



## SUSTAINABILITY STRATEGY

2024

# A MESSAGE FROM OUR CEO

Sustainability has always been at the heart of Huon's operations and underpins our endeavour to produce the highest quality products to feed the world. We have a long history of implementing sustainable and innovative programs across every aspect of our business, from finding uses for by-product and organic waste, to the development of an award-winning pellet detection technology to minimise fish food losses to the seafloor.

Sustainable business practices are essential for the longevity of our industry, and we recognise the importance of continuing to improve our operations to meet the changing expectations and needs of our consumers, the community and the environment in which we farm. For this reason, we have developed a Sustainability Strategy which aligns with the United Nations Sustainable Development Goals.

Now, as part of the JBS global network, Huon's Sustainability Strategy is further strengthened by the JBS Sustainability Agenda which focuses on four key priority areas: Environment; Animals; People; and Product. We have adopted this framework and embraced JBS's ambitious targets, most notably the goal to achieve Net-Zero greenhouse gas emissions by 2040. In addition, we have set Huon specific targets, to ensure we can continue to feed Australia and the world sustainably produced seafood.



**HENRY BATISTA**

CEO  
HUON AQUACULTURE

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## ENVIRONMENTAL SUSTAINABLE POLICY

We recognise the key to minimising our environmental impact is a commitment to ongoing environmental protection and sustainable farming practices in accordance with applicable environmental laws and industry best practice.

Huon Aquaculture's Environmental Sustainability Policy will be reviewed annually to ensure it remains relevant to our activities and demonstrates continual improvement in our environmental and sustainability performance.

As a producer of high-quality seafood, Huon believes that successful farmers must be stewards of the environment in which they operate, managing the impacts of farming to ensure we can feed the world sustainably for generations to come.

Huon has committed to reducing our environmental impacts and to continuously improve our environmental performance in line with our Sustainability Strategy.

### These Include:

- Comply with all environmental compliance obligations, legislation, guidelines and industry standards.
- Develop internal standards and procedures in consultation with appropriate authorities and technical organisations to ensure environmentally
- Achieve or exceed the objectives and targets of our Sustainability Strategy.
- Continually monitor, audit and review our environmental performance against set objectives and targets to ensure our impact on the environment is minimised.
- Ensure our employees are trained in, and aware of their environmental responsibilities and encourage participation in implementing our Sustainability Strategy.
- Consult with our local community, stakeholders, customers and interested parties regarding reducing our environmental impacts.
- Participate in ongoing research and technological innovations that will reduce or eliminate our environmental impacts.
- Seek independent certification of operational processes both as a means of validating compliance with global best-practice and building trust and transparency through the external auditing process.





# HUON

**SUSTAINABILITY IN IT'S  
BROADEST TERMS IS HAVING  
THE ABILITY TO OPERATE  
AT A CERTAIN LEVEL ON AN  
ONGOING BASIS.**

It however, must not come at the cost of depleting the natural resources on which the operation, in Huon's case, farming, relies.

It is good practice to be a sustainable company. Aquaculture relies on the health of the waterways and healthy waterways means healthy stock, and in turn, a healthy business.

Huon's operations are closely monitored to ensure that nutrient outputs are within mandated limits. In times where Huon has felt that the waterway health could be compromised, we have taken action.

It has always been Huon's position that engagement and disclosure is the only way to build and develop a sustainable business.

# UNITED NATIONS

## The United Nations Sustainable Development Goals (SDGs)

are a shared blueprint for peace and prosperity between the people and the planet.

There are 17 SDGs which have been developed as a call to action for all countries to improve equity, spur growth and to tackle climate change (amongst others).

