



Sustainability Report

2022





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“If we want to understand the potential of our oceans, we need to first of all respect the sea, and start to understand how we can work with these dynamics.”

– Jesper Redecker Hansen
Chief Sustainable Officer, Nordward

Foreword

I am proud to present Fiskerikajen’s first sustainability report, which highlights our commitment to the sea, the environment and developing a responsible business. Working on this report has provided us with an opportunity to reflect on our business and take inventory of where we are, and set out sights on the future.

Our motto is “Respect the sea” and we strive to live up to that every day. We are dedicated to the principles of sustainable development and we recognize our responsibility in preserving the delicate ecosystems of the sea. This report shows our commitment and challenges, summarizing our efforts over the past year.

Sustainable development is a continuous journey, and through this report, we aim to provide all stakeholders with a comprehensive understanding of our progress and priorities. By sharing our results, we seek to foster transparency in all aspects of our operations, spanning the entire value chain, from fishing vessel to plate.

Our intention with this report is to present a complete picture of Fiskerikajen’s sustainable development efforts. We understand the importance of transparency and are dedicated to engaging with all stakeholders openly, honestly, and with full transparency.

– Hjalte Jørgensen Pohlentz
Managing director



Respect The Sea



At Fiskerikajen, we believe that the sea must be treated with respect.

Little is known of the dynamics of our oceans, and many of the solutions to our problems may well lie beneath the surface.

For Fiskerikajen this journey started more than 10 years ago when we decided to focus on low-impact fisheries. We believe that the fishing method plays the most important role in the sustainability of the fishery. Our focus on the fishing method relies heavily upon the thinkings of FSK (Danish Union of Low-Impact Fishermen). We believe that fishing with low-impact gear leaves marine habitats intact and fit to sustain wider biodiversity.

Fiskerikajen is based in Copenhagen, Korsør, and Hanstholm and supplies seafood to professional kitchens in Denmark and in southern Sweden. Our operations cover purchasing, production, and distribution of seafood.

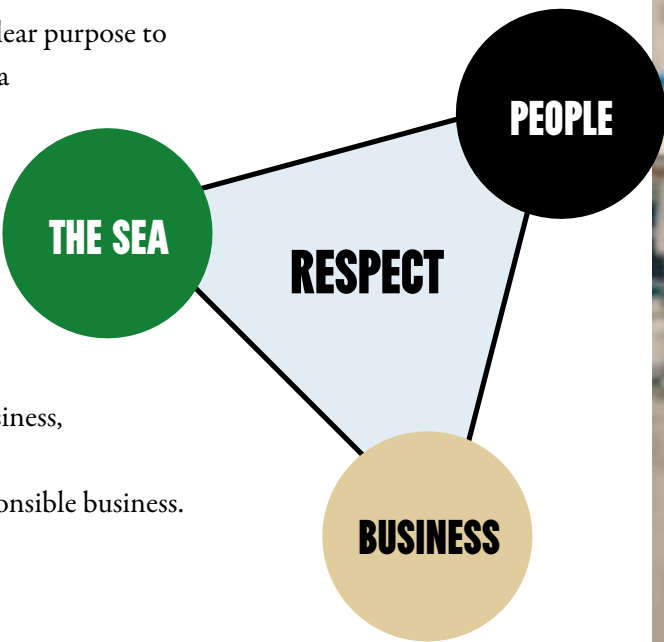
Our main objective is to be knowledgeable and transparent to avoid greenwashing of products and

misinterpretation. Fiskerikajen acknowledges that we have a great responsibility throughout our entire supply chain, to source responsibly, and to use our purchase to push suppliers towards sustainable progress. We see it as an opportunity rather than a limitation finding new sustainable alternatives to problematic fisheries or farming techniques.

In August 2022 Fiskerikajen bought our trusted supplier Kystfisker Kompagniet. Kystfisker Kompagniet is situated in Korsør, Denmark, and works only with locally sourced fish from low-impact fisheries caught in the southern Danish Isles and Storebælt. By taking a step back into the supply chain we have the possibility to further upscale our work with the fishermen and support the growing need for NaturSkånsom-certified fish for our customers.

OUR RESPONSIBILITY STRATEGY

Fiskerikajen has a clear purpose to respect the sea and a long-term commitment to develop a responsible business. We see it as equally important to respect the people in our value chain, the business, and the sea if we want to have a responsible business.



RESPECT THE SEA

We need to respect the sea that is providing us with the natural resources our business depends on. Seafood is the last wild food on the planet which leaves Fiskerikajen with an added responsibility to source as sustainable as possible. We acknowledge the importance of sustaining the ecosystems that we build our business upon. Our main focus is on the fisherman or producer and our strategy is to put our business as close to the source as possible. Our mission is promoting low-impact fisheries.

RESPECT THE PEOPLE

We respect the people that work in our facilities, our value chain, and the world that surrounds us. Our goal is to contribute positively to society, our employees, and the people in our value chain.

BUSINESS

We balance purpose and profit in order to have a responsible business.

Double materiality assessment

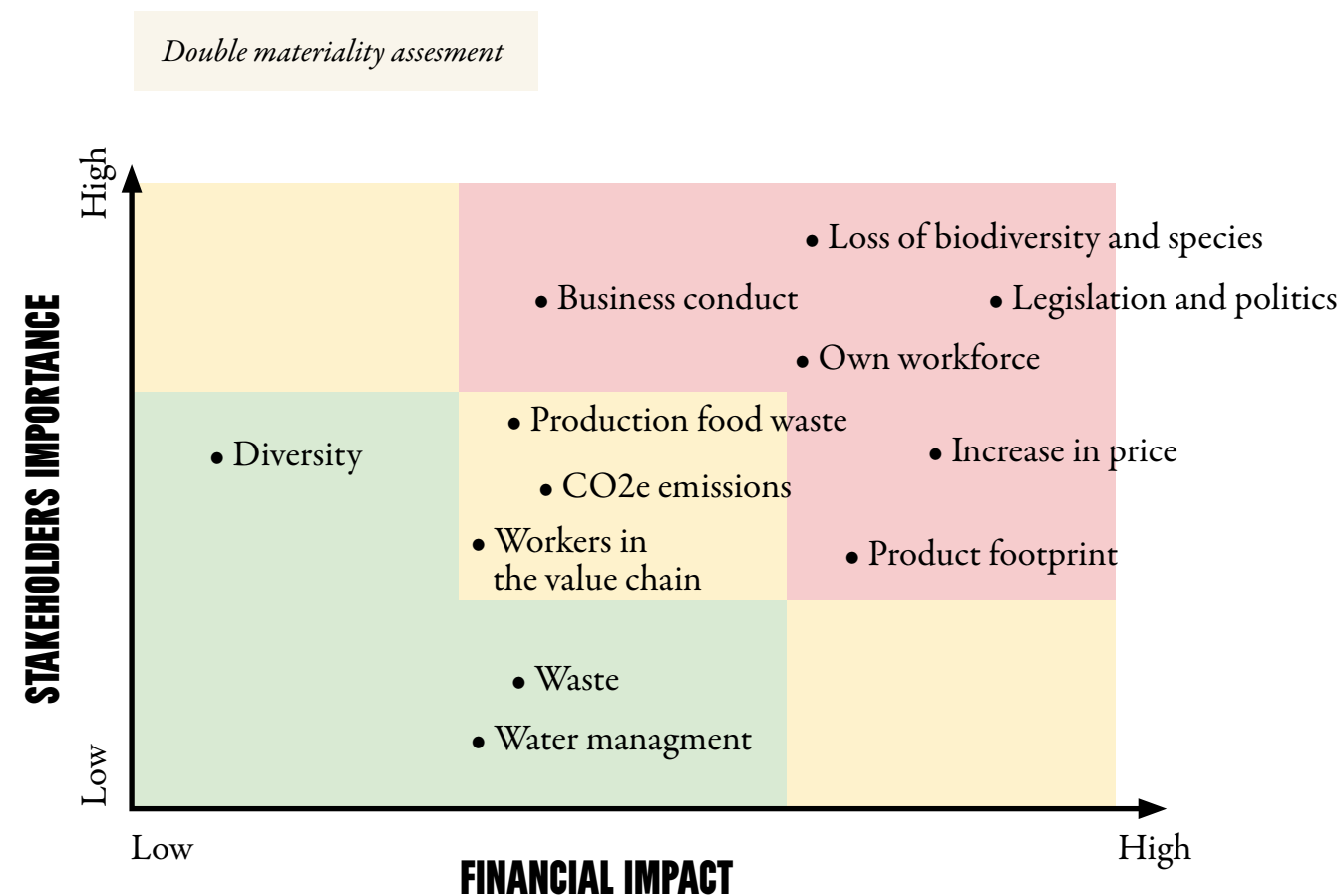
Double materiality is a fundamental concept in the upcoming European Corporate Sustainability Reporting Directive (CSRD). Although Fiskerikajen is not currently obligated to comply with the CSRD due to size and turnover, we recognize the extensive requirements and are proactively preparing for future compliance.

