that are not only fair but also industry-leading. Our remuneration consistently meets or exceeds market benchmarks, ensuring employees feel valued for their contributions. Permanent employees benefit from an annual performance-based bonus program, reflecting our commitment to rewarding dedication and driving organisational success. Additionally, 100% of our employees receive regular performance and career development reviews, underscoring our dedication to fostering growth and professional development.

Fostering Work-Life Balance and Long-Term Well-Being

We recognise that work-life balance is essential to employee satisfaction and productivity. Taprobane provides paid maternity leave, flexible work arrangements and comprehensive support systems to accommodate the diverse needs of our workforce. A robust gratuity scheme ensures our team members are supported not only during their tenure with us but also as they transition into the next phase of their lives.

Empowering our Workforce through Training and Development

Talent attraction goes hand in hand with talent development. At Taprobane, we are committed to investing in the continuous growth and empowerment of our employees. We provide extensive training programs tailored to enhance both technical and soft skills, ensuring our workforce is equipped to meet the demands of a dynamic industry.

Some of our key training initiatives include:

- **Personal Hygiene Training:** Ensures employees maintain high standards of hygiene, critical in seafood processing.
- **Technical Training for Machine Operators:** Builds expertise in operating and maintaining specialised machinery.
- **Quality and Food Safety Training:** Covers Good Manufacturing Practices (GMP), HACCP and FSSC 22000 standards to uphold excellence in production.
- **Environmental Awareness Training:** Focuses on waste reduction and sustainability practices, aligning employees with our environmental goals.
- **Health and Safety Training:** Includes Fire Safety, First Aid and Chemical Handling workshops to promote a secure workplace.
- **Leadership and Management Skills Development:** Enhances capabilities in human resource management, team leadership and effective communication.
- **Specialised Programs:** Cover topics like COVID-19 precautions, HIV/AIDS awareness and productivity enhancement, addressing both workplace and community health.

A Culture of Inclusion and Recognition

At Taprobane, we aim to create a workplace where every individual feels valued, respected and empowered to succeed. Our inclusive policies and employee engagement initiatives foster a sense of belonging and loyalty. Recognising the contributions of our team is a cornerstone of our culture, demonstrated through regular appreciation programs and career advancement opportunities.

Groundbreaking Internships

Taprobane's internship program serves as a gateway to a dynamic and sustainable seafood industry. Specifically designed for passionate individuals both locally and worldwide, this program provides a unique and hands-on experience encompassing various aspects of sustainable seafood production and associated industry engagements.

Shaping Careers, Driving Innovation

Our commitment to our employees goes beyond day-to-day operations. By creating opportunities for growth, providing industry-leading training and fostering a supportive environment, we ensure that every Taprobane team member is a stakeholder in our success. Together, we are building a workforce that is skilled, resilient and prepared to meet the challenges of tomorrow.

Employee Training Hours

Male	Female
Executive 2,584	Executive 1,368
Non Executive 10,678	Non Executive 30,761

Our Workforce (Employee Headcount)



Male

136
Executive

562
Non Executive



Female

72
Executive

1,619
Non Executive



34

Employment Opportunities provided for Differently abled People (Jaffna and Mannar)



Governance

Committed to ethical business practices, Taprobane Seafoods upholds strong governance principles, ensuring accountability, transparency and sustainable decision-making in every aspect of our operations.

Governance and Risk

Taprobane Seafoods is committed to achieving global leadership in sustainable and socially responsible seafood practices. Our governance framework is built on ethical principles prioritising transparency, integrity and respect for individuals, society and the environment. We operate profitably while ensuring that sustainability and corporate social responsibility are at the core of our operations. Clear policies and strategies are aligned with the company's mission and goals, ensuring ethical practices, sustainable growth and stakeholder value creation driving long-term success and organisational excellence.

We recognise the diverse risks inherent in our business, encompassing strategic, operational, human resources and compliance-related factors and we actively manage these risks to safeguard our reputation. Our governance approach includes a continuous dialogue with stakeholders, as their perspectives significantly influence our strategies and practices, we increase transparency and establish trust by encouraging open communication, which ensures alignment with both internal and external values.