Huon has integrated the United Nations Sustainable Development Goals into its Sustainability Strategy

## SUSTAINABLE DEVELOPMENT GOALS



The SDGs offer a shared impact framework and language which makes it more accessible worldwide, and easier to compare results across the globe

# HUON'S SUSTAINABILITY

## ENVIRONMENT



Climate Change

Greenhouse Gas  
Emission

Water Stewardship

Freshwater Enviroment

Marine Environment

General Waste

Organic Waste

## ANIMALS



Animal Welfare

Wildlife

## PEOPLE



People Safety

Staff Development &  
Training

Diversity & Inclusion

Communities

Local Amenity

## PRODUCT

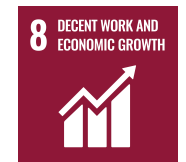


Food Safety & Quality

Supply Chain

Packaging

Sustainable Feed





# CLIMATE CHANGE



## MITIGATING CLIMATE RELATED RISKS

### OVERVIEW

Climate change is expected to have significant impacts on Australia's seafood industry via projected sea temperature rises, increases in ocean acidification and shifts in the frequency and severity of extreme weather events.

These changes may have negative impacts on salmonid production including disruptions to fish growth and development, increased likelihood of disease spread and damage to offshore infrastructure.

Huon is committed to understanding how our business interacts with a changing climate and how we can proactively mitigate climate risks for the future.

### OUR PROGRESS

Like many farmers, we have taken steps to manage the impact that climate change has on our operations. These include:

- Selective Breeding Program for thermotolerant and disease resistant fish.
- Extended grow-out period in land-based facilities to maximise offshore fish growth and survival.

- Seasonal forecasting for offshore stocking to maximise fish growth.
- Routine monitoring of sea temperature, salinity and dissolved oxygen to monitor and predict climate patterns.
- Participation in third-party monitoring programs to detect larger scale ocean impacts on the aquaculture industry.
- Completed trials with global feed companies to develop easy-to-digest summer diet.
- Upgrades to pen infrastructure to withstand extreme weather events.

### GOALS

- Mitigate warming climate risks on stock
- Mitigate severe weather events impacting infrastructure

### 2024 PRIORITIES

- Develop a Climate Risk Mitigation Plan

# GREENHOUSE GAS EMISSIONS

## TOWARDS NET-ZERO



### OVERVIEW

**Salmon farming is one of the most efficient ways of using natural resources to produce healthy proteins.**

**However, Huon requires significant volumes of diesel to power feed barges and vessels used in marine operations. Huon's fuel usage has also increased as the business has expanded its vessel fleet including the arrival of the Ronja Storm in February 2020.**

**Huon also incurs significant energy consumption to power the freshwater production facilities and processing facilities. However, the majority of power consumed in Tasmania comes from local hydroelectric generation.**

### OUR PROGRESS

Huon's current energy efficiency practices include:

- Vertically integrated management system allowing control of energy use across the whole supply chain.
- Use of renewable energy (hydropower) for Tasmanian operations.
- Site specific energy initiatives e.g. repairing leaks, improving insulation, light and equipment upgrades.

- Operational practices audit – resulted in a 32% reduction in energy usage at the Whale Point facility compared to the corresponding period in prior year.
- Participation in the Blue Economy – Cooperative Research Centre, partnering with other research institutions to examine current and future renewable energy options.
- Completed a full life-cycle assessments of GHG emissions

### GOALS

- Reduce scope 1+2 GHG emission intensity by 30% by 2030 vs. 2019 baseline
- Reach 60% renewable electricity by 2030
- Achieve net-zero GHG emissions by 2040

### 2024 PRIORITIES

- Install management systems to trace fuel consumption across the entire business
- Reassess Solar Power Opportunities

# WATER STEWARDSHIP

INCREASING OUR WATER USE EFFICIENCY



## OVERVIEW

**Freshwater is a vital yet finite resource essential to fish survival. In Australia, reduced rainfall due to climate change could impact availability of suitable freshwater resources for salmonid production.**

**It is important for Huon to understand how our use and consumption of fresh water impacts local water catchments and how changes to water availability may impact our business long-term.**

**While our freshwater hatcheries use fresh-water, they are non-consumptive. In marine operations, freshwater is used routinely as a safe treatment of Amoebic Gill Disease.**

## OUR PROGRESS

Huon has implemented a number of actions to reduce our freshwater consumption, these include:

- Upgrades to Recirculating Aquaculture System (RAS) technology across our freshwater hatcheries to maximise water reuse.
- Whale Point Nursery achieves 98% water reuse.

