



# SUSTAINABILITY REPORT 2021

Nordward

**OUR JOURNEY, OUR MESSAGE** 4

**OUR BUSINESS** 6

**ESG KEY PERFORMANCE INDICATORS** 8

**SUSTAINABLE DEVELOPMENT GOALS (SDGs)** 14

**RISK ANALYSIS OF OUR VALUE CHAIN**

**16**

**PEOPLE**

**18**

**ENVIRONMENT**

**20**

**BUSINESS ETHICS AND ANTI-CORRUPTION**

**30**

# OUR JOURNEY, OUR MESSAGE

2021 was a very important year for sustainability in Nordward. This year we laid the foundation for the next three years with the first sustainable business development strategy for Nordward. Heading this work will be Jesper Redecker Hansen one of the founders from Nordward company Fiskerikajen.

Working with sustainability as a strategic business area is a new way of measuring growth for Nordward. Following our progress is necessary and in 2022 we will perform a scope analysis to establish a baseline that helps us push sustainable progress in all areas of our business. Hence all goals and ambitions from our 2021 report have been revisited and are incorporated in this year's strategy, although all goals need to be measured with the baseline we will establish in 2022. Our hope is to further develop our understanding of life in the sea as well as on land and that we by 2025 will have a full scope analysis on all our important impact areas.

Nordward consists of four different operational companies in two countries. The different companies have different profiles. We understand that sustainable progress will happen at a different pace for each company, as we will need to progress at a pace suitable to the company's customer base. One of our companies might be far ahead on sustainable distribution another might be far ahead on sustainable sourcing. The best thing about this, is that we are able to share progress made in one of our companies throughout Nordward. Timing will determine when progress will be rolled out in each company, but one thing is certain, we will make sustainable progress in each company whenever it is possible.

*Mikael Salenstedt*  
CEO, Nordward Group



*Jesper Redecker Hansen*  
Head of Sustainable  
Business Development  
Nordward



Our goal is to find sustainable alternatives for our entire top 25 products of each company by 2025. This will give us the ability to present sustainable alternatives to our customers for all major product categories. We believe that the challenges of changing the food industry have to be solved through transparency and partnerships. Governments and legislation may have an impact on the way we do business, but if we do not have a common understanding of these challenges, no real change will come.

Being a part of the sustainable transformation of the food industry is not only necessary for Nordward, but for the food industry as a whole. The marine ecosystems and the ecosystems on land provide us with a wide range of the products we sell. The fisheries and the agriculture practises that we choose to support have a significant impact on these ecosystems. Nordward has a goal for 2025 to significantly enhance the share of fish we purchase from low impact fisheries and to decrease the share of fish we purchase coming from bottom contacting fisheries. We understand that the welfare of the ecosystem is vital for the future.

2021 marked a new beginning of the sustainable journey for Nordward. We hope you will join this journey.



Mikael Salensted,  
CEO Nordward Group



Jesper Redecker Hansen,  
Head of Sustainable Business  
Development Nordward

# OUR BUSINESS

Nordward consists of four operational companies based in Sweden and Denmark. The area of business expands from Sweden and Denmark to Norway and with exports to Continental Europe.

## Core values

The strengths that unite Nordward are quality, sustainability, innovation and service. These strengths have been turned into CRED – Courage, Respect, Excellence and Dedication. The core values define what Nordward stands for, both now and in the future, and what fundamental values should be reflected in the actions of our employees and partners.

### COURAGE

- Innovation
- Rise to the challenge
- Create the future

### RESPECT

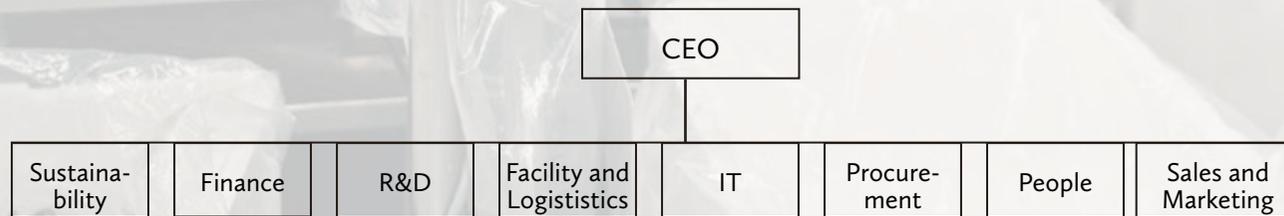
- Respect the sea
- Respect the people
- Make sustainable choices

### EXCELLENCE

- Quality over price
- Have the best partners
- Have the best skills

### DEDICATION

- Keep your promise
- Always find a solution
- Go the extra mile



# Nordward



RESPEKT



### Kvalitetsfisk – Sweden, Stockholm

Kvalitetsfisk is the sushi expert of Sweden, with over 1,200 customers in a wide range of segments across the whole country. Known for its sushi expertise, Kvalitetsfisk has grown together with the Asian market over the years by supplying a full range of products to customers who demand high quality and product expertise. Kvalitetsfisk is a leading supplier of the highest grade sushi salmon in the Nordics. Kvalitetsfisk certified against the IP Food standard. Main customer segments include sushi and poke, facility management and dining.