Engaging with stakeholders allows us to address risks, refine decision-making and strengthen our commitment to responsible business practices. Through this collaborative engagement, we strengthen our role in local communities and society at large, enabling sustainable and socially responsible growth. Taprobane Seafoods is dedicated to maintaining high standards of corporate governance, ensuring that our success is grounded in shared values and a collective responsibility for a sustainable future.

At Taprobane Seafoods, our governance structure is more than just a framework—it is a vibrant embodiment of our unwavering commitment to ethical integrity, sustainability and responsible business practices. As leaders in the seafood industry, we navigate its complexities with an uncompromising dedication to governance excellence. At Taprobane Seafoods, we do not merely meet external standards; we aspire to redefine them, setting new benchmarks for responsible corporate citizenship. Sustainability and ethical governance are not obligations for us—they are the pillars of our identity, guiding our path toward a future of shared prosperity and enduring resilience.

Governance Structure

At Taprobane Seafoods, corporate governance is integral to our vision of becoming a global leader in sustainable and socially responsible seafood. We emphasise corporate social responsibility, ensuring our operations are ethically sound and sustainable. Our governance structure is designed to support long-term objectives while maintaining responsibility as a core value. The Board of Directors plays a critical role in this, maintaining good governance practices to meet stakeholder expectations and ensure ethical operations.

The Board is supported by specialised committees; Audit, Investment, Related Party Transactions, Risk and Nominations engaged in continuous evaluation to align with industry best practices and sustainability goals. Our commitment to corporate governance follows the guidelines of the Institute of Chartered Accountants of Sri Lanka (ICASL), ensuring the highest standards.

The Board consists of seven members, with equal opportunities and women's empowerment emphasised through the inclusion of a directress. The Board collaborates with the Managing Director to set strategies, policies and risk parameters for the company's growth. To enhance governance, five subcommittees are established, each responsible for specific aspects, ensuring effective and ethical leadership. Our commitment to sustainability, ethical business conduct and sound governance is supported by this strong framework.

Audit Committee

The Audit Committee is essential to the supervision of the financial reporting and disclosure process, bringing a comprehensive understanding of internal processes and controls. Far from being just a regulatory necessity, the Audit Committee is a strategic partner in our pursuit of corporate governance excellence. Their meticulous attention to detail, in-depth knowledge of financial matters and unwavering commitment to the highest ethical standards are essential to strengthening the company's overall governance framework.

Investment Committee

The Investment Committee, functioning as a standing committee, guiding investment policies, general guidelines, performance and associated risk management, ensuring that our financial decisions align with the company's broader mission. It is not just a guardian of financial assets; it drives the company towards sustainable growth and resilience. By closely monitoring investment policies, performance metrics and risk management, the committee plays a key role in ensuring that our financial decisions reflect strategic foresight, adaptability and responsible stewardship of resources, while staying true to the company's long-term goals.

Related Party Transactions Committee

The Related Party Transactions Committee at Taprobane Seafoods is dedicated to ensuring fairness and equity in all transactions, treating them as arm's length deals subject to stringent approval processes. The committee always prioritises the best interests of shareholders and the company. Transparency in all dealings is not merely a requirement, it is a fundamental aspect of our commitment to ethical business practices, upholding the highest standards of integrity and accountability across all our operations.

Risk Committee

The Risk Committee is a key component of our governance framework, working closely with the Board to establish and implement an effective risk management strategy. By identifying, assessing and addressing both strategic and operational risks, the committee offers critical insights that shape our risk management processes in alignment with our operational objectives. This proactive approach not only protects the company from potential challenges but also positions Taprobane Seafoods to capitalise on strategic opportunities for sustainable growth and resilience in a dynamic business environment.

Remuneration Committee

The Remuneration Committee is in charge of creating executive remuneration plans while maintaining a strong commitment to morality and integrity. Its members possess a deep understanding of the company and the internal and external factors influencing director and executive remuneration. This ensures that compensation is closely aligned with performance metrics and external conditions, promoting a culture of accountability and meritocracy.