- Use of wastewater at hatcheries and processing facilities for agricultural irrigation.
- Investment in well-boats to allow reuse of bathing water.
- Investment in a desalination system on the Ronja Storm to produce fresh-water.

## GOALS

- Reduce water use intensity by 15% by 2030 vs. 2019 baseline

## 2024 PRIORITIES

- Continue to support the Selective Breeding Program and fish health initiatives to reduce freshwater bathing requirements



# FRESHWATER ENVIRONMENT

## PROTECTING OUR INLAND WATERS

6 CLEAN WATER  
AND SANITATION



### OVERVIEW

Huon has several freshwater hatcheries and facilities across the State with a wide range of environmental conditions.

All freshwater hatcheries are licenced by the EPA and adhere to strict environmental conditions, which include routine water quality monitoring of site outputs and downstream flows to ensure any impact on the environment is prevented or minimised along with ground water monitoring for our irrigation area.

While there is no empirical evidence of any environmental harm occurring downstream of our freshwater facilities attributable to site operations, Huon has voluntarily implemented a Freshwater Environmental Management Plan (FEMP) for all our hatcheries and nursery sites.

- Upgrades to RAS technology across our freshwater hatcheries to maximise water reuse
- Upgrades to wastewater treatment plants to improve waste outputs
- Biennial Australian Rivers Assessment System (AusRivAS) macroinvertebrate surveys at Bridport, Lonnavele, Meadowbank, Millybrook, Springfield and Parramatta Creek to assess effects of water quality upstream and downstream of our sites

### GOALS

- Ensure 100% compliance with discharge water quality limits
- Maintain Tasmanian River Condition Index (TRCI) ratings for downstream sites from freshwater facilities

### OUR PROGRESS

The following improvements have been made to minimise our impact on waterways:

- Voluntary Freshwater Environmental Management Plan (FEMP) to monitor water quality at all hatcheries and implement continual improvement processes.

### 2024 PRIORITIES

- Continue to conduct R&D to further improve efficiency of water treatment facilities

# MARINE ENVIRONMENT

## PROTECTING OUR WATERWAYS & OCEANS



### OVERVIEW

The impact of Huon's operations on the marine environment has been the subject of over thirty years of scientific investigation. Numerous scientific reports, surveys and research exists covering a range of potential impacts, from benthic (seabed) changes, near-farm seafloor, and broad scale (far from farm) water quality changes. Numerous scientific reports, surveys and research exists covering a range of potential impacts for all near, medium and far sites including benthic (seabed) changes and water quality changes.

Huon complies with a range of environmental monitoring processes—some for the regulators (the EPA and NRET), some for ethical reasons, and some as part of collaborative research. Annual benthic video surveys are conducted at all stocked marine leases with data provided to EPA as part of our Environmental Licence (EL) conditions.

### OUR PROGRESS

The following practices have been implemented to minimise our impact on waterways:

- Monthly video surveys under all pens and annual video surveys submitted to the EPA as per EL requirements.
- Fallow periods in between stocking to allow for site recovery.
- Pellet detection technology to minimise fish food losses to the seafloor.
- Ongoing compliance with Marine Farm Development Plan area Nitrogen Caps (TPDNO).
- Participation in annual Broadscale Environmental Monitoring Programs for all marine growing regions.
- In-pen water quality monitoring with live reporting to the control room.
- Daily algal sampling during high risk periods at all marine leases by trained employees.