### Fisk Idag – Sweden, Gothenburg/Öckerö

Fisk Idag is one of Sweden's leading seafood wholesalers. Over the years, the wide range of customers has made the company an expert in each customer segment. Fisk Idag was established in 1992 in Fiskhamnen, Gothenburg, and since 2009 has also had its own production facility at Öckerö refining its own products. Fisk Idag Öckerö is certified against GFSI approved standard FSSC 22000, Fisk Idag Fiskhamnen certified against the IP Food standard. Main customer segments include retail, facility management and dining.



### FSG Foods – Denmark, Copenhagen/Fredericia

FSG Foods is Scandinavia's largest single supplier of products for the sushi- and asian market. In addition to fresh fish, they are able to supply a wide range of frozen, dry and non-food products. FSG Foods offers Asian restaurants a broad service so the customer only needs one supplier for both kitchen and restaurant. Main customer segments include sushi and poke and wholesale.



### Fiskerikajen – Denmark, Copenhagen/Hanstholm

Fiskerikajen supplies high-quality seafood to Denmark's best restaurants. Fiskerikajen has been working with the development of low impact fisheries in Denmark since 2011 and was a partner in the development of the NaturSkån-som certification. Fiskerikajen has a strong political commitment through this work and continues to use this platform to educate consumers and chefs following the company motto Respect the Sea. Main customer segments include fine dining, dining and facility management.

# ESG KEY PERFORMANCE INDICATORS

## ENVIRONMENTAL DATA

	UNIT	2021	2020
CO <sub>2</sub> e, Scope 1	Tonnes	516.5	-
CO <sub>2</sub> e, Scope 2	Tonnes	13.2	-
Energy consumption	GJ	7,095.1	-
Proportion of renewable energy	%	59.4	-
Water consumption (Our facilities in Sweden are not included)	M <sup>3</sup>	4,498.9	-

## SOCIAL DATA

	UNIT	2021	2020
Full - time workforce	FTE	242	273
Gender diversity female/male	# of FTE	40/202	35/238
Gender diversity manager level f/m	# of FTE	7/17	6/19
Sickness absence	%	5.3	4.8

**GOVERNANCE  
MANAGEMENT DATA**

Gender diversity on  
board female / male

Board meeting  
attendance

UNIT	2021	2020
# of FTE	0/5	0/5
%	100	100

*Pop-up New Year's sale 2021  
- Fiskebyen*

**Nordward**

## Highlights from 2021

### **Sustainability a new strategic business area**

In 2021 Nordward significantly accelerated the focus on sustainability. We announced Jesper Redecker Hansen Head of Sustainable Business Development in Nordward and made a large overhaul of our sustainable business development strategy for the next three years.

### **Nordward set our baseline on carbon footprint**

Nordward made a collaboration with Position Green to further strengthen our ability to measure our carbon footprint

### **Supporting Sopköket**

Kvalitetsfisk is a continuous supporter of the excellent initiative, Sopköket, working to minimise food waste. In their own production Kvalitetsfisk meticulously exploits all parts of the fish. Unavoidably however, a small portion of products will not find their right customer, before shelf life runs out. These products are given to Sopköket, where they are processed into quality meals that otherwise would have ended as waste.

### **Blowfish**

Nordward launched Blowfish, a whistleblower reporting system that improves the opportunities for employees to point out and comment on critical matters without having to fear that it will have negative consequences.

### **New Partnership with HRS**

In 2021 Nordward entered in a partnership with HRS (The Culinary Academy of Copenhagen) with the goal to educate the future of the food industry to better make the choices that change the food system and drive it towards a more sustainable future. .

### **Pop-up New Year's sale - Fiskebyen**

Low Impact fisheries were once again hit by Covid restrictions and with the quota reductions on cod Fiskerikajen decided to go an extra mile to help with the sale. Together with our partners Fiskebaren we made pop-up sale on New Year's cod, which had otherwise become food waste.

### **Nordward raised its voice for sustainability**

Nordward and Fiskerikajen participated at Madens Folkemøde in Denmark where we participated in a debate with the stance that the future of fisheries should be sustainable.



### **Fiskerikajen supported Diversity**

A recruitment campaign with the purpose to employ more wonderful people at Fiskerikajen, we joined the celebration of World Pride in Copenhagen in 2021 celebrating diversity and flagging the rainbow flag in collaboration with World Pride.

### **Low Impact fisheries was in focus**

In 2021 Nordward bought its largest share ever from Fish caught by low impact fisheries

## Highlights from 2021

### Nose-to-tail at Öckerö and Kvalitetsfisk

The production facility at Öckerö connected to Fisk Idag is a market leader when it comes to maximising the exploitation of fish meat and minimising food waste. As done in Kvalitetsfisk, residual products from especially salmon and cod processing are, with the use of the latest technology, upgraded to high quality food products, such as salmon tartare and cod burgers. But also projects using less fished species are currently initiated.

#### Head 8%

Sale  
Animal feed

#### Nose-to-tail

---

#### Salmon

#### Fillet 75%

Processing  
Sale

#### Fins 4%

Processing  
Sale  
Animal feed



#### Bone 10%

Animal feed

#### Salmon scrapings 3%

3%  
Processing  
Sale

---

Outcome = 100%



### Norcod, farmed cod

Nordward entered into a partnership with the world's first commercially farmed cod. The cod is farmed at sea in the vibrant Trondheim archipelago off Hitra. Continuous measuring takes place at the production site, to ensure little impact to the surrounding marine habitats. Nordward aims to enhance its share of Norcod in 2022, taking pressure off wild cod stocks, and focussing solely on cod caught by low impact fisheries and Norcod.

# SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Nordward supports the UN 17 Sustainable Development Goals and we want to work actively to take responsibility for the impacts we have on the environment, climate and the people involved in our business.

The Nordward sustainable business development 2022 -2025 strategy applies the SDGs as a strategic marker. Through this we identify 6 SDGs that we specifically focus on. This is where our business has the greatest impact in terms of decreasing the risk of negative impact or even better have the possibility to have positive impact in the areas we do business.

In the following overview we clarify how we will work toward the achievement of these 6 SDG goals. Going forward we turn the goals into actual initiatives and implement these in the relevant parts of the business.



## Zero hunger

We aim to have a positive impact on fishermen and smaller producers getting fair compensation for their goods.



## Life below water

We respect the sea and aim to enhance our share of fish that are harvested sustainably. We are aware that our procurement policy and the fisheries we support have a significant impact on this SDG.



## Clear water and sanitation

We aim to reduce production of goods that directly or indirectly pose a threat to water-related ecosystems.



## Life on land

We respect nature and aim to reduce our share of products that are damaging to the ecosystems and biodiversity on land.



## Responsible consumption and production

We focus on reducing our footprint and protecting nature and biodiversity in our supply chain. We also wish to contribute with knowledge throughout the entire supply chain.



## Partnerships for the goals

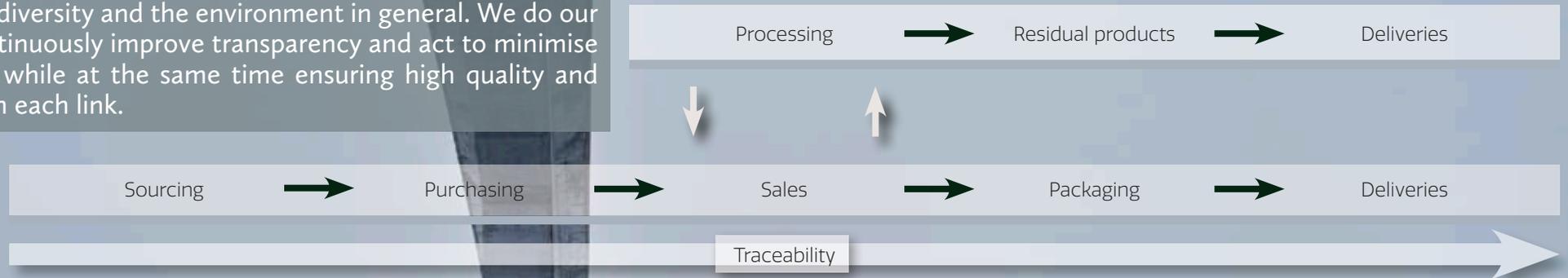
We can only reach the ambitious goals by finding reliable partners throughout the value chain.

	What we aim to achieve	SDGs	2022	2025	UN
<b>People</b>			<ul style="list-style-type: none"> <li>• New chief people and culture officer</li> <li>• Additional education on work safety</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce the level of sickness absence by 2% compared to 2021</li> <li>• Increase gender diversity in all departments</li> </ul>	
<b>Environment</b>			<ul style="list-style-type: none"> <li>• Find a baseline for the large impact areas in Scope 3</li> <li>• Update sales and purchasing guidelines in relation to our sustainable goals</li> <li>• Facilitate a focus on upcycle beach crab in the feed industry</li> <li>• Incorporate an environmentally progressive car policy</li> <li>• Integrate a route optimization program in all relevant entities</li> <li>• Development of new reusable packing material together with external partner</li> <li>• Replace all single used plastic with biodegradable plastic in our packaging operations</li> <li>• Streamline our waste management in all of our facilities.</li> </ul>	<ul style="list-style-type: none"> <li>• Full Scope analysis on all important impact areas</li> <li>• Sustainable alternatives for the top 25 volume products of each company</li> <li>• Enhance our share of fish from low impact fisheries</li> <li>• Enhance our share of ASC certified shrimps</li> <li>• Enhance our share of sustainable grown rice</li> <li>• Decrease our share of purchased fish from bottom contacting fisheries</li> <li>• 75 % carbon neutral in our distribution</li> </ul>	
<b>BUSINESS ETHICS AND ANTI-CORRUPTION</b>			<ul style="list-style-type: none"> <li>• Become a member of the SEDEX network</li> </ul>	<ul style="list-style-type: none"> <li>• All suppliers have signed our Code of Conduct</li> </ul>	



# RISK ANALYSIS OF OUR VALUE CHAIN

Nordwards business spans a value chain that covers areas such as fisheries, agriculture, sourcing, packaging and transportation. This value chain potentially involves risks to humans and impact on biodiversity and the environment in general. We do our best to continuously improve transparency and act to minimise those risks while at the same time ensuring high quality and value within each link.



The analysis outlines the most common risks in our business.

## Fishing And Harvesting

Fishing and harvesting a natural resource are associated with the risk of breaching human rights, negatively affecting the biodiversity and the environment in general. *Ref. page 21*

## Sourcing

We have suppliers around the world however most of our suppliers are located in the EU. Potential risks may relate to human rights, employee rights, environmental issues, climate footprint and various forms of corruption. The significant impact on biodiversity and environment in the sea depends on the fisheries that we choose to support. In the areas where we source our products we have a strong responsibility to ensure that our business activities do not lead to depletion of resources. *Ref. page 31*

## Transportation

Products are often transported over long distances and have to keep the same temperature the entire time. Regardless of where our carriers are based there is a potential risk of breaching human rights, environmental risk and quality deterioration associated with transportation. Any type of transportation is associated with CO<sub>2</sub> emissions that are negative to the environment.