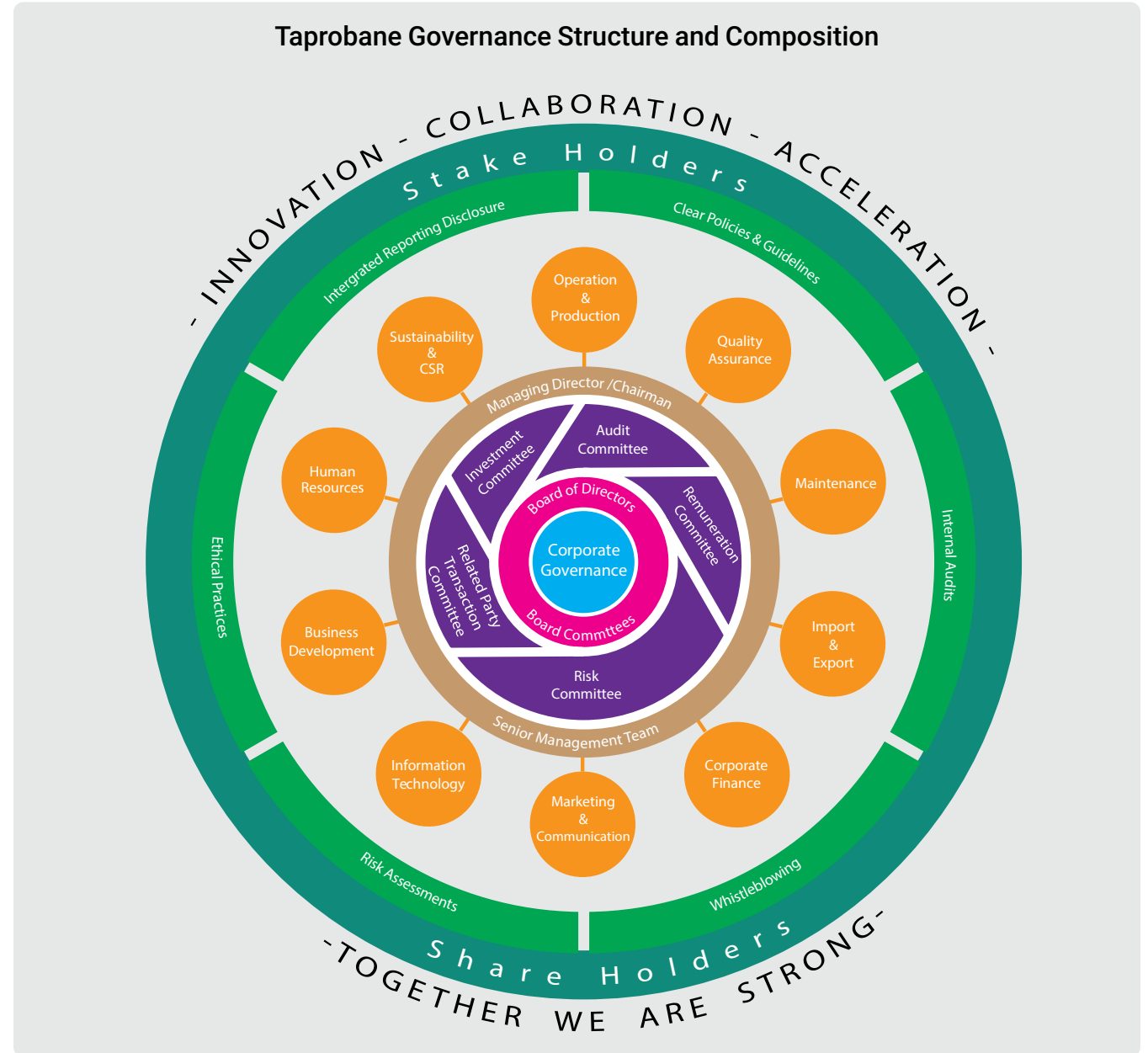
These committees promote an active and adaptable governance environment by meeting regularly in accordance with the Board Charter. We value monthly business review meetings with farming and sales operations in addition to these formal structures since they provide an in-depth overview of our company's operations.

Embracing the digital era, our shift to virtual platforms for meetings has proven to be both efficient and a testament to our adaptability, reflecting our commitment to staying ahead of modern governance practices. However, our dedication to sustainability extends beyond the formal structures of committees; it is embedded in every aspect of our organisation.