This report includes a double materiality assessment, which serves as an initial step towards aligning with the Environmental, Social, and Governance (ESG) Reporting Standard. Through this assessment, we identify the material areas relevant to our business. In doing this we aim to meet the evolving standards and demonstrate our commitment to responsible and transparent business conduct.

We have conducted an internal assessment based on available data and experiences. We have not involved external stakeholders in the process. The scoring of material topics is a combination of internal data, secondary data sources, and certain assumptions, as the current data quality and coverage still require

improvement in several areas. The visual matrix presented on the next page displays the identified material topics, categorized based on their impact on stakeholders and financial materiality,





TOPICS OF HIGH MATERIALITY

The model on page 12 shows the result of our initial double materiality assessment. The red boxes represents the areas we have identified as most important, seen from a stakeholder and financial perspective. **Loss in biodiversity and species, Increase in prices, Legislation and politics, and Product footprint** are all topics that hold a materiality risk to the business. Our business also heavily relies on our **Own workforce**. Having a healthy and respectful working environment is highly material and therefore an important focus area already. This is to be continued and developed moving forward.

Business conduct is also seen as highly material in relation to running a responsible business. For further insight into these topics please read the following Environment, Social, and Governance section of this report.

TOPICS OF MODERATE MATERIALITY

The yellow boxes show the topics that are of moderate materiality which are important although not as urgent as the topics of high materiality. **The CO2e emissions** are measured and managed according to the GHG protocol in SCOPE 1 and 2 and we have begun measuring the most material areas of SCOPE 3. Further insight into this is described in the Climate Reporting section. The way we handle our **Production food waste** is also elaborated on in this section.

Managing our value chain from a social perspective needs attention. We aim to implement a due diligence process concerning **Workers in the value chain** in 2023.. Further insight into this can be read in the Social section of this report.

TOPICS OF LOW MATERIALITY

The green boxes show the topics that are of low materiality where impact is identified as low either due to the magnitude of the topic or already implemented actions in terms of politics, processes, controls, etc. Water is essential for the quality of our fish and we have a **Water management** system in place to make sure we manage and measure what we use. In 2022 we have started implementing **Waste** management processes and politics and as described above. Further insight into this is described in the Climate Reporting section. **Diversity** is an area of focus, where internal policies have been developed. We are aware of the majority of male workers at Fiskerikajen which also reflects a general issue in the industry. Further insight can be found in the Social section of this report.



Environment

Our environmental impact is of great importance to Fiskerikajen. The greatest impact we have on the environment is under the sea since fishing affects marine life in both the short and long term.

Fishing increases mortality primarily to fish but also to benthic flora, benthic organisms, seabirds, and marine mammals. Benthic fauna, macroalgae, and seagrass can be removed or damaged through direct physical contact

with bottom contacting fishing gear. Bottom contacting fishing gear also impact the structure of the seabed and its chemical and physical characteristics. Finally, all fishing results in CO2 emissions from engines, waste in the form of discarded or damaged gear, and the discarding of unwanted bycatch returned to the sea for various reasons.

Working with the sea as the ultimate supplier leaves Fiskerikajen with an extended responsibility towards how the sea is treated when the fish we sell is harvested. Fiskerikajen's main objective is to be knowledgeable and transparent about our seafood. We gather knowledge through local NGOs and fisheries administrations and have a strong focus on fishing methods and production practices.

Fiskerikajen supports the EU biodiversity strategy and Fiskerikajen believes that stronger biodiversity on the seabed builds healthier fish stocks and fishing these fish with low-impact gear leaves more fish to be fished on in the coming years. The EU Biodiversity Strategy suggests that 10% of nature should be 100% protected, 20% should be protected with minimal human activity and 70% to be exploited. In 2022 two new marine national parks were meant to be founded in Langelands Bælt and Lillebælt in Denmark. Sadly, there was a shortfall of political ambition to see this plan through by the new Danish SVM Government. We hope that



there will be a regained focus on the marine habitats in the Western part of the Baltic Sea again, so the ecosystems can be restored to their past splendor.

Fiskerikajen advocates for a comprehensive approach to the marine environment, emphasizing the importance of considering the entire ecosystem rather than solely focusing on popular food species. In 2022, one focus area has been to increase sales of Danish shore crabs, which poses a threat to ecosystems due to the absence of natural predators such as cod. Moving forward, we recognize the need to assess our portfolio of regeneratively farmed products. Blue mussels and seaweed are considered regenerative food sources; however, if harvested using dredges, fishing for them has a negative impact on the ocean habitat and destabilizes the delicate ecosystems on the seabed.

Analyzing our impact on the sea presents challenges, as there is a general lack of valid data regarding both climate and biodiversity effects beneath the surface. Nevertheless, we devote considerable effort to comprehending every aspect and strive to maintain a holistic perspective to guide our actions. This approach presents numerous commercial challenges, and while we have not yet resolved them all, we aim to be as transparent as possible. In this section, we will demonstrate our environmental impact and how we address it.





CLIMATE REPORTING

Fiskerikajen has been measuring CO₂e emissions in SCOPE 1 and SCOPE 2 emissions since 2021, following the Greenhouse Gas Protocol Standard.



Starting in 2022, we have expanded our analysis to include the main impact areas in SCOPE 3 emissions. We have calculated our CO₂e emissions with advice from Position Green and have used their platform to register all relevant data.. Our climate reporting encompasses a combination of supplier data and activity-based

data from our own systems, enabling us to set reduction targets and track the resulting effects over time.

According to our climate report, the primary area where we have the greatest impact is in relation to the fish and seafood products we procure and distribute. Nevertheless, we prioritize the measurement, management, refusal, and reduction of emissions wherever feasible. Our commitment lies in continuously striving to minimize our environmental footprint and push development of sustainable practices throughout our operations and supply chain, Fiskerikajen strives to make a positive impact and contribute to sustainable development in the seafood industry.