### GOALS

- Remain under Total Permissible Dissolved Nitrogen Output (TPDNO) and biomass limits in all marine farming areas.
- Maintain 100% compliance at all 35m benthic compliance points for all marine farming leases.

# GENERAL WASTE

## REDUCING, RECYCLING AND REUSING



### OVERVIEW

**Responsible waste disposal is a key challenge for both industry and the consumer. As Huon is a vertically integrated management system, our waste streams are wide ranging and include general waste from offices, industrial waste from site operations and controlled waste from fish processing and bilge oil waste from vessels.**

**Reducing our waste generation and increasing opportunities for recycling is a continuous priority for Huon.**

**The majority of Huon's general waste stems from marine operations in the form of used ropes, nets and HDPE components.**

### OUR PROGRESS

Huon's progress towards waste reduction and increased reuse opportunities include:

- Continual reuse of materials and equipment until end of life.
- Recycling of HDPE components from retired marine farming infrastructure.
- Donation of retired nets within local communities for reuse for many applications (i.e. crop protection, fencing and cargo retention).

- Implementation of HDPE nets which are more easily recycled
- Working with feed suppliers to recycle all bulk feeds bags into plastic pallets for reuse.
- Participation in TSGA led resource recovery project (HDPE and nets).
- Implementation of cardboard recycling at an additional 5 sites
- Invested >\$100k in polystyrene recycling equipment

### GOALS

- 100% of polyethylene waste from marine farming operations reused or recycled by 2025
- Achieve 80% average recovery rate from all non-organic waste streams by 2030

### 2024 PRIORITIES

- Conduct a review of all business and operational waste streams and disposal methods
- Prepare Sustainable Waste Management Plan/Waste Reduction Plan



# ORGANIC WASTE

## CREATING A CIRCULAR ECONOMY



### OVERVIEW

**As Huon produces upwards of 35,000 tonnes of fish for food production annually, a large component of our waste is made up of fish by-product. These include (but are not limited to) salmon skins, viscera, salmon heads and frames, offcuts, and graded-off smolt and fry. By-product from operations also includes hatchery water and sludge (left over post-water filtration).**

**At Huon, we have a whole-of-fish philosophy which drives our work in by-product reuse. Diverting by-products from landfill is a great way to improve the sustainability of fish farming while also opening up new and potentially lucrative income streams.**

### OUR PROGRESS

Huon achieved 100% by-product reuse in FY21 ahead of its 2025 target through the following initiatives:

- Reuse of wastewater for irrigation at Forest Home Hatchery and Parramatta Creek processing factory.
- Reuse of fish sludge from Whale Point for composting at Cherries Tasmania.

- Reuse of high grade fingerlings and smolt from Whale Point, Lonnvale and Forest Home hatcheries for pet treats.
- Reuse of heads and frames and offcuts for incorporation into pet foods.
- Reuse of macerated morts and sludge from hatcheries to increase soil health and agricultural production through approved land spreading.
- Reuse of high grade fish morts for rendering and creation of fish meal and fish oil.
- Reuse of low grade fish morts for composting.

### GOALS

- Maintain 100% reuse of fish by-product across the entire production cycle
- Maintain 100% reuse of fish waste solids from freshwater operations

### 2024 PRIORITIES

- Identify higher value waste reuse opportunities
- Reduce freight distances and costs associated with organic waste reuse
- Continue development of a whole fish rendering facility

# WILDLIFE



## MITIGATING OUR WILDLIFE INTERACTIONS

### OVERVIEW

**Like any farming operation, Huon works hard to keep both our fish and local wildlife safe. We believe the solution to this is good barrier technology and our Fortress Pens are specially designed to prevent seals and birds accessing the pens above and below the water line.**

**Huon has a dedicated Wildlife Team who actively work to minimise wildlife interactions on our farms.**

**Huon's work to achieve RSPCA Approved certification has resulted in better welfare for fish and wildlife. Conformance with the RSPCA Standards for Farmed Atlantic Salmon was instrumental in Huon ceasing use of some seal deterrents.**

- Pen and barge camera inspections to monitor pen integrity and reduce wildlife interactions.
- Bird escape hatches to enable self-release in the event of pen entry.
- Adherence to the Seal Management Framework.
- Adherence to the Whale Migratory Interaction Plan and training in whale interaction protocols.
- Reporting of all wildlife and predator interactions to relevant authorities and monthly updates via our Sustainability Dashboard.