Our Sustainability Committee, headed by the Managing Director, plays a key role in steering the organisation's sustainability initiatives. Crucially, the implementation and evaluation of sustainability practices are not limited to the committee but are integrated into the daily operations of all management teams, units and departments.



At Crab Landing Centre Pesalai, Mannar



Ethical Foundations

People First: Ethical Trade and Sustainable Practices

Taprobane’s position as Sri Lanka’s leading seafood exporter is a reflection of our unwavering dedication to our greatest asset—our people. Our success is underpinned by Ethical Trading Initiative (ETI), demonstrating our steadfast commitment to international labour standards. Guided by the ETI Base Code, which aligns with the principles of the International Labour Organisation (ILO), we ensure our operations meet the highest ethical benchmarks.

The nine core principles of the ETI Base Code form the bedrock of our operations, guaranteeing that:

- Employment is freely chosen.
- Workers’ freedom of association is respected.
- Working conditions are safe and hygienic.
- Child labour is strictly prohibited.
- Living wages are paid.
- Working hours are reasonable.
- Discrimination in any form is rejected.
- Regular employment is provided.
- Harsh or inhumane treatment is strictly opposed.

Our commitment extends beyond our organisation, influencing our supply chain partners to uphold these high labour standards, ensuring ethical trade practices at every level.



Guardians of Sustainability: Environmental and Social Responsibility

At Taprobane, we are dedicated to driving sustainable development through responsible corporate citizenship, with a strong focus on environmental and social compliance. Transparency is central to our approach, as we not only celebrate our achievements but also openly address areas for improvement. As a global leader in the seafood industry, we take responsibility for setting high standards in social, environmental and economic performance across our operations and supply chains.

The foundation of our sustainability strategy is the complete traceability of our seafood, enabling us to tackle critical issues such as worker rights and responsible sourcing. Our ongoing efforts aim to create a positive impact on the seafood industry while driving continuous internal improvements and promoting environmental protection.

Integrity in Action: Zero Tolerance for Corruption

At Taprobane, we are committed to conducting business with the highest standards of honesty, fairness and legality. Enforcing a zero-tolerance policy for corruption, we promote a culture of ethical conduct and transparency whereas upholding honesty, equity and legality in all of our operations. We recognise that bribery and corruption undermine growth and hinder business success, which is why we enforce a strict zero-tolerance policy toward these unethical practices. We expect and require all employees, suppliers, contractors and business partners to uphold integrity and avoid any form of bribery or corruption. This commitment is clearly outlined in our comprehensive Environmental and Social Management System (ESMS) Policy, which provides a solid foundation for ethical behaviour and business integrity.

Fairness in Finances: Transparent Tax Practices

Our commitment to responsible business practices extends fully into the financial sector, where we commit to always pay the correct and fair amount of tax. We believe that fulfilling our tax obligations is not just a legal requirement, but a fundamental aspect of being a responsible corporate entity. Rooted in fairness and integrity, we approach any disagreements or differences of opinion with local tax authorities and governmental bodies in a constructive, transparent and cooperative manner.

We are committed to continually adapting our internal processes to meet new requirements and ensure full compliance with the latest tax laws and practices. This commitment is part of our broader approach to ethical business, where transparency, accountability and fairness guide every decision we make, showing our dedication to long-term, sustainable growth and positive contributions to the communities in which we operate.

Championing Inclusion: A Culture of Diversity

At Taprobane, we regard diversity and inclusion not just as corporate values, but as critical business imperatives. Deeply ingrained in our corporate culture, these principles drive us toward success in an increasingly interconnected world. Through a wide range of programs and training initiatives, we actively promote a deeper understanding and appreciation of diversity while cultivating an inclusive environment. Our vision of diversity encompasses a broad spectrum, including diverse talents, perspectives, strengths, abilities and characteristics within our employees and business partners. We continue to be committed in our commitment to eliminating discriminatory behaviour to enhancing diversity and fostering a culture of respect and appreciation at every level of Taprobane.