	Unit	2021	2022
CO₂e, Scope 1	Tonnes CO₂e	51.45	118.94
Stationary combustion	Tonnes CO ₂ e	12.70	15.67
Mobile Combustion	Tonnes CO ₂ e	38.75	69.00
Fugitive Emissions	Tonnes CO ₂ e	0	34.27
CO₂e, Scope 2	Tonnes CO₂e	0.014	0.015
District heating	Tonnes CO ₂ e	0	0
Electricity	Tonnes CO ₂ e	0.014	0.015
CO₂e, Scope 3	Tonnes CO₂e	24.54	7,711.89
Category 1a: Purchased goods and services (product and packaging)	Tonnes CO ₂ e	Not measured	7367.14
Category 3: Fuel and energy-related activities	Tonnes CO ₂ e	24.54	41.63
Category 4: Upstream transportation	Tonnes CO ₂ e	Not measured	143.15
Category 5: Waste generated in operations	Tonnes CO ₂ e	Not measured	4.39
Category 9: Downstream transportation	Tonnes CO ₂ e	Not measured	155.58
Water consumption	m³	4233	5304



SCOPE 1

Scope 1 includes direct emissions from sources that are owned or controlled by Fiskerikajen. This includes fugitive emissions, onsite fossil fuel combustion at our facility in Rødovre, Kystfisker Kompaniet, Fiskerizakajaen, and fleet fuel consumption. In our case, these are our leased and owned company and employee cars.

In 2022 we incorporated an environmental car policy for our company and leased vehicles and made it possible to charge electric vehicles in Rødovre. Fiskerikajen aims to change all owned and leased vehicles to electric. This means that Fiskerikajen does not allow any new purchase or leasing of fossil-fueled employee cars.

SCOPE 2

Scope 2 includes all purchased energy for electricity, heating, and cooling. The emissions for electricity are based on country-specific electricity grid greenhouse gas emission factors all calculated by Position

Green. Emissions for electricity are presented with a local-based approach which presents the average emission. In 2023 Fiskerikajen is going to be transferred to district heating. Fiskerikajen is committed to selecting energy suppliers that offer renewable energy solutions for our facilities.

In 2022 emissions in Scope 1 and Scope 2 are somewhat higher than in 2021. This is primarily caused by the rise in production as 2022 represents a full year of regular business while 2021 was heavily influenced by corona restrictions. In 2023 Fiskerikajen will have a thorough inspection by energy consultants to see where we can minimize emissions further.

In 2023 Fiskerikajen will commit to a reduction target aligned with Science Based Target Initiatives (SBTi) SME track for our scope 1 and 2 emissions.

SCOPE 3

Scope 3 includes 6 out of the 15 predefined categories according to the GHG Protocol.

CATEGORY I

Covering indirect emissions from purchased goods and services. The calculation is based on amount of kg purchased, including all purchases concerning products and product packaging. The emissions do not include goods and services purchased for our offices, marketing, IT, etc.

Product footprint: The emission data on fish is found with help of WWF Denmark and are also used in the WWF Finprint project. Others have been found in the Sintef report from 2019 ordered by Norway Seafood Council. All emission data has been assessed and approved by Position Green and is available on our website. Although much work has gone into finding valid emission data we have to keep in mind that there is still a lot of work that has to go into finding better emission data for the sea and the species that live in it.

Studies indicate that fuel is the most important component in the energy and CO₂e balance of fisheries. Life cycle analyses of fish and seafood products

show that the actual fishing process typically contributes 75-95% of the product's total greenhouse gas emissions, with fuel consumption accounting for the largest portion (Ziegler et al., 2016). Generally speaking, however, fishing is considered an energy-efficient way to produce food compared to land-based animal product production (Tilman & Clark, 2014). However, energy efficiency depends on resource density and the types of fishing gear used (Avadi & Freon, 2013; Parker & Tyedmers, 2015). At one end of the scale, with high energy efficiency (low fuel consumption per kilogram of fish caught), there are fisheries that use trawls and nets to catch schooling species such as herring and mackerel. At the other end of the scale, there are bottom trawl fisheries targeting high-value species that live

scattered and close to or on the seabed, such as langoustines and shrimps (Parker et al., 2018).

As the graph shows, the difference between trawled flatfish and gillnet flatfish is 2,4 times higher in CO₂e emissions when trawled. Most of Fiskerikajen's trawled flatfish is purchased in summer, frozen and sold during winter. 2023 will be

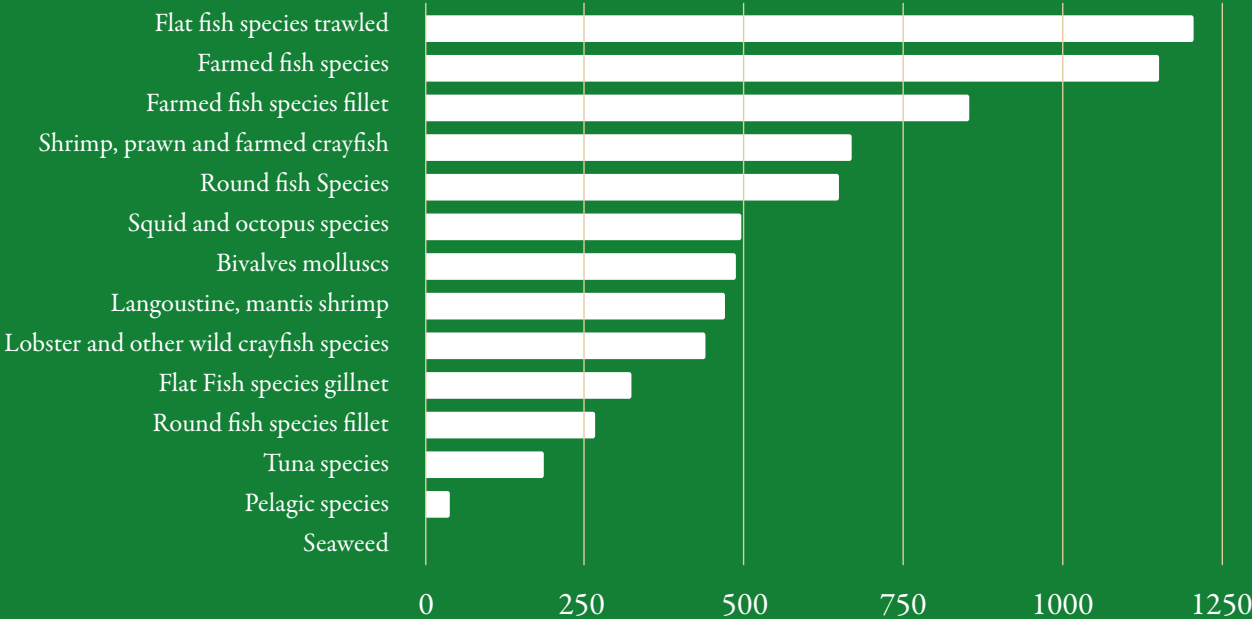


our first whole year with Kystfiskerkompagniet. This strategic purchase will help access more flatfish coming from low-impact fisheries and should help decrease the strategic purchase of flatfish for winter sales. Hopefully, this will reduce our CO2 emissions in this category. Fiskerikajen will be phasing out fish harvested with bottom contacting gears by 2026. The transition away from bottom contacting fisheries is significantly more difficult when it comes to shrimps and other crustaceans. We are continuously looking for sustainable alternatives coming from low impact fisheries.