As the seafood industry deals in fresh products that have a limited shelf life, it is common for customers to want more frequent deliveries of smaller volumes instead of taking larger volumes on fewer occasions. *Ref. page 24*

## Facilities

Buildings and storage use energy, water and heat, which generates CO<sub>2</sub> emissions. Electricity consumption in the food industry is generally high because of the need for refrigeration and freezing facilities.

In the seafood industry, which deals in fresh produce that has a limited shelf life, it is important to monitor purchase volumes so as to avoid the risk of large quantities turning into waste and being discarded.

There is an environmental risk associated with the waste generated from the packaging materials used in distribution of our products. The vast majority of Nordward's products are transported in EPS polystyrene boxes. EPS polystyrene is an oil-based insulation material and is therefore not considered an eco-friendly option.

*Ref. page 20*

## People

The seafood industry is seasonal in its nature, making our employees exposed to added work pressure for some periods of the year. A large proportion of the work is also physical in its nature, making the staff exposed to physical health risks in the form of heavy lifting, handling sharp worktools and working in a refrigerated environment. *Ref. page 18*

## Sales Channels

There is a general risk of greenwashing and misunderstanding when we sell products to customers. Not all certifications should be regarded as sustainable and due to the lack of official guidelines when it comes to the value of life in the sea, a great deal of information is left for the individual consumer to interpret. *Ref. page 22*



# PEOPLE



Lukas  
Fiskerikajen

## Safety, Well-Being And Health

It is fundamental for Nordward to create the best conditions for the safety of our employees when they perform their daily work. We aim to promote and maintain a healthy physical and psychosocial work environment. We comply with the current local labour legislation, and we want to ensure that safety and security are optimal. In 2021, we had four work related injuries in total in the Group. In 2022 we will further educate selected staff in work safety.

The seafood industry is seasonal in its nature, making our employees exposed to work pressure for some periods of the year, while other periods are low. To deal with stressful times in Nordward, we 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. In addition, we hire seasonal workers when business is peaking. We strive to make sure that our employees feel valued, supported and we celebrate the fact that we are a successful company and that everyone is a key in our success.

During the Covid pandemic our main priority has been the health and safety of our employees. The test strategy absorbed by Nordward has been continuous testing in Denmark and use of facemasks throughout the business. Testing was done during work hours to support employees and reduce the spread of the Covid virus in these difficult times.

With no possibility of working from home during the pandemic a decision was made to keep the different departments separated in both Sweden and Denmark. All safety precautions were taken for our employees delivering to customers in kitchens to minimize exposure.

## Diversity

The Nordward Group encourages diversity at all levels within the group. Any discrimination on the basis of gender, sexual orientation, gender identity, age, nationality, skin colour, religion, social or ethnic origin, disability, political views or trade union membership is unacceptable for Nordward. This principle applies to how we treat our employees as well as in our recruitment processes. Areas of work and activities are adapted according to the individual work capacity.

The risks of discrimination and obstacles to equal opportunities and rights that may exist at our facilities are investigated and mapped annually. In 2021 - 3 incidents of discrimination were identified. The cases were analysed and resulted in an action plan by the Work Environment Management. The plan will be followed up yearly.

We aim to be a workplace where we enable company and individual growth.

We believe that the best way to drive Nordward forward is to have motivated employees who are given opportunities for individual development and growth. Therefore, we want to;

- Enable performance and contribution throughout all of Nordward
- Support continuous learning and development of individuals and the organisation
- Enhance engagement and motivation for individual and company goals
- Enable employees to thrive and grow at Nordward and engage individuals in and make them responsible for their own development

Our ambition is to create a workplace where our physical and psychological environment enables us to attract, develop and retain the best talents in the industry.

Our guidelines and leadership to enforce this is daily management contact, staff meetings and a yearly employee survey. The employee survey enables us to measure employee engagement, give our employees a voice and direct our organisational growth.

2022 brings an added focus on people within the Nordward Group with the addition of Charlotte Hahne as the Chief People and Culture Officer. During 2022 Charlotte will continue to further build on our company culture, values and the development of a positive business culture. Employee engagement, productivity, wellness and personal development are also prioritised areas.