Empowering Voices: Whistleblowing and Ethical Accountability

In our proactive approach to combating corruption, top management takes full responsibility for maintaining a strong and effective whistleblowing channel. This channel is accessible to all employees in full compliance with our whistleblowing policy, allowing individuals, including stakeholders, to report concerns either orally or in writing, with the option to remain anonymous. Each reported case is treated with the utmost seriousness, triggering a comprehensive investigation. When necessary, allegations of serious ethical misconduct or improper activities are promptly reported to the relevant authorities. Our commitment extends beyond identifying issues; we are dedicated to taking swift and appropriate action, reinforcing a culture of accountability and unwavering ethical conduct throughout the organisation.

Building Trust: Conflicts of Interest

Taprobane is committed to maintaining the highest standards of corporate governance and integrity. A strong governance framework structure has been implemented to identify, manage and mitigate conflicts of interest across all levels of the organisation. This includes clear policies and procedures outlined in the company’s governance structure to ensure transparency, fairness and ethical decision-making. Employees, directors and stakeholders are required to disclose any personal or professional relationships that may compromise their ability to act in the company’s best interests. A stringent code of conduct is also maintained by Taprobane, which includes rules on self-dealing, favouritism and unfair influence in operations, procurement and stakeholder interactions. These actions support Taprobane’s commitment to ethical company behaviour and build trust with all stakeholders.

Corporate Governance and ESG Integration aligning Sustainability with Long-Term Strategy

Consistent with strong corporate governance structure, Taprobane Seafoods regularly reviews and monitors its Environmental, Social and Governance (ESG) targets and metrics at the board level. This ensures that the company's sustainability initiatives are effectively integrated into its long-term strategic goals and operations.

As part of this governance process, Taprobane tracks its CO₂ emission annually, ensuring these are aligned with established carbon reduction targets. This monitoring process, overseen by the Board, demonstrates the company's commitment to environmental stewardship and its efforts to mitigate its carbon footprint.

Taprobane's dedication to gender equality and fair labour practices is also a key focus of its corporate governance. The company evaluates its performance in these areas through regular audits and employee welfare programs, those are key components of its commitment to developing an inclusive and sustainable workforce. These audits are monitored by the Board to ensure continuous progress and alignment with ethical labour standards.

In accordance with its commitment to transparency and accountability, Taprobane adheres to the GRI standards for its sustainability reports. This ensures comprehensive, transparent and consistent disclosure of the company's environmental, social and governance performance. These reports are supervised by the Board, ensuring that they meet the highest standards and accurately reflect the company's sustainability efforts.

In addition, Taprobane complies with the 10 Principles of the UNGC and UNSDGs demonstrating its commitment to ethical business practices. This alignment is regularly reviewed by the Board to ensure the company operates in full compliance with global ethical standards, supporting both social and environmental responsibility.



Crab Landing Centre Pesalai, Mannar

Partnering for Progress: Green Industry Leadership for Excellence

3rd NDA Readiness Project : Climate Smart Technology & Investment in Fisheries, Coastal & Marine Sector

Taprobane Seafoods is honoured to have participated in the 2nd stakeholder consultation workshop of the 3rd National Designated Authority (NDA) Readiness Project: Climate Smart Technology & Agriculture Investment. Organised by the Ministry of Environment of Sri Lanka, Climate Change Secretariat, in collaboration with the Food and Agriculture Organisation of the United Nations (FAO) and the Green Climate Fund, the event focused on enhancing capacity to reassess technical needs for climate change adaptation and mitigation in Sri Lankan agriculture.

As a voice for the fisheries, coastal and marine sectors, Taprobane proudly played a pivotal role in refining the Technology Needs Assessment (TNA) and Technology Action Plan (TAP) on climate change adaptation and mitigation. With a commitment to sustainability at our core, we are honoured to share our expertise and champion innovative solutions for a climate-smart investments for the industry.



Climate Smart Technology & Investment in Fisheries, Coastal & Marine Sector Discussions

Promote Sustainable Export-Oriented Commercial Fisheries

Taprobane takes immense pride in contributing as part of the expert committee to shape the Strategy to Promote Sustainable Export-Oriented Commercial Fisheries—a pivotal initiative by the Ministry of Fisheries to drive Sri Lanka’s envisioned economic transformation.