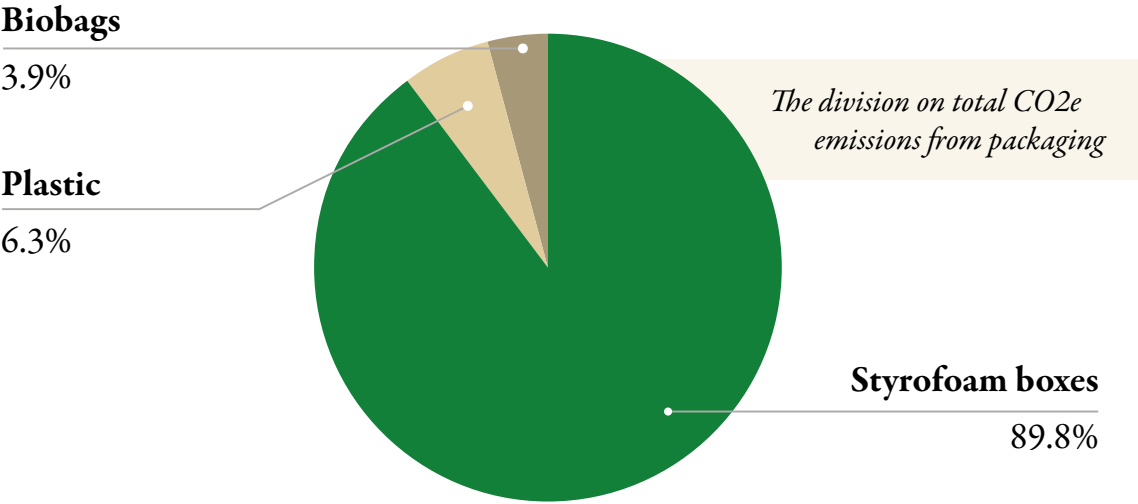
FISKERIKAJENS SEAFOOD PURCHASE DIVIDE

Total ton CO2e on seafood emission groups



Packaging:

The source of emissions data DEFRA (2021) and EEA (2021) found by Position Green.



CO2e emissions from product packaging represents less than 2 percent in this category. In 2022 Fiskerikajen started replacing single-use plastic bags and sheets with bio bags. Our goal for 2022 was to develop a reusable box with Schoeller Plast for

packaging and distributing our products throughout our entire business. Unfortunately, the increase in energy prices put a hold on this project indefinitely due to the rise in production costs. We are looking into other alternatives in 2023/2024.

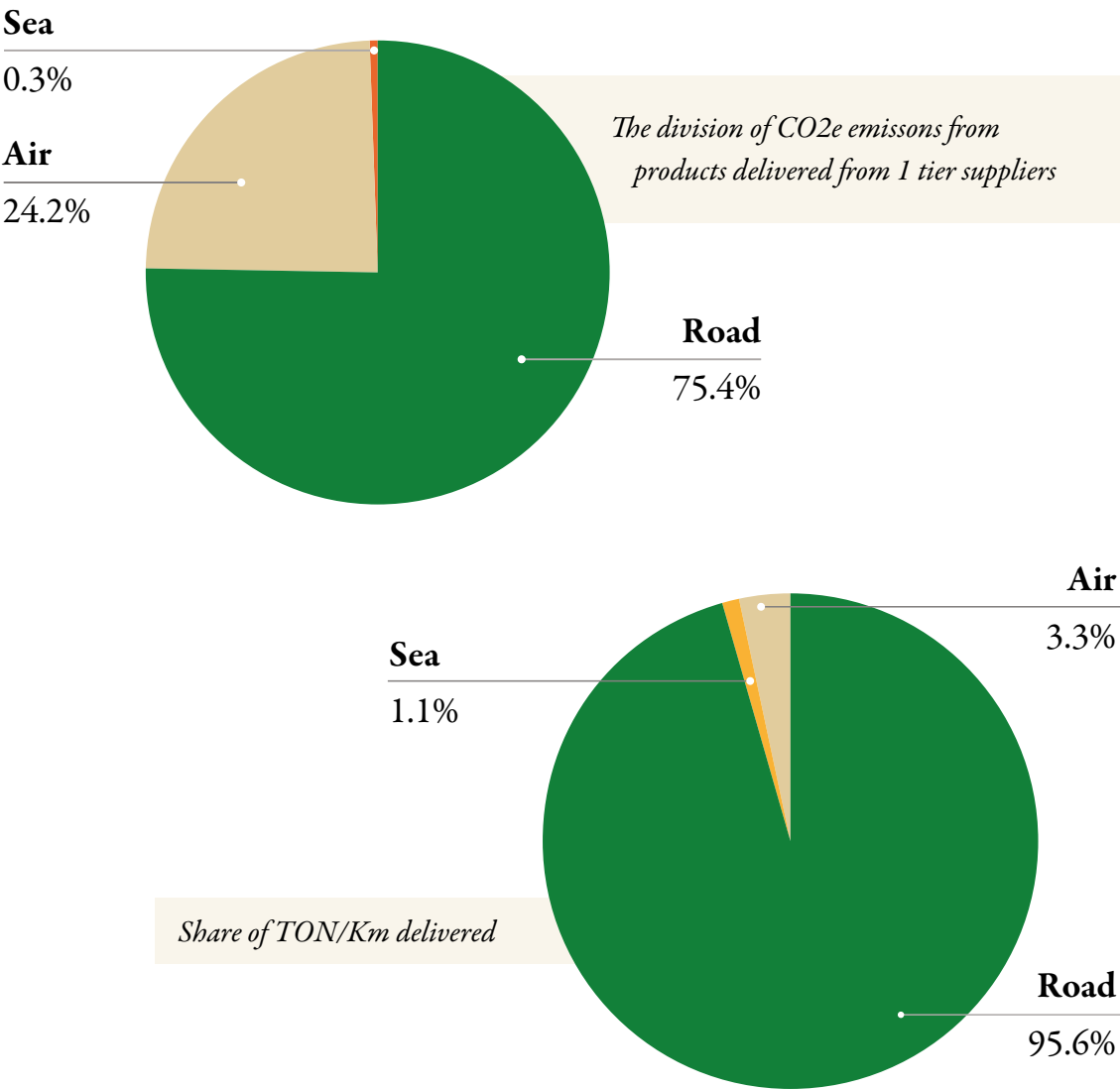


CATEGORY 3

Covering fuel- and energy-related emissions not included in SCOPE 1 or SCOPE 2. Such as emissions related to the extraction, production, and transportation of fuels and energy purchased. This is calculated utilizing the Position Green platform.

CATEGORY 4

Covering upstream transportation of product to Fiskerikajen. The calculation is based on ton/km. The kilometers are calculated using Google Maps from supplier tier 1 to Fiskerikajen and the Ton is delivered from internal data. The source of emissions data is NTM (2021) found by Position Green. Most of the products sold are sourced within the EU and Scandinavia. Fiskerikajen's focus areas in relation to transport are threefold: to use the most energy-efficient mode of transport and by using the most eco-friendly fuel, and wherever possible to avoid unnecessary emissions without compromising the quality and food safety.