*Sofie*  
Fiskerikajen

# ENVIRONMENT

## ENVIRONMENTAL DATA

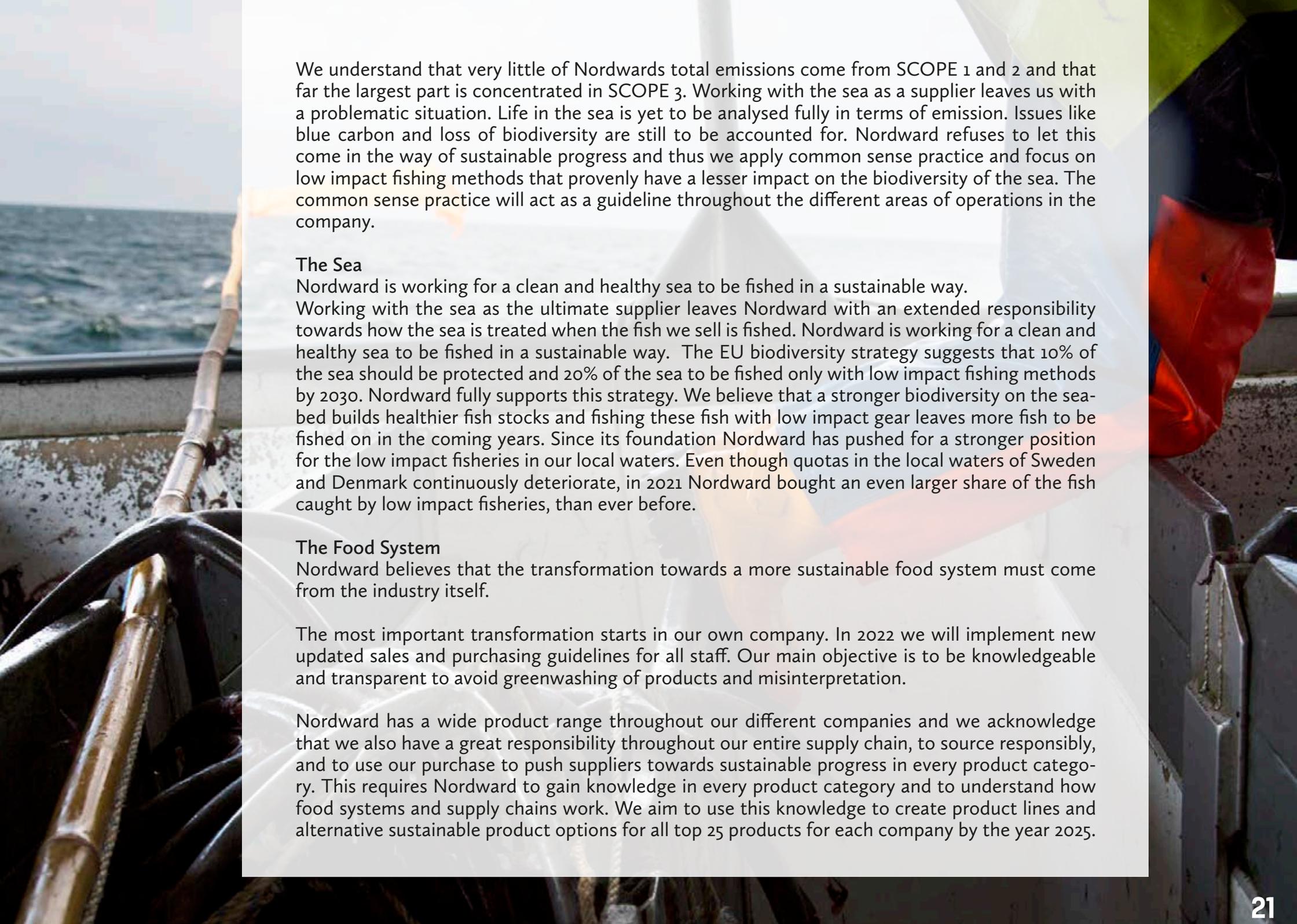
	UNIT	2021
CO <sub>2</sub> e, Scope 1	Tonnes	516.5
CO <sub>2</sub> e, Scope 2	Tonnes	13.2

### Co<sub>2</sub> Emissions

In 2021 Nordward took the first step to unfold and categorise the environmental impact caused by our operations and create a full carbon footprint inventory together with Position Green.

Nordward's carbon footprint is calculated according to the Greenhouse Gas Protocol (GHG). For the carbon accounting Nordward have used the financial approach presented by the framework. This means that all facilities in Sweden and Denmark for which Nordward has full (financial) control are included. According to GHG it is mandatory to report on SCOPE 1 and 2, while SCOPE 3 is voluntary since it is often more difficult to report on.

The inventory 2021 covers SCOPE 1 and 2 in the GHG. The aim of this first report has been to set a baseline. In 2022 we aim to get an overview of the largest impact areas in SCOPE 3 and on the bases of this analysis set quantitative targets and from here reduce our carbon footprint.



We understand that very little of Nordwards total emissions come from SCOPE 1 and 2 and that far the largest part is concentrated in SCOPE 3. Working with the sea as a supplier leaves us with a problematic situation. Life in the sea is yet to be analysed fully in terms of emission. Issues like blue carbon and loss of biodiversity are still to be accounted for. Nordward refuses to let this come in the way of sustainable progress and thus we apply common sense practice and focus on low impact fishing methods that provenly have a lesser impact on the biodiversity of the sea. The common sense practice will act as a guideline throughout the different areas of operations in the company.

### The Sea

Nordward is working for a clean and healthy sea to be fished in a sustainable way. Working with the sea as the ultimate supplier leaves Nordward with an extended responsibility towards how the sea is treated when the fish we sell is fished. Nordward is working for a clean and healthy sea to be fished in a sustainable way. The EU biodiversity strategy suggests that 10% of the sea should be protected and 20% of the sea to be fished only with low impact fishing methods by 2030. Nordward fully supports this strategy. We believe that a 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. Since its foundation Nordward has pushed for a stronger position for the low impact fisheries in our local waters. Even though quotas in the local waters of Sweden and Denmark continuously deteriorate, in 2021 Nordward bought an even larger share of the fish caught by low impact fisheries, than ever before.