Leveraging our industry expertise, Taprobane played a key role in refining the strategic framework, crafting actionable plans, recommending efficient resource allocation, establishing monitoring mechanisms and supporting seamless implementation. Together, we are paving the way for a sustainable and prosperous future for Sri Lanka’s fisheries sector.



Promoting Sustainable Export-Oriented Commercial Fisheries: Strategy Development Discussions

Towards the “Championing Cleaner, Healthier Oceans”

Taprobane is honoured to actively contribute its industry expertise to the multi-stakeholder consultation for the Clean Healthy Ocean Integrated Program Country Project. This critical initiative, aimed at tackling marine hypoxia in the Bay of Bengal large marine ecosystem, focuses on reducing land-based agricultural pollution in Sri Lanka’s Northwestern region.

In collaboration with the Food and Agriculture Organisation of the United Nations (FAO) and the Ministry of Environment, this project embodies a unified commitment to restoring marine health and promoting sustainable practices. By addressing agricultural and aquaculture runoff and its impact on marine ecosystems and reviewing actions for mitigate the impacts, we are proud to be part of this transformative effort to safeguard the Bay of Bengal’s biodiversity and the livelihoods it supports. Together, we are paving the way for a cleaner, healthier ocean and a sustainable future for generations to come.



Clean Healthy Ocean Integrated Program Country Project Discussions

Charting for Pioneering Sustainable Seafood Solutions for the European Market

Taprobane hosted a dynamic session aimed at advancing sustainable seafood practices, with a particular focus on the European market. The event featured by diverse partners; including the Seafood Exporters’ Association of Sri Lanka (SEASL), the Export Development Board (EDB) with the Import Promotion Desk (IPD) actively participated, emphasising the collaborative spirit required for sustainable success and on promoting Sri Lankan seafood internationally. The discussion also spotlighted efforts to secure MSC certification for Blue Swimming Crab in the Palk Bay and Gulf of Mannar, with valuable contributions from Pelagikos Pvt Ltd.

This vibrant gathering of sustainability champions highlighted innovative ideas, collaborative efforts and a shared vision for a sustainable future in seafood export.



Discussions on Advancing Sustainable Seafood for the European Market

Annex 01 GHG Verification



GREENHOUSE GAS VERIFICATION OPINION

Certificate Code: C891294U-GHG-01.2025

GHG statement in the reporting year 2023/2024 of

Taprobane Seafoods (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 Direct emissions	1,896.23 tonnes of CO ₂ e
02 Indirect emissions from imported energy	2,738.54 tonnes of CO ₂ e
03 Other indirect emissions	1,411.61 tonnes of CO ₂ e
04 Biogenic CO ₂ Emissions	8.84 tonnes of CO ₂ e

Total Verified Greenhouse Gas Emissions: 6,046.38 tonnes of CO₂e

GHG statement covers the operations of twelve (12) months
from April 01, 2023, to March 31, 2024

Date of Verification
08 January 2025

Place and Date of Issue:
Colombo 07, 08 Jan 2025



Declared by
On behalf of the Managing Director



Umesh Hettiarachchi
Reviewer
Control Union Inspections (Pvt) Ltd
2nd Floor, BAM Musee Tower,
52 Sir Marcus Fernando Mawatha,
Colombo 07, Sri Lanka



This summary is not valid without the full Assurance Statement attached on pages 2 to 3 to which it applies.

Annex 02 SLBSC FIP

SLBSC FIP + Sub-Project 2023/1 + Sub-Project 2024/2 Final Report

Improving Turtle Conservation in the Gulf of Mannar Blue Swimming Crab Fishery off the North West Coast of Sri Lanka



Written by

Rishani Dassanayake
Research Assistant - pelagikos private limited
on behalf of the

Seafood Exporters' Association of Sri Lanka
National Fisheries Institute Crab Council
Direct Source Seafood LLC
Taprobane Seafood Group Private Limited

under the **Sri Lanka Blue Swimming Crab Fishery Improvement Project**

23th August 2024



Executive Summary

The Sub Project's Immediate Objective (Outcome) was to double (+100%) the number of turtle hatchling reported by the DWC during the 2022/23 nesting season in 2023/24. This Outcome was exceeded for number of nests (+424%), number of eggs (+373%) and estimated number of hatchlings (+195%) as a result of the support provided by the Sub Project to DWC, working in collaboration with fishing communities.