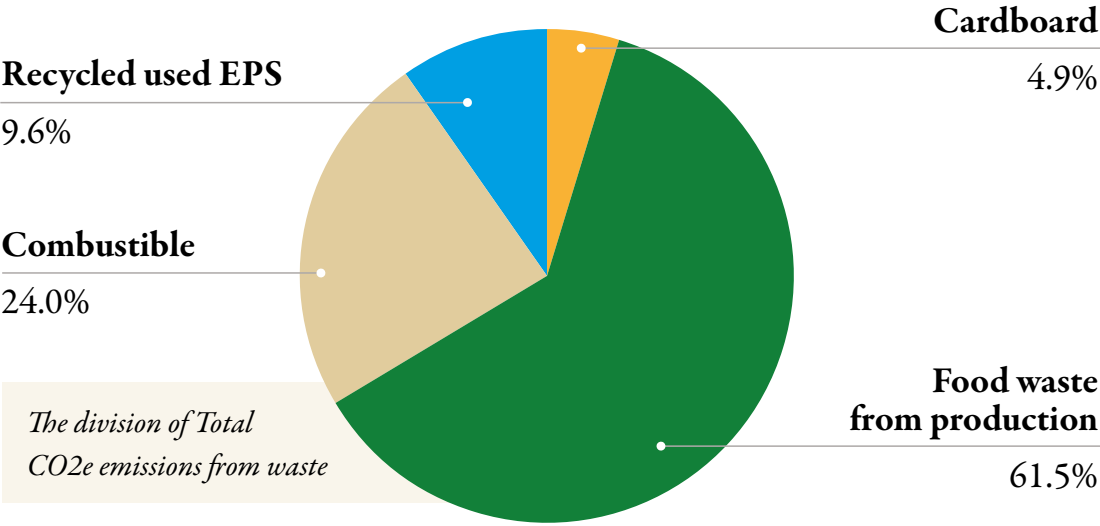
CATEGORY 5

Covering waste generated in our operations. The calculation is based on data from our suppliers. The source of emissions data is DEFRA (2022) provided by Position Green. In 2022 we have started implementing waste management processes and policies and we are committed to sorting our waste even better and reducing our environmental impact from waste.

A common problem within the food industry is that products are discarded because the expiry date indicated has passed instead of basing the decision on the actual condition and quality of the product. To reduce food waste, we freeze surplus products, thereby extending shelf life. Fish can be kept frozen extending the longevity, and defrosted and sold when demand arises.

At Fiskerikajen all of our food waste is recycled as biogas. Going forward we will look into reducing and upcycling our food waste to be used for human consumption and in other industries such as the cosmetic industry.

The vast majority of Fiskerikajens products arrive and are delivered in polystyrene boxes. Unfortunately, there are currently no other alternatives that can offer the same properties, which our fish requires. We have installed a recycling operation to reduce our packaging impact on the environment by collecting polystyrene boxes from purchases and collecting polystyrene boxes used for distribution from our customers.

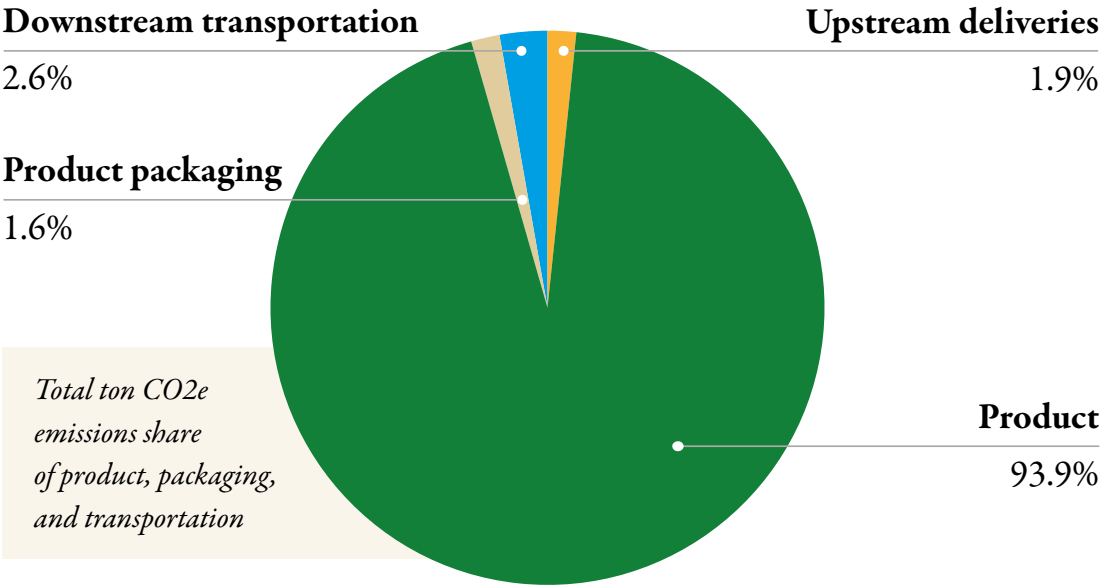




CATEGORY 9

Covering downstream transportation of products from Fiskerikajen to customer. The calculation is based on the amount of liters of fuel used and the data is delivered by our external distribution partner. The source of emissions data is from WTW Energimyndigheden drivmedelslagen (2019) & TTW Naturvårdsverket emissionsfaktorer och

varmevarden (2020) provided by Position Green. Fiskerikajen has integrated a route optimization program enabling us to handle our deliveries even more environmentally efficient. Although our company vehicles represent a small part of our overall carbon emissions footprint it is still an area that we want to improve.



WATER CONSUMPTION

Fiskerikajen uses water for cleaning and ensuring product quality. Fiskerikajen complies with the food legislation set by the Danish Veterinary and Food Administration (DVFA). To make sure that our products live up to food safety.

Impact on biodiversity and ecosystems below water

Despite the ocean's extensive coverage of our planet's surface, our understanding of its dynamics and the significance of marine life remains limited. What we do know is, that the ocean ecosystems are facing significant challenges, and the biodiversity is suffering as a result. Thus the availability of fish and seafood is declining, causing escalating prices, making loss of biodiversity the biggest challenge for Fiskerikajen.

The pressure on our oceans and the suffering of biodiversity emphasises the urgency of addressing these issues. It is crucial for us to recognize the value and importance of marine life and take proactive steps to protect and preserve our oceans for future generations.

According to the Danish Biodiversity Council's latest report from 2022 low impact fisheries have a reduced impact on the ocean habitat compared to bottom contacting fisheries. This is primarily attributed to the use of passive fishing gear, which is considered more sustainable. On the other hand, bottom contacting fisheries are associated with a higher impact on the surrounding ocean habitat and are therefore considered less sustainable.

Fiskerikajen aims only to source from fleets using low-impact gear minimizing negative impacts on supporting stocks and ecosystems. We actively avoid sourcing from fishing practices known for their destructive nature, such as beam trawling (TBB), dynamite fishing, and fishing with Fish Aggregating Devices (FADs). As mentioned our aim is to phase out all bottom trawled fish by 2026. By prioritizing sustainable fishing methods, we strive to promote responsible sourcing and contribute to the preservation of marine biodiversity and ecosystem health.

Fiskerikajen also aims to take the pressure off wild stocks and improve biodiversity, enhancing circularity, and enhancing natural management of natural resources.

We actively promote and support innovation on land-based farming, sustainable aquaculture, and algae products in partnership with farmers/fishers. Since 2021 we have also participated in natural restoration projects releasing 30.000 young trout and 10.000+ turbot in Øresund and Kalvehave.

Fiskrikajen chooses low impact over bottom contacting and land-based aquaculture over ocean-based aquaculture. The catch methods are divided into low-impact or bottom contacting fisheries. The farming practices are divided into land-based or ocean-based aquaculture. These data are collected as a part of the regulatory traceability process in the EU.