### OUR PROGRESS

- Development and roll out of double-netted Fortress Pens to restrict wildlife access.
- Wildlife officers to monitor pen integrity and manage wildlife interactions.
- Routine ROV and dive inspections of underwater infrastructure.

### GOAL

- Mitigate wildlife interactions at all marine farming leases

# ANIMAL WELFARE

## ADVANCING ANIMAL WELFARE



### OVERVIEW

**All good farmers take a proactive and holistic approach to safeguarding the health and welfare of their stock. At Huon, this involves feeding quality diets, good site management, fish husbandry, biosecurity measures and of course, vaccinating our stock.**

**Fish welfare is a high priority for Huon. This is why we are proudly the only producer of RSPCA Approved Salmon. Through the RSPCA Approved Farming Scheme, Huon are setting the benchmark in animal welfare standards for farmed Atlantic salmon.**

- Production of large robust smolt, in conjunction with the fish out pipe and well-boat transfers, significantly reducing post transfer mortality.
- Separation of year classes to avoid transmission of disease.
- In-situ net cleaners to minimise the build-up of biofouling on the pens to maintain high water flow and dissolved oxygen levels.
- Lift-up system for retrieval of morts to reduce the spread of disease and minimises attraction of predators.
- Implementation of internal welfare audits

### OUR PROGRESS

- Implementation of Huon's Veterinary Health and Biosecurity Plan across all business operations.
- Conformance with the RSPCA Standard for Farmed Atlantic Salmon.
- An ongoing immunisation program vaccinating all fish that go to sea (e.g. POMV vaccine success).
- Participation in Tasmanian Salmonid Health Surveillance Program (TSHSP).
- Internal Fish Health Check Program to monitor fish health parameters.

### GOALS

- 100% of fish vaccinated in-line with the company's vaccination strategy
- Zero use of antibiotics, unless fish welfare is severely compromised
- Maintain stocking density below 15kg/m<sup>3</sup> in all marine pens
- Develop a globally aligned Welfare scorecard and set 2030 targets
- Continuous improvement in animal welfare across all our operations

### 2024 PRIORITIES

- Continuation and advancement of Selective Breeding Program
- Control of Amoebic Gill Disease
- Fish Welfare training for Freshwater Operations



# PEOPLE SAFETY

## PROVIDING SAFER WORKPLACES



### OVERVIEW

**The business has invested heavily in the identification of its critical controls along with providing the support required to identify the gaps.**

**We've seen greater engagement with our people when it comes to safety and team members firmly believe they are seeing a positive shift.**

### OUR PROGRESS

Our progress on improving employee safety continues, and to date includes:

- 50% reduction in severe incidents
- Increased reporting
- Critical risk controls identified
- We Care roll out which supports our people and leaders post injury
- Significant focus and improvement in our Incident Management System

- Roll out of Huon's Human and Organizational performance principles which focuses on building safety leadership capability.
- Organizational performance principles which focuses on building safety leadership capability.
- Improved front-line risk management

### GOALS

- By 2025, achieve a 10% year on year reduction (47% cumulative) in severe injuries from 2019
- By 2030, achieve a 30% reduction in the Global Safety Index from 2019–2020 Average baseline

### 2024 PRIORITIES

- Continued capability uplift for leaders
- Implement phase 2 of critical risk reduction
- Wellbeing program implemented