Overall 241 nesting signs were observed up to 30th April 2024. 168 nests (70%) were conserved *in-situ* (note: this figure include all predated and poached nests as well). 68 nests (28%) were conserved *ex-situ* by the DWC. Five (05 | 2%) false crawls were observed. The nesting period along the northwest coast was December to April. 99% nesting signs were made by olive ridley turtle, while 1% was by green turtles. Average crawl widths were 69cm and 80cm respectively for olive ridley and green turtles. The average distance between the high tide line and the nest were 13m and 17m respectively for olive ridley and green turtles respectively.

It was estimated that 16,190 eggs were conserved *in-situ*, while a further 6,596 eggs were conserved *ex-situ*. Based on known mortality rates it was estimated that 2,035 are likely to have hatched from *in-situ* nests while a total of 3,566 hatchlings were released from the *ex-situ* nests. Average clutch size of *ex-situ* nests was 97. The success rate of the *in-situ* nests and *ex-situ* nests was 21% and 96% respectively. The average incubation period was 46 days for both *in-situ* and *ex-situ*.

The Sub Project provided Social Improvement Grants under the phase I with a value of US\$1,000 to four fishing communities, to encourage them to support the DWC's turtle conservation efforts along a 14km stretch of beach. After successful completion of the Community-based Turtle Nesting Observation Programme, second phase of Social Improvement Grants were provided to same four communities as a reward/appreciation for their contribution. The Sub Project enabled fishing communities to actively support the DWC's turtle conservation efforts by conducting daily beach patrols between 0530 and 0700 from 6th November, 2023. **679** patrols have been completed by the four community patrolling teams as of 30th April 2024.

Bright light pollution from hotels was not observed to be a threat to turtle nesting on beaches between Kappaladiya and Ilanthadiya. However, plastic pollution was widespread along the 14 km stretch of beach. Fishing communities and community field assistants filled 248 nylon sacks with plastic waste including plastic bottles and marine litter by the end of January 2024. The total weight of plastic collected was estimated to be 1.24 tons. The DWC Beat Office in Ilanthadiya coordinated the disposal of the plastic waste with the Kalpitiya Pradesheeya Sabha. The Sub Project's 4th Action a review of literature on turtle hatcheries, data analysis and a draft turtle conservation and plan is ongoing. Outcomes of this programmes were multifaceted. Communities are now keener on conservation activities, showed some kind of attitudinal changes with their interactions with turtles and are engaged with DWC officers in the area. Many told that they didn't consume any turtle eggs in this season! One nesting turtle was poached but with DWC's intervention, it was released alive. A sum of **US\$5,000** was received by pelagikos pvt ltd on behalf of the member of the SLBSC FIP on 19th May 2023 from **Direct Source Seafood (DSS)**. The re-investment received from **DSS** was used to meet the cost of providing Social Improvement Grants to **four** fishing communities on the Kalpitiya peninsular (Action 1). The balance funds (US\$1,000) was used to co-finance beach patrols (Action 2). A sum of **US\$13,043.30** from the **NFI Crab Council's** annual grant to the SLBSC FIP (**US\$70,000.00**) was used by the SLBSC FIP to co-finance the remaining costs of Sub Project 2023/01 to *improve the conservation of turtles in the Gulf of Mannar fishery, off the North West coast of Sri Lanka*. A sum of **US\$1,047** was invested by **Taprobane Seafood Group Private Limited** under the Sub project 2024/02.

Annex 03 GRI Index

Statement of use

Taprobane Seafoods Pvt Ltd. has reported the information cited in this GRI content index for the period of 1st Jan 2024 to 31st December 2024 with reference to the GRI Standards

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s)

GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
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General disclosures