	2022
Share of purchase from low-impact fisheries	38 %
Share of purchase from regenerative seafood	16 %
Share of purchase comes from bottom contacting fisheries	32 %
Share of seafood from sea-based aquaculture	23 %
Share of seafood from land-based aquaculture	7 %

SHARE OF PURCHASE FROM LOW-IMPACT FISHERIES

Fishing techniques that minimize or have minimal impact on the seabed are commonly referred to as low-impact catch methods. These methods prioritize the preservation of marine habitats and reduce the disturbance to the delicate ecosystems on the seabed. As previously mentioned, Fiskerikajen has a clear objective to increase purchases from low-impact fisheries. We believe that by actively sourcing from low-impact fisheries, we contribute to the long-term health and

preservation of our oceans while providing high-quality seafood to our customers.

In 2022 Kystfisker Kompaniet became a part of Fiskerikajen. Kystfisker Kompaniet works directly with low-impact fisheries in the southern Danish Isle and Storebælt.

SHARE OF PURCHASE FROM REGENERATIVE SEAFOOD

Fiskerikajen actively promotes regenerative seafood, including oysters, seaweed, and mussels. The cultivation of regenerative seafood serves a dual purpose helping bind CO2e emissions and removing nutrients from the marine environment. The data is calculated with the assumption that the regenerative seafood is harvested with low-impact catch methods. Fiskerikajen recognizes the responsibility to educate customers in the benefits of regenerative seafood and actively promotes sustainable options.



SHARE OF PURCHASE THAT COMES FROM THE BOTTOM CONTACTING FISHERIES

Fiskerikajen is taking steps to reduce the reliance on seafood coming from bottom contacting fisheries, as they are identified as a significant contributor to high CO2e emissions, destructive impacts to biodiversity and the ocean habitats. As part of our commitment to sustainability, we have set a goal to phase out all langoustine (*Nephros Norweginus*) purchases from bottom contacting fisheries by 2023. We recognize the importance of the transition to more sustainable alternatives in order to minimize our impact on the ocean ecosystem. Furthermore, we are actively exploring opportunities and strategies to gradually phase out other products.

SHARE OF PURCHASE FROM SEA-BASED AQUACULTURE

Fiskerikajen prioritizes responsible sourcing practices and actively avoids purchasing

farmed fish and crustaceans from farms that engage in mangrove deforestation. We recognize the importance of preserving mangrove ecosystems and their role in supporting biodiversity and mitigating climate change.

In terms of aquaculture production methods, ocean-based aquaculture is known for its energy efficiency. However, it is important to acknowledge that this method can have a larger impact on the surrounding ocean habitat during production. Nevertheless, it is worth noting that comprehensive and accurate data to fully understand and compare the environmental impacts of both land-based and ocean-based aquaculture is currently not available.

Fiskerikajen remains committed to monitoring and evaluating the sustainability of various aquaculture practices. By staying informed and engaging with industry partners and experts, we strive to make well-informed decisions that align with our commitment to sustainable sourcing.



SHARE OF PURCHASE FROM LAND-BASED AQUACULTURE

Land-based aquaculture is known to be energy-intensive, but it offers the advantage of having no direct impact on the ocean habitat during production. However, it is important to note that accurate data regarding the comprehensive impact of both production methods is currently lacking. Despite this limitation, Fiskerikajen actively promotes and supports innovation in land-based farming as part of our commitment to sustainable aquaculture practices.

In recognizing the potential of land-based aquaculture to minimize environmental impact, Fiskerikajen encourages the development and adoption of innovative technologies and approaches in this field. We believe that investing in land-based farming methods can contribute to reducing the overall environmental footprint of the aquaculture industry. We actively seek to collaborate with partners and industry stakeholders to foster innovation and drive positive change in the aquaculture sector.



HOW FISKERIKAJEN'S PURCHASE IN 2022 WAS HARVESTED

The fish are divided according to species. Look at www.fiskerikajen.dk for further insight.

Species	Sea-based	Bottom contacting	Land-based	Low-impact	% of kg purchased
Bivalves molluscs	*63.21%	24.23%		*12.56%	21.46%
Farmed fish species	42.87%		57.13%		10.11%
Farmed fish species fillet	79.03%		20.97%		6.40%
Flat fish species		52.28%		47.72%	14.03%
Langoustine, mantis shrimp		95.82%		4.18%	3.57%
Lobster and other wild crayfish species		0.73%		99.27%	3.32%
Pelagic species		14.77%		85.23%	2.84%
Round fish species		34.98%		65.02%	20.55%
Round fish species fillet		40.84%		59.16%	8.04%
Seaweed	*16.21%			*83.79%	0.08%
Shrimp, prawn and farmed crayfish		72.56%	3.93%	23.52%	5.12%
Squid and octopus species		30.91%		69.09%	3.14%
Tuna species	3.07%			96.93%	1.34%

* *Regenerative seafood*

Social

At Fiskerikajen, respect is an essential core value that directs our conduct and choices. We are dedicated to treating all individuals equitably and respectfully, cultivating an environment that is inclusive and respects diversity.

Fiskerikajen adopt a zero-tolerance policy towards discrimination. Furthermore, our commitment to social responsibility extends beyond our immediate workforce. We view our suppliers as partners and valued collaborators, treating them respectfully and as

integral contributors to our shared success. We aim to establish strong and mutually beneficial relationships with our suppliers, recognizing their importance in supporting our operations.

At Fiskerikajen, social responsibility encompasses the well-being of both our employees

and those connected to our business, fostering a culture of respect, sustainability, and ethical partnership.

OWN WORKFORCE

All of our employees are based in Denmark, where the labor market is subject to stringent regulations aimed at ensuring a favorable working environment and upholding human and labor rights. Fiskerikajen is fully compliant with the existing Danish laws and labor legislation, thereby minimizing the risk of negative impacts on our workforce.

We prioritize the well-being of our employees and strive to create optimal conditions for their overall welfare. This commitment is reflected in our efforts to foster a positive, transparent, and healthy work environment.



STATS - OWN WORKFORCE

		2021	2022
Own workforce	FTE*	53	53
Gender diversity female/male	# of FTE*	7/46	8/45
Gender diversity manager level, f/m	# of FTE*	1/4	0/3

** Full-time equivalent*





We believe in maintaining open lines of communication, promoting a culture of inclusivity and respect, and providing necessary support to our employees. We experience a relatively low turnover. In 2023 we use &frankly to survey to make sure to monitor and improve within the right areas to increase the retention rate of employees.

Fiskerikajen is committed to providing a safe and healthy work environment, both physically and psychosocially, for all employees and contractual workers. We prioritize their well-being by offering sufficient training and educational opportunities. In the year 2022, there was 1 work-related injury reported at Fiskerikajen.

To promote employee wellness, Fiskerikajen provides various benefits, including healthy lunch arrangements, physical training programs, and access to services such as massage and physiotherapy. We actively address situations that may lead to high levels of stress and engage in open conversations with our employees to mitigate such risks.

Given the seasonal nature of the seafood industry, our employees may experience periods of increased work pressure followed by slower



or trade union membership is unacceptable. This principle applies to how we treat our employees as well as in our recruitment processes.

The industry we work in is male dominated which also reflects our workforce consisting of approximately 85% male. Top management consists of 100% males.

Fiskerikajen supports gender equality and equal pay for equal work.

DATA ETHICS

periods. To deal with stressful times Fiskerikajen strive to make the best of the low season and approve fewer working hours to compensate and motivate employees to work extra hours during peak season. Moreover, we hire seasonal workers to support our team during periods of high demand.