### The Food System

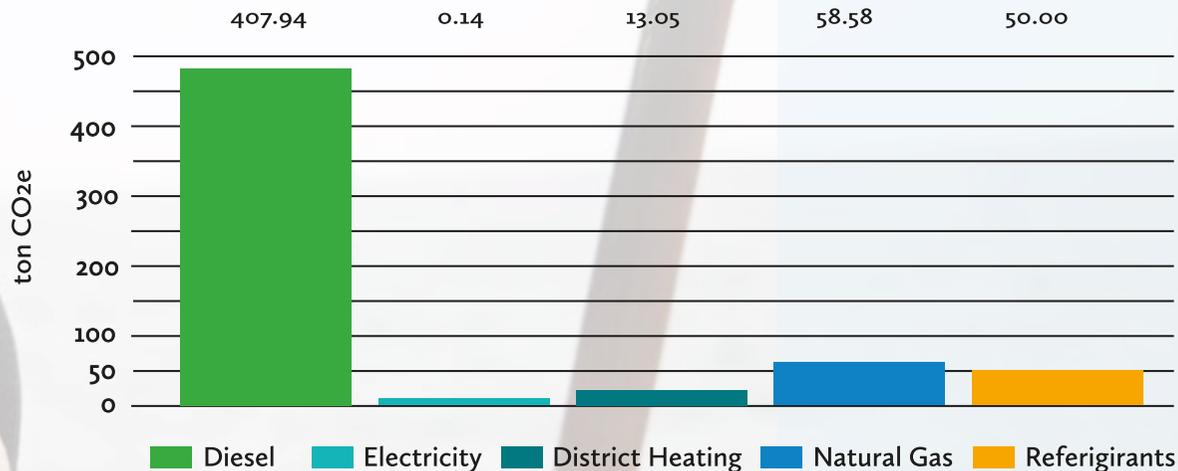
Nordward believes that the transformation towards a more sustainable food system must come from the industry itself.

The most important transformation starts in our own company. In 2022 we will implement new updated sales and purchasing guidelines for all staff. Our main objective is to be knowledgeable and transparent to avoid greenwashing of products and misinterpretation.

Nordward has a wide product range throughout our different companies and we acknowledge that we also have a great responsibility throughout our entire supply chain, to source responsibly, and to use our purchase to push suppliers towards sustainable progress in every product category. This requires Nordward to gain knowledge in every product category and to understand how food systems and supply chains work. We aim to use this knowledge to create product lines and alternative sustainable product options for all top 25 products for each company by the year 2025.

## Climate data

CO2e emissions, per category (scope 1+2), ton CO2e



Nordward is part of the partnership around 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 for 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. In 2021 Nordward company Fiskerikajen entered in a partnership with HRS (Hotel og restaurant-skolen) in Copenhagen. The common goal is to educate future generations of chefs on the sustainable purchase of fish and relay knowledge on how to use all parts of the fish.

As a part of the commitment Nordward will enter into any political arrangement that can better conditions for the low impact fishermen. At the heart of this development is the Danish union for low impact fishermen FSK (Foreningen for Skånsomt Kystfiskeri) and our Head of Sustainability holds a seat on the board of trustees in the union. FSK's role is to work with the government in improving conditions for low impact fisheries and protecting vital marine ecosystems. This builds upon the EU's Biodiversity strategy and in 2021 two new marine national parks were founded in Langelands Bælt and Lillebælt in Denmark.

These areas will only be fished sustainably with low impact gear in the future. Nordward fully supports this development and will continue to build relations and infrastructure in these areas throughout 2022-2025.

The future of seafood depends heavily on aquaculture. The share of aquaculture products in Nordward is nearly 50%. Nordward is spearheading the development of RAS land based aquaculture and has strong relations with the frontrunners in the business. Partnerships with companies such as Glitne Halibut and Danish Salmon are built on complete transparency. In 2022 our focus will be on trying to influence the companies to upcycle beachcrab in the feed for halibut and salmon. The beach crab poses a threat to the fragile ecosystems in the Baltic Sea because of a lack of predatory species such as cod. The low impact fishermen can develop fishery for the beach crab and through this subsidise their income, in low income periods, making them more economically fit to sustain situations with quota restrictions such as the quota restrictions posed by the EU on cod in the Western Baltics in 2022.



**NaturSkånsom**

### Transportation And Distribution

Most of the products sold are sourced within the EU and Scandinavia. The products are divided into 3 main categories for transportation. Non food, dry goods and temperature controlled goods. Non-food, dry goods can be transported by regular transportation such as containers by ship or in non temperature controlled vehicles by road or train. Temperature controlled goods refer to frozen or cooled goods and must be transported in temperature controlled containers by ship and vehicles.

The division of goods transported to Nordward is approximately 2.5 % plane, 22.5 % ship - 75% road.

Nordward'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.

*Jonas*  
Kvalitetsfisk



The products in Nordward's range come from a wide geographical area. Nordward is constantly working on how to minimise its climate footprint by optimally adapting supplier shipments. One of our goals is to minimise the use of air freight by finding new ways of bringing fresh, exotic products to Scandinavia. Although products such as tuna from the Indian Ocean needs to be transported by plane in order to arrive at our facilities, Nordward is continuously trying to find alternative products such as -60c tuna transported by ship to offer to our customers. This is a part of our goal to have sustainable alternatives on all top 25 products for each company.