# STAFF DEVELOPMENT & TRAINING

INVESTING IN OUR PEOPLE



## OVERVIEW

**To support our workforce and invest in the future, Huon has a strong focus on staff development, education and training. This is why we are currently support employees to complete apprenticeships so that they gain the practical skills required for their roles. Apprenticeships and formal training courses completed by Huon employees include Aquaculture III, Engineering Fabrication III, Marine Mechanical Technology III, and Work Health and Safety IV.**

**Development of our staff through training, increases productivity and reduces the risk of injury. It also increases the rate of staff retention.**

- Huon is recognised as an Employer of Choice by the Tasmanian Government.
- 26TEN Program to support the development of employees requiring support with literacy, language and numeracy.
- Implementation of online inductions
- Collaboratively working with JBS Australia on leadership program

## GOALS

- Continue providing life-changing development and educational opportunities for team members and their families.

## OUR PROGRESS

- Formal training and certificate qualifications available to Marine Operations & Freshwater Operations employees aligned to specific roles.
- In addition to formal training and apprenticeships, Huon provides job specific compliance training to staff to ensure all employees hold the appropriate certificates and permits to undertake their work safely.

## 2024 PRIORITIES

- In collaboration with JBS Australia, roll out front line leadership development program
- Design and deliver a Marine Operations Intensive program to enhance safety and job readiness for those new to the marine environment
- Undertake a digital literacy assessment for Huon and develop programs to uplift digital capability

# DIVERSITY & INCLUSION

## FOSTERING AN INCLUSIVE CULTURE



### OVERVIEW

Huon's workforce is made up of individuals with diverse skills, values, experiences and backgrounds. The Company is committed to supporting and further developing this diversity through attracting, recruiting, engaging and retaining diverse talent and aligning its culture and systems with this commitment.

The Company believes that commitment to diversity creates competitive advantage and enhances employee participation and engagement, which is essential to the ongoing success of the business.

There has been steady progress towards achieving our diversity objectives with systems and structured programs in place to support employees from their early career stages.

- Support provided to Culturally and Linguistically Diverse (CALD) team members to apply for Diverse Leaders Program hosted by Multicultural Centre of Tasmania
- Developed a DEI module for our new online employee induction
- 26TEN Literacy, Language and Numeracy support for team members

### GOALS

- We will continuously improve our approach to diversity and inclusion for the benefit of our people and our business.

### OUR PROGRESS

Progress in achieving our diversity objectives in the last financial year includes:

- Responding to and preventing inappropriate workplace behaviour framework developed
- Respect at work training and awareness session rolled out to Executive Team and people leaders

### 2024 PRIORITIES

- Continue to develop and foster an inclusive culture
- Embed Respect and Work principles
- Create more inclusive systems and processes for our people
- Continue to leverage programs such as 26TEN to support our people





# COMMUNITIES

## SUPPORTING OUR LOCAL COMMUNITIES

### OVERVIEW

**Huon works extensively with the communities in which we operate, supporting an array of organisations, community groups and events.**

**We strive to further their development through meaningful partnerships and sponsorships. Huon has sponsored and given directly to a range of organisations and events across the sporting, disability, arts, and charity sectors.**

**And we continue to engage with small business, local recreational clubs, and community associations. Huon is also committed to working with schools in areas we operate in, supporting initiatives around healthy eating, STEM, and recreational events.**

### OUR PROGRESS

- A dedicated Community Engagement team which supports the communities in which we operate.
- Industry, stakeholder and educational site tours to our hatcheries and marine leases.

- Partnered with the Royal Hobart Hospital Research Foundation, supporting medical research to improve health outcomes for Tasmanians.
- Regular salmon donations to foodbanks, meal providers and charities across southern Tasmania.
- Food donations and breakfast events at Tasmanian schools.

### GOALS

- Continue making positive impacts to our local communities, building strong relationships within those communities and caring for our environment.