At Fiskerikajen, we value our employees and recognize their contributions to our success. We ensure that they feel valued, supported, and part of our achievements. We celebrate the fact that we are a thriving company, and we acknowledge that each individual plays a vital role in our accomplishments.

DIVERSITY

Fiskerikajen encourages diversity at all levels. Any discrimination on the basis of gender, sexual orientation, gender identity, age, nationality, skin color, religion, social or ethnic origin, disability, political views

At Fiskerikajen, we place great importance on data protection and compliance with the Danish General Data Protection Regulation (GDPR). Our IT systems and processes are implemented to meet the requirements outlined by the GDPR.

To ensure transparency and adherence to regulatory standards, we have established an internal whistleblower system. This system allows employees to report any potential regulatory breaches or violations. We encourage a culture of accountability and ethical conduct, and the whistleblower system provides a safe and confidential avenue for employees to raise concerns.

By upholding the principles of the GDPR and maintaining a robust whistleblower system, Fiskerikajen is committed to safeguarding the privacy of personal data and promoting a culture of compliance and integrity throughout our organization.



THE WORKFORCE IN THE VALUE CHAIN

Fiskerikajen's commitment to our stakeholders is very clear: We will always treat people in our business and supply chain with respect. We continuously review and improve our practices to ensure we have the most effective responses to prevent and remediate any negative impact.

Transparency is fundamental to our approach, and we strive to report openly on our supply chain practices and operational activities.



These principles have greatly influenced our sourcing strategy and supplier partnerships. We prioritize long-term relationships with trusted suppliers who align with our values and share our mission. Together, we aim to ensure that everyone involved in our value chains is treated with dignity, fairness, and respect for their human rights. By working closely with our partners, we strive to deliver on our shared objectives while minimizing food waste. For instance, we purchase the entire catch from our small fishery partners to support their businesses and reduce unnecessary waste.

Fiskerikajen aims to foster a value chain that upholds social and environmental responsibility. Going forward this will get even more attention. We are dedicated to ensuring that our business operations and those of our suppliers are conducted ethically, in compliance with relevant regulations, and with a shared commitment to sustainability and respect for human rights.



Our sourcing practices primarily focus on Scandinavia and the EU, where labor markets are highly regulated to ensure a favorable working environment and compliance with human and labor rights. To ensure that our suppliers meet these standards regarding social and environmental impact, we are in the process of implementing a due diligence process that also addresses workers in the value chain.

To reinforce our commitment to responsible sourcing, Fiskerikajen has established a Code of Conduct for our suppliers. We expect all our suppliers to sign and adhere to this code by 2023. Moreover, we anticipate that our suppliers will impose equivalent requirements on their suppliers and sub-contractors, creating a chain of responsible practices throughout our supply network.

RESPONSIBILITY COMMUNITY AND IN THE INDUSTRY

Due to our predominant sourcing within the EU and Scandinavian countries, we operate within jurisdictions that have robust laws and regulations in place to safeguard the rights of local communities and indigenous populations. Therefore, we do not perceive this as a significant risk area. However, we acknowledge the importance of prioritizing the well-being of workers in our value chain.

As mentioned earlier, Fiskerikajen is committed to implementing a due diligence process that specifically addresses workers' rights and welfare within our value chain. We recognize the need to enhance our focus on this aspect and ensure that all individuals involved in our value chain are treated fairly and ethically.

Fiskerikajen is committed to promoting knowledge and practices that prioritize respect for the sea throughout the entire value chain. As part of this commitment, we are



actively seeking partnerships and engaging in political arrangements that aim to improve conditions for low-impact fisheries and support regenerative harvesting practices.

In 2021, Fiskerikajen formed a partnership with HRS (The Culinary Academy of Copenhagen) with the objective of educating future food industry professionals. This collaboration aims to empower individuals to make informed choices that positively impact the food system and drive it toward a



more sustainable future. By actively participating in these initiatives, Fiskerikajen is dedicated to fostering a culture of sustainability, promoting responsible practices, and contributing to the long-term well-being of our oceans and communities.

Fiskerikajen supports Junkfood, which is a project founded by the world-famous restaurant “Alchemist” serving food for homeless people of Copenhagen. We have supported this since the beginning and in 2022 we donated 50kg of pure fish fillet every Friday, making it possible for

Junkfood to serve 328 meals with fish every week.

In 2022, Fiskerikajen launched the non-profit pop-up restaurant, Fiskerizakajaen. This innovative concept provides a dedicated space for creativity to flourish within a fully functional restaurant environment. The primary objective of this restaurant is to foster an open and supportive space that encourages and nurtures the ambitions and dreams of chefs and culinary students while supporting charitable initiatives.

Fiskerizakajaen operates on a non-profit basis, prioritizing the promotion of creativity, charity work, and the development of aspiring culinary professionals. By offering this platform, we strive to create an environment that inspires and empowers individuals to explore their culinary talents, experiment with innovative techniques, and showcase their unique creations.



Governance

At Fiskerikajen, we are dedicated to actively taking responsibility for the impacts we have on the sea, the environment, and the people involved in our business. Our guiding principles in this endeavor are the United Nations Sustainable Development Goals (SDGs) and the ten principles of the UN Global Compact.

We recognize that achieving sustainable development requires a collective effort, and we are committed to aligning our actions with these global initiatives. By integrating the SDGs and the UN Global Compact principles into our strategies and operations, we aim to contribute to a more inclusive, equitable, and sustainable world.



United Nations
Global Compact

UN GLOBAL COMPACT

In June 2022, Fiskerikajen became a signatory of the UN Global Compact, marking the beginning of our commitment to

embracing and implementing the principles outlined by the initiative. As a new member, we are actively working towards integrating these principles into our business practices.

As part of our commitment to the UN Global Compact, we yearly report our progress through a Communication on Progress (COP). The first report will be in July 2023. This report outlines the steps we have taken to uphold the ten principles of the Global Compact. By joining the UN Global Compact, Fiskerikajen is reinforcing our dedication to corporate sustainability, responsible business conduct, and making a positive impact on the global challenges we face. We recognize the importance of transparency and accountability in our sustainability journey and look forward to sharing our achievements, challenges, and ongoing commitments.

THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Fiskerikajen has identified three Sustainable Development Goals (SDGs) as the main areas of our impact. These goals, SDG 12 (Responsible Consumption and Production), SDG 14 (Life Below Water), and SDG 16 (Peace, Justice, and Strong Institutions), encompass both the potential negative impacts we need to mitigate and the areas where we can make positive contributions to sustainable development.



SDG 12 highlights the importance of responsible consumption and production practices, which aligns with Fiskerikajen’s commitment to sourcing sustainable seafood and promoting sustainable fishing practices. We recognize the need to minimize waste, reduce environmental impacts, and ensure the responsible use of resources throughout our value chain. We also wish to contribute with knowledge throughout the entire supply chain .



SDG 14 emphasizes the conservation and sustainable use of marine resources, an area directly related to Fiskerikajen’s core business. As a company working with seafood, we acknowledge our responsibility to protect and preserve the health of oceans and marine ecosystems. By promoting low-impact fishing practices, supporting biodiversity conservation, and minimizing our environmental footprint, we aim to contribute to the achievement of this goal. We also recognize that our procurement policy and the fisheries we support have a significant impact on this SDG.