2-1 Organizational details	Page 3-7	
2-2 Entities included in the organization's sustainability reporting	Page 4	
2-3 Reporting period, frequency and contact point	Page 4	
2-6 Activities, value chain and other business relationships	Page 3-7, 11	
2-7 Employees	Page 45-54	
2-8 Workers who are not employees	Page 52	
2-9 Governance structure and composition	Page 55- 59	
2-11 Chair of the highest governance body	Page 8-9, 55- 59	
2-12 Role of the highest governance body in overseeing the management of impacts	Page 8-9, 55- 59	
2-13 Delegation of responsibility for managing impacts	Page 8-9, 18-19, 55- 59	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
	2-14 Role of the highest governance body in sustainability reporting	Page 8-9, 15, 55- 59	
	2-15 Conflicts of interest	Page 8-9, 55- 59	
	2-16 Communication of critical concerns	Page 8-9, 55- 59	
	2-17 Collective knowledge of the highest governance body	Page 8-10	
	2-19 Remuneration policies	Page 55-59	
	2-20 Process to determine remuneration	Page 55-59	
	2-21 Annual total compensation ratio	Page 54	
	2-22 Statement on sustainable development strategy	Page 16	
	2-23 Policy commitments	Page 55-59	
	2-24 Embedding policy commitments	Page 55-59	
	2-25 Processes to remediate negative impacts	Page 27-28, 55-59	
	2-26 Mechanisms for seeking advice and raising concerns	Page 27-28, 55-59	
	2-27 Compliance with laws and regulations	Page 8-9, 55- 59	
	2-29 Approach to stakeholder engagement	Page 27-28	
	2-30 Collective bargaining agreements	Page 20, 26, 49	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 22	
	3-2 List of material topics	Page 22, 23-26	
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 55-59	
	205-2 Communication and training about anti-corruption policies and procedures	Page 55-59	
	205-3 Confirmed incidents of corruption and actions taken	Page 55-59	
Tax			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	
GRI 207: Tax 2019	207-1 Approach to tax	Page 55-59	
	207-2 Tax governance, control, and risk management	Page 55-59	
	207-3 Stakeholder engagement and management of concerns related to tax	Page 27-28, 55-59	
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 12, 33-36	
	302-4 Reduction of energy consumption	Page 12, 33-36	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	13.7.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 37-39	13.7.2
	303-2 Management of water discharge-related impacts	Page 37-39	13.7.3
	303-4 Water discharge	Page 37-40	13.7.5
	303-5 Water consumption	Page 37-39	13.7.6
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	13.1.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 33-36	13.1.2
	305-2 Energy indirect (Scope 2) GHG emissions	Page 33-36	13.1.3
	305-3 Other indirect (Scope 3) GHG emissions	Page 33-36	13.1.4
	305-4 GHG emissions intensity	Page 33-36	13.1.5
	305-5 Reduction of GHG emissions	Page 12, 33-36	13.1.6
	305-6 Emissions of ozone-depleting substances (ODS)	Page 33-36	13.1.7
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 33-36	13.1.8

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	13.8.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 40	13.8.2
	306-2 Management of significant waste-related impacts	Page 40	13.8.3
	306-3 Waste generated	Page 40	13.8.4
	306-5 Waste directed to disposal	Page 12, 40	13.8.6
Supplier environmental assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 42-44	
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 42	
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	13.19.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 47-48	13.19.2
	403-2 Hazard identification, risk assessment, and incident investigation	Page 47-48	13.19.3
	403-3 Occupational health services	Page 47-48	13.19.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 47-48, page 54	13.19.5

"GRI STANDARD/ OTHER SOURCE"	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
	403-5 Worker training on occupational health and safety	Page 47-48, 54	13.19.6
	403-6 Promotion of worker health	Page 45-54	13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 45-54	13.19.8
	403-8 Workers covered by an occupational health and safety management system	Page 45-54	13.19.9
	403-9 Work-related injuries	Page 45-54	13.19.10
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 54	
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 45-54	
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 45-54	
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	13.15.1
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 45-54, 55-59	13.15.2
	405-2 Ratio of basic salary and remuneration of women to men	Page 45-54	13.15.3

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	13.15.1
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 45-54, 55-59	13.15.4
Freedom of association and collective bargaining			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	13.18.1
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 20, 26, 45-54	13.18.2
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	13.17.1
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 24, 26, 58	13.17.2
Forced or compulsory labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	13.16.1
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 24, 26, 58	13.16.2
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 22	13.12.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 24, 27-29, 41, 52-53	13.12.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 27-29, 52-53	13.12.3

* A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.