### 2024 PRIORITIES

- Implement the Tasmanian JackJumpers health and wellbeing program in schools across Tasmania.

# LOCAL AMENITY

## CARING FOR OUR LOCAL COMMUNITIES

11 SUSTAINABLE CITIES AND COMMUNITIES



### OVERVIEW

**Huon's farming operations share their land and waters with local communities. Minimising our impacts on our neighbours remains a continual focus for Huon.**

**Our Complaints Management Process allows us to identify key community and stakeholder concerns and continually improve our community interactions and the way we operate.**

**Huon is always working towards reducing noise related to our operations and addressing any issues or concerns the community may have in accordance to our licence conditions.**

- Upgrades to all pen infrastructure including replacement of all moorings, ropes and nets to reduce the potential for marine debris escape.
- Branding and tracking of equipment for clear identification.
- GPS tracking devices installed.
- Upgrades to all vessels to minimise noise impacts and movement along our waterways.
- Changes to organic waste management to mitigate odour concerns.

### OUR PROGRESS

- Complaints Management Process to identify stakeholder concerns and track complaints resolution to enable continuous improvement.
- Huon Audit Program to ensure marine farming equipment remains compliant with licence conditions.
- Routine shoreline clean-up program and tracking of waste captured on our Sustainability Dashboard.

### GOALS

- 10% year on year reduction in community complaints through to 2030
- 15% year on year reduction in marine debris attributed to Huon's operations

### 2024 PRIORITIES

- Focus on reducing loss of marine farming equipment from the source through increased education and training for operational staff

# FOOD SAFETY & QUALITY

PRODUCING THE HIGHEST  
QUALITY

2 ZERO  
HUNGER



## OVERVIEW

Fresh food is at the forefront of Huon's business. Our company's values include sustainably and efficiently producing the highest quality Salmon and Ocean Trout products possible.

All the fish Huon produces is primarily processed at a single facility, at Parramatta Creek (PMC) in the NW of Tasmania, which makes food safety variables easier to control. From here, whole fish, fillets or valued added products are dispatched for sale or are sent to our Ingleburn factory in Sydney for further value-adding and dispatch to local customers.

The sale of any product is dependent on market perceptions of its quality and safety. Huon mitigates this risk through its rigorous Quality Assurance (QA) systems and constant product testing.

## OUR PROGRESS

- Harvest setup geared for freshness – Huon harvests and processes to order, ensuring we deliver only the freshest salmon to markets across the country.
- Only pre-rigor supplier – Because of Huon's strategy and equipment

- Developed on the farm, Huon processes all salmon pre-rigor to ensure the firmest, freshest Salmon.
- Huon can deliver fresh fish nationally into distribution centers, ensuring significant wastage and mark down savings.
- Rigorous internal QA control program
- Independent audits of processing sites
- Achieving Global Gap Certification
- Upskilling of our workforce by providing food handling and knife handling skills

## GOALS

- All processing facilities continue to comply with a recognised food safety certification program by the Global Food Safety Initiative (GFSI)
- 100% of ingredients and product contact materials are sourced from facilities that are GSFI certified
- Zero incidents of non-compliance concerning marketing communications

## 2024 PRIORITIES

- Develop a globally aligned Product Integrity scorecard and set 2030 targets
- Continuous improvement across all our operations' food safety and quality



# SUPPLY CHAIN

## DECENT WORK & ECONOMIC GROWTH



### OVERVIEW

The nature of our business demands we work with a diverse set of suppliers that range from small family farms to large, multinational companies that manufacture and provide materials and services for our production facilities. We work in partnership with thousands of suppliers to ensure the highest-quality inputs.

Huon is committed to deforestation-free supply chains and maintaining a balance of tree and grass cover for sustainable food production. Our research shows that Australian producers are world leaders in forest stewardship and operate under industry-based regulations that are among the most comprehensive in the world.