SDG 16 focuses on building peaceful and inclusive societies, promoting access to justice, and fostering accountable institutions. Fiskerikajen recognizes the importance of strong governance, ethical business practices, and fair treatment of all stakeholders, both within our organization and throughout our value chain. We strive to uphold these principles, ensure transparency, and actively engage in initiatives that promote social justice, inclusivity, and responsible business conduct.



By addressing the negative impacts associated with our operations and actively pursuing opportunities for positive change, Fiskerikajen aims to contribute to the broader agenda of sustainable development as outlined in these three key SDGs. We recognize that achieving these goals requires collaboration and partnership with others, and we are committed to working together with stakeholders to create a more sustainable and equitable future.

BUSINESS CONDUCT

Responsible business conduct is deeply ingrained in Fiskerikajen’s core values. We place high importance on complying with relevant regulations, paying taxes, and rejecting any form of corruption or bribery. Furthermore, we are committed to upholding human and labor rights, respecting the fundamental principles outlined by the United Nations (UN) and the International Labor Organization (ILO). We strive to adhere to the UN Guiding Principles on Business and Human Rights, as well as the OECD Guidelines for Multinational Enterprises.

In 2022, Fiskerikajen developed a comprehensive code of conduct to establish a shared set of principles and guidelines that govern our business practices. This code of conduct is publicly available on our website, demonstrating our commitment to transparency and accountability.

Recognizing our responsibility throughout the entire supply chain, Fiskerikajen is dedicated to sourcing responsibly and using our purchasing power to drive sustainable progress. In line with this commitment, we are in the process of establishing a supplier code of conduct that will be signed by all our suppliers in 2023. By setting clear expectations and standards for our suppliers, we aim to foster a collective effort toward sustainable practices and continuous improvement.

By upholding ethical standards, complying with laws and regulations, and promoting responsible conduct throughout our operations and supply chain, Fiskerikajen strives to make a positive impact and contribute to sustainable development in the seafood industry.

MEMBERSHIP CERTIFICATION (PARTNERSHIP)



Dansk Institut for Etisk Handel: Fiskerikajen has joined the DIEH (Dansk Institut for Etisk Handel) Alliance for sustainable fishing. The alliance includes all major market players as well as relevant NGOs and will be reporting to the Danish Ministry of Fisheries and Agriculture. The alliance has been created to create a better understanding of the healthy and clean foods our oceans have to offer and to ensure sustainable use of our oceans.



NaturSkånsom: Fiskerikajen is part of the partnership surrounding the Danish state-controlled brand NaturSkånsom. This brand is the first of its kind in the world and is founded on the belief that low-impact fishing is less harmful to the biodiversity in the sea. We have a responsibility to communicate this brand externally. We understand that we hold knowledge about our industry that needs to be shared with our consumers and be part of their education.



Foreningen for Skånsomt ystfiskeri: Fiskerikajen supports the Danish Union for low impact fishermen (FSK) and has been a member since its foundation in 2014. FSK's role is to work with the government in improving conditions for low-impact fisheries and protecting vital marine ecosystems.



Havhøst: Fiskerkajen and Nordwards Chief Sustainable Officer Jesper Redecker Hansen holds a seat at the board of Havhøst (Ocean Harvest). The organization is working to share knowledge and bolster a network of communities throughout Denmark gathered around regenerative ocean cultivation in Denmark.

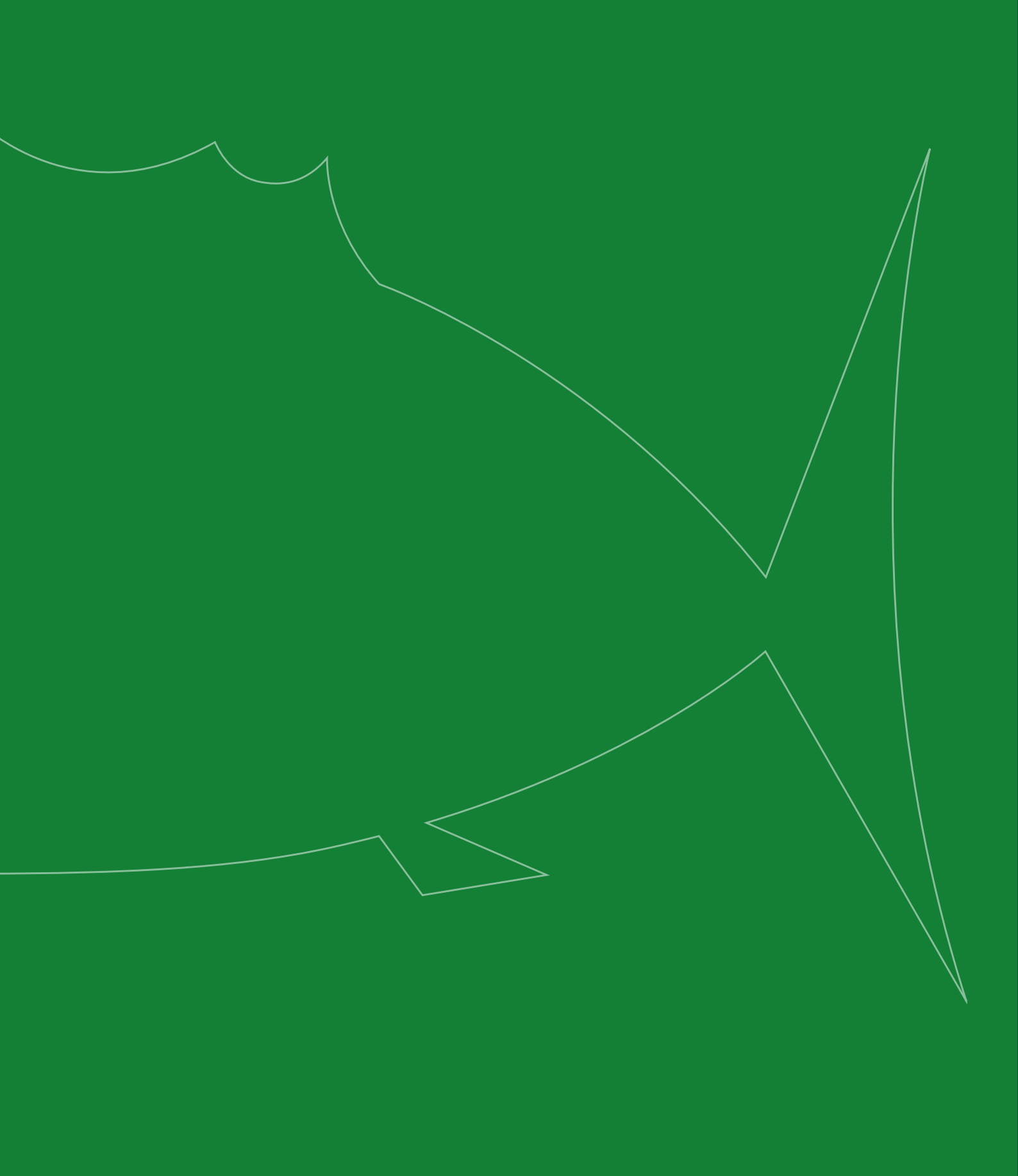


Hotel og Restaurantskolen: Throughout 2022 Fiskerikajen has partnered with HRS (Hotel og Restaurantskolen) in Copenhagen. The common goal has been to educate future generations of chefs on the sustainable purchase of fish and relay knowledge on how to use all parts of the fish.



JunkFood: Fiskerikajen supports JunkFood by donating food every Friday. JunkFood is a project founded by the world-famous restaurant "Alchemist" serving food for homeless people in Copenhagen.





A part of **Nordward**