



Sustainability and Environmental Policy

1. The Natural Environment

- 1.1. At Keltic Seafare, we fully recognise and actively address the potential environmental implications of our operations.
- 1.2. Though various organisations work to manage and protect many of Scotland's larger-scale commercial fisheries, there are no accreditations currently awarded to the methods used by our suppliers. However, we take direct responsibility for working to reduce some potential impacts on the natural environment and minimise all others as far as possible.
- 1.3. Keltic Seafare is committed to:
 - a. Clear sustainability of the species we supply and their wild environment
 - b. Continual improvement in our environmental performance
 - c. Compliance with all relevant legislation, regulations and codes of practice
- 1.4. We therefore:
 - a. Have a senior person (our managing director) charged with direct responsibility for environmental, social and economic sustainability issues
 - b. Encourage sustainable fishing practices and methods to maintain permanent, healthy local stocks and conserve the marine environment
 - c. Pursue resource-efficiency by conserving energy and water, minimising waste, recycling, re-using materials and productive use of by-products
 - d. Ensure the safe keeping, transportation, recovery or disposal of waste
 - e. Use recycled construction materials whenever commercially feasible
 - f. Minimise road miles and regularly service vehicles to maintain their efficiency
 - g. Work with suppliers to ensure they recognise and reduce the environmental impact of their products and transportation
 - h. Actively support the use of recycled materials



- i. Take due care and attention to prevent nuisance on site
 - j. Keep sites clean and tidy to ensure minimum disturbance to clients and neighbours and encourage safety
 - k. Liaise with the local community to minimise disruption to the local environment
 - l. Train and encourage our staff to feedback on our environmental performance
 - m. Publish our environmental objectives in our promotional materials
- 1.5. Keltic communicates this policy to all of our employees. We review it on an annual basis, and monitor factors such as legislation and company operational changes

2013 Policy Review:

- Improved recycling e.g. cardboard, plastic bottles, cans, paper
- Reduce our electricity use by becoming more efficient and looking at alternative supply sources e.g. solar
- Replace inefficient vehicles over the next three years with new vehicles to reduce our carbon footprint
- Review packaging annually to look for more sustainable options



2. The Social and Economic Environment

2.1. Community and economic wellbeing are particularly entwined in the region in which we operate, from the remote and fragile fishing communities to the largely rural, post-industrial, area of Ross-shire where our processing takes place. We therefore:

- a. Source our products from selected fishermen, in and around the Highlands and Islands, the Outer Hebrides and the Orkney Islands
- b. Ensure good dialogues, positive relationships, and seven-day rapid payment systems to address the cash-flow needs of the individual fishermen around our coast and islands
- c. Maintain stable and worthwhile jobs in the Highlands, embracing equal opportunities for all, and employing people from all ages, nationalities and levels of social advantage
- d. Buy-in services and products from local people wherever commercially feasible
- e. Work to maintain the long-term viability of harvesting wild products without affecting the stocks which are essential not least to the wellbeing of fragile local economies
- f. Play a positive part in helping to improve and coordinate the business life of the region and the overall, strategic operation of the fisheries sector
- g. Contribute to the attractive marine activity and natural food reputation that attract vital tourism revenue to the region and are also a source of community pride



3. Our Suppliers

3.1. Keltic and our suppliers – particularly our fishermen – depend on each other for commercial success, for long-term business survival and to maintain sound sustainability practices.

3.2. We actively work with our fishermen to:

- a. Sustain mutually-reliant relationships engendering confidence, trust and collaboration
- b. Make rapid payments to ease cash-flow issues
- c. Ensure sustainable catching, customer-friendly selection and sensitive handling of the best product
- d. Achieve sound health, safety and environment (HSE) practices
- e. Maintain a robust traceability regime, enabling tracking and potential recall of all individual raw, in-process and final products

3.3. For other service and product suppliers, we are committed to:

- a. Local sourcing and development of long-term relationships, wherever possible
- b. Partnership approaches with those whose specialisms are not acquired locally
- c. Full engagement in the traceability process for relevant services or products



4. Our Workforce

4.1. Keltic's success and continuous improvement – in terms of customer satisfaction, product and service quality, sustainable practice and commercial performance – have been firmly based on a strong tradition of mutual respect, loyalty and commitment with our employees.

4.2. We are committed to reinforcing this positive partnership through:

- a. The focus provided by our constantly evolving Employee Handbook, marrying Keltic obligations to employees with individuals' responsibilities to the company
- b. Being a fully inclusive and fair employer, beyond legal requirements
- c. Implementing personal development planning for all individuals, with related training
- d. Linking staff development to our 'promote from within' policy
- e. Technical skills development through food hygiene-related training
- f. Supporting the open and approachable attitude of our senior management team
- g. Breaking the industry norm of high staff turnover in seafood processing through positive retention
- h. Maintaining our pro-active HSE practices and exemplary safety record

Signed:

Date: 1st May 2013

Ben Murray
Managing Director