

RESPONSIBLE  
FISHING  
SINCE 1976



# ENVIRONMENTAL • SOCIAL • GOVERNANCE

# ESG

## AT CLEARWATER

Sustainability has always been the cornerstone of Clearwater's operations. We are now developing a formal Environmental, Social, and Governance (ESG) framework. With commitments that are targeted and measurable, Clearwater is developing an ESG Framework that will drive continuous environmental improvement, put our people first, and showcase our commitment to economic reconciliation through our Indigenous strategy.



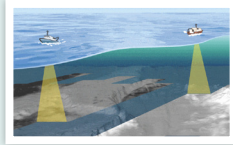
# ESG WITH CLEARWATER

While our complete report is under development, this summary serves as a testament to the company's dedication to transparency, accountability, and the preservation of the core values that support our company's success.

## ENVIRONMENTAL

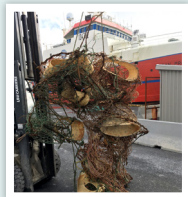
### OCEAN AND FISHERIES CONSERVATION

Clearwater continues its commitment to direct participation for fisheries sustainability, research, and responsible harvesting.



### CLIMATE CHANGE/ENERGY EFFICIENCY

Our Nova Scotia facilities will be powered by 100% renewable energy by 2025.



### WASTE REDUCTION

Where fishing licence conditions permit, all encountered waste, including abandoned, discarded, or lost fishing gear will be retrieved and returned to shore for proper disposal.

## SOCIAL

### NUTRITION

As a food company, Clearwater is committed to transparency of ingredients and allergens, and will deliver safe, nutritious food to discerning markets.



### WORKER HEALTH AND SAFETY

Our people are our greatest asset and safety is our number one priority. We continue to advance independent verification of our safe and ethical labour environments.



### VOLUNTEERISM AND COMMUNITY

Clearwater gives back to the communities in which we live and work. Our Clearwater Cares program has a goal of having 50% of charitable funds allocated to Indigenous causes.



### ANIMAL WELFARE

At Clearwater we believe all living animals should be treated with care and respect. Science and understanding continues to advance regarding best practices for handling invertebrates like crustaceans and bivalves.

### DIVERSITY, EQUITY, AND INCLUSION (DEI)

Our commitment to a diverse, equitable and inclusive workplace extends to all levels of our business and we have targeted training and recruitment initiatives with a focus on, but not exclusively, Indigenous people and women.



## GOVERNANCE

### CORPORATE GOVERNANCE

With a focus on economic reconciliation for Indigenous people, Clearwater will foster a culture of continuous learning and improvement.



### ACCOUNTABILITY AND TRACEABILITY

Our governance must be responsive to all aspects of Clearwater's business dealings, and we are dedicated to preventing corruption in all its forms.

### RESPONSIBLE SOURCING

We expect the best from our supply chain and will be evaluating opportunities to improve based on our ESG priorities.



### RISK MANAGEMENT

We maintain a list of critical business risks, review them regularly, and adjust based on emerging regulatory, operational, and market realities.



Clearwater is proudly Indigenous, committed to creating a sustainable seafood future for generations to come.



**REMARKABLE SEAFOOD,  
RESPONSIBLE CHOICE**

clearwater.ca