Nordwards aim is to be 75% carbon neutral in our distribution by 2025. During 2020, we optimised our facilities which means we can now supply more customers from the best geographical location, a focus that will continue over the coming years. In 2022 we will fully integrate a route optimisation program to enable us to handle our deliveries even more environmentally efficiently.

Although our company vehicles are a small part of our overall carbon footprint it is an area that we want to act on. In 2022 we aim to incorporate an environmental car policy for our company and leased vehicles.

*Sirwan*  
Fisk Idag

[www.fiskidag.se](http://www.fiskidag.se)



## Traceability

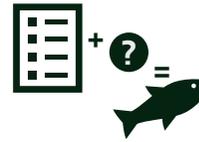
How and where fish are caught are the key to making sustainable choices. We know that the different types of fishing have different impacts on the marine habitat. Providing information about where, when and how fishing or farming has taken place can increase awareness among customers. Increased traceability helps to keep fishing within defined limits and is therefore a tool to help make fishing more sustainable. Given EU requirements for greater traceability of fishery products, the Swedish Agency for Marine and Water Management chose to introduce a central IT system to enable initial recipients and wholesalers to exchange information about consignments electronically.



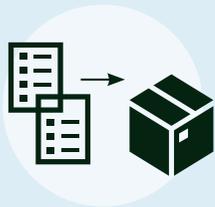
### 1. Inward delivery

- Consignments of unique batches purchased are registered in the system to obtain a consignment ID which is reported to the Swedish Agency for Marine and Water Management.
- The consignment ID is traced all the way from inward delivery to the consumer.
- This also applies to products that we buy and sell without handling in production.

### 2. Production



- From the original consignment, a production order is created for the products to be produced so that all new products can be traced back to the correct consignment in the workflow.
- This entire process must be reported to the Swedish Agency for Marine and Water Management.



### 3. Combination

- Products are picked in the warehouse and registered from different consignments and groups of goods.
- Once the order is picked and everything has been registered, a delivery note is created for the customer.

### 4. Discards

- All products that are discarded for any reason must be registered as leaving the system and reported to the Swedish Agency for Marine and Water Management.



### 5. Outward delivery

- Each delivery is accompanied by a delivery note and attachment containing all the relevant information (batch number, species code, catch method and catch area).



*This process is the one currently used at the Swedish companies, as different requirements apply in Denmark.*



## Reduction Of Material Use From Packaging

Nordward wants to focus on reducing our material use and the impact it has on the environment.

The vast majority of Nordward's products arrive and are delivered in polystyrene boxes. Unfortunately, there are currently no other alternatives that can offer the same properties, which product handling requires.

At Fiskerikajen 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. The recycling operation helps us recycle 98% of the material into new polystyrene products. In 2022 we will make efforts to install similar recycling operations at all Nordward facilities.

In 2022 we aim to replace all single use plastic packing materials with biodegradable plastic materials from Biobag in our packaging operation. The products used are fitted directly to our packaging needs and specifications to ensure complete implementation.

Our goal for 2022 is to develop a reusable box for packaging and distributing our products throughout our entire business. We believe that we are able to find the right partners to help us rethink and implement a new packaging system with a main focus on keeping the material moving and reducing our impact on the environment while still ensuring the same product quality.

## Food Waste

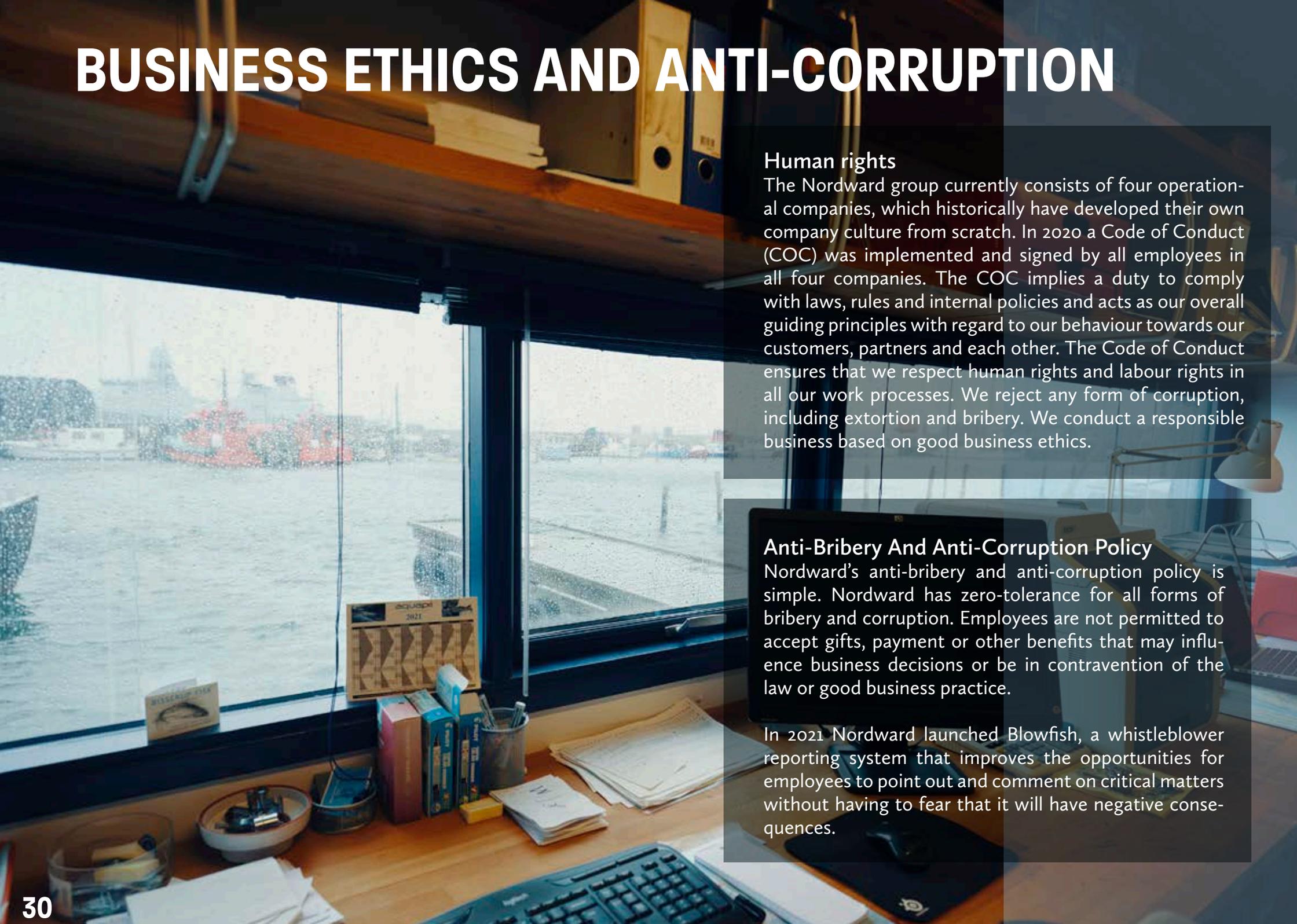
A common problem within the food industry is that products are discarded because the expiry date indicated has passed instead of basing the decision on the actual condition and quality of the product. At Nordward, we freeze products when we see that there will not be demand for them in time, thereby extending their shelf life. The fish can then be kept frozen for a long period and defrosted and used when demand arises.