Huon opposes all forms of slavery and forced labour in its operations and the operations of its suppliers. We are committed to improving our practices to combat modern slavery.

- Fish feed sourced from suppliers is increasingly derived from plant and animal by-products that are not fit for human consumption, including fish oil, fish meal, meat and blood meal.
- Integration with JBS Modern Slavery Statement
- Participation in the JBS Modern Slavery Working Group

### GOALS

- Maintain deforestation-free supply chains

### 2024 PRIORITIES

- Implement continuous improvements to combat modern slavery in our supply chains

### OUR PROGRESS

- Collaboration with suppliers on key issues such as deforestation and modern slavery, to review risks and take action as appropriate.

# PACKAGING

## USING ENVIRONMENTALLY FRIENDLY MATERIALS



### OVERVIEW

Huon is critically aware of the environmental impact of packaging, and as a member of APCO (Australian Packaging Covenant Organisation) we undertake SPG (Sustainable Packaging Guideline) assessments annually for our product packaging.

Huon embraces the use of recycled materials in our secondary packaging (e.g. cardboard), which also serves the purpose of delivering our product safely to the market. In addition, we continually work with our packaging suppliers and the APCO to ensure that we are ready to implement innovative, eco-friendly packaging as they arise.

### OUR PROGRESS

- Australian Recycle logos (ARLs) are incorporated in the packaging for all our consumer facing products.
- Packaging options that improve sustainability are an integral part of our product development process.
- Huon now utilises PREP (Packaging Recyclability Evaluation Portal) to verify that packaging is or isn't recyclable in Australian and New Zealand kerbside collections.

- The majority of Huon's secondary packaging (e.g. cardboard shippers and shelf-ready trays) are 100% recyclable.
- Huon has successfully transitioned all MAP (modified atmospheric packaging) retail lines to HydroLoQ trays, reducing the requirement for a soaker pad (single use plastic).
- Huon continues to pursue a sustainable alternative to the EPS (expanded polystyrene) carton.

### GOALS

- Huon's sustainable packaging targets are aligned with APCO's 2025 National Packaging Targets:
- 100% reusable, recyclable or compostable packaging.
- 70% of plastic packaging being recycled or composted.
- 30% of average recycled content included in packaging.
- The phase-out of problematic and unnecessary single-use plastic packaging.

# SUSTAINABLE FEED

USING CERTIFIED RAW MATERIALS EFFICIENTLY



## OVERVIEW

Huon fish are fed specialised diets that optimise health and performance at every stage of their lifecycle. Huon's feed is now sourced from Tasmanian-based mills which reduces the risk of relying on imports, and reduces their carbon footprint.

Quality feed is imperative in maintaining good fish health. The ingredients in our salmon feed, like all stock feed in Australia, are rigorously controlled and audited. All feed ingredients used by Huon are approved under the Australian Stockfeed and Pet food Regulations, governed by the Australian Pesticides and Veterinary Medicines Authority (APVMA).

In Australia, feed companies are legally required to disclose ingredient details which is why Tasmanian farmed salmon is a safe, nutritious, healthy, and sustainable food.

- Use of feeds that lower feed conversion ratios (FCR).
- Ongoing feed trials with feed manufacturers to improve feed quality and fish performance.
- Use of pellet recognition software to minimise feed wastage.
- Inclusion of algal oil into production feeds

## GOALS

- Maintain 100% sustainably sourced raw materials
- Maintain a Fish in Fish out (salmon) ratio < 1
- Work with suppliers to reduce the total carbon footprint of feed

## OUR PROGRESS

- Full traceability of our feed raw materials.
- Feeds do not contain any growth hormones, growth promoters or genetically modified organisms (GMOs).

## 2024 PRIORITIES

- Continue to conduct collaborative R&D with feed suppliers
- Investigate substitution of marine ingredients (i.e. protein and algae oil).





# HUON

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THANK YOU

2024