We are also working to reduce food waste in specific product ranges with our own “OK” certification. Thorough checks are performed on those products that have passed the expiry date indicated in order to assess their quality. Products that are still considered usable as food are marked with our “OK” certification, which is our guarantee that the quality of the product has not deteriorated. In this way, the products are given another chance instead of being discarded.

Nordward focuses on working to reduce the level of waste and to improve the use of what is purchased and produced. We strive, wherever possible, to work in line with the Nose-to-tail concept, which means using the whole fish. In Kvalitetsfisk and Fisk Idag, we handle both internal and external byproducts in the form of salmon and cod scrapings, which are then processed to make new products.

It is our ambition to reduce our waste as much as possible. Our aim for 2022 is to streamline our waste management in all of our facilities in order for us to set a baseline and track improvements going forward.

# BUSINESS ETHICS AND ANTI-CORRUPTION



## Human rights

The Nordward group currently consists of four operational companies, which historically have developed their own company culture from scratch. In 2020 a Code of Conduct (COC) was implemented and signed by all employees in all four companies. The COC implies a duty to comply with laws, rules and internal policies and acts as our overall guiding principles with regard to our behaviour towards our customers, partners and each other. The Code of Conduct ensures that we respect human rights and labour rights in all our work processes. We reject any form of corruption, including extortion and bribery. We conduct a responsible business based on good business ethics.

## Anti-Bribery And Anti-Corruption Policy

Nordward's anti-bribery and anti-corruption policy is simple. Nordward has zero-tolerance for all forms of bribery and corruption. Employees are not permitted to accept gifts, payment or other benefits that may influence business decisions or be in contravention of the law or good business practice.

In 2021 Nordward launched Blowfish, a whistleblower reporting system that improves the opportunities for employees to point out and comment on critical matters without having to fear that it will have negative consequences.

## Suppliers

Working with the last wild food of the world gives us an added responsibility to source as sustainable as possible to sustain the ecosystems that create the products our business is made up of. We gather knowledge via local NGO's and fisheries administrations and have a strong focus on the catching methods and production practices. Our main focus is on the producer or fisherman and our strategy is to put our business as close to the source as possible.

Nordward requires only the best quality produced from our suppliers. We evaluate our products daily and our team category managers ensure our responsibility all the way through the value chain. We place great emphasis on establishing good contacts and long-term relationships in order to successfully address the most commonly occurring risks in the supply chain from an industry perspective. In doing so, we create the right conditions for maintaining good control throughout the value chain, which in turn means we can truly vouch for the products we deliver.

However a portion of our products are sourced in medium and high risk countries. In 2022 Nordward will enter into the SEDEX system giving us the possibility to audit our suppliers in medium and high risk countries through third party auditing known as the SMEATA. The SEDEX system consists of four pillars (Labor standards, Health and Safety, Environmental and Business Ethics). This will apply for all large and medium suppliers. For smaller suppliers that are not able to enter in the SEDEX system, we have a letter of commitment that reflects on the supplier's appliance to local laws and general business ethics.

Going forward we will continue our collaboration with our suppliers to ensure continuous development. Nordward believes that we have a responsibility to push the development so that all our global suppliers live up to our standards and help us on our journey towards a more sustainable food system.

LANGO



**Nordward Seafood Holding AB**

(559145-1702)

c/o Kvalitetsfisk i Stockholm AB

Box 55 | 123 21, Farsta

[nordward.com](http://nordward.com) | [hello@nordward.com](mailto:hello@nordward.com)

*The board of Directors is responsible for the issue of this report.*