



READY FOR THE FUTURE TOGETHER

CSR REPORT 2016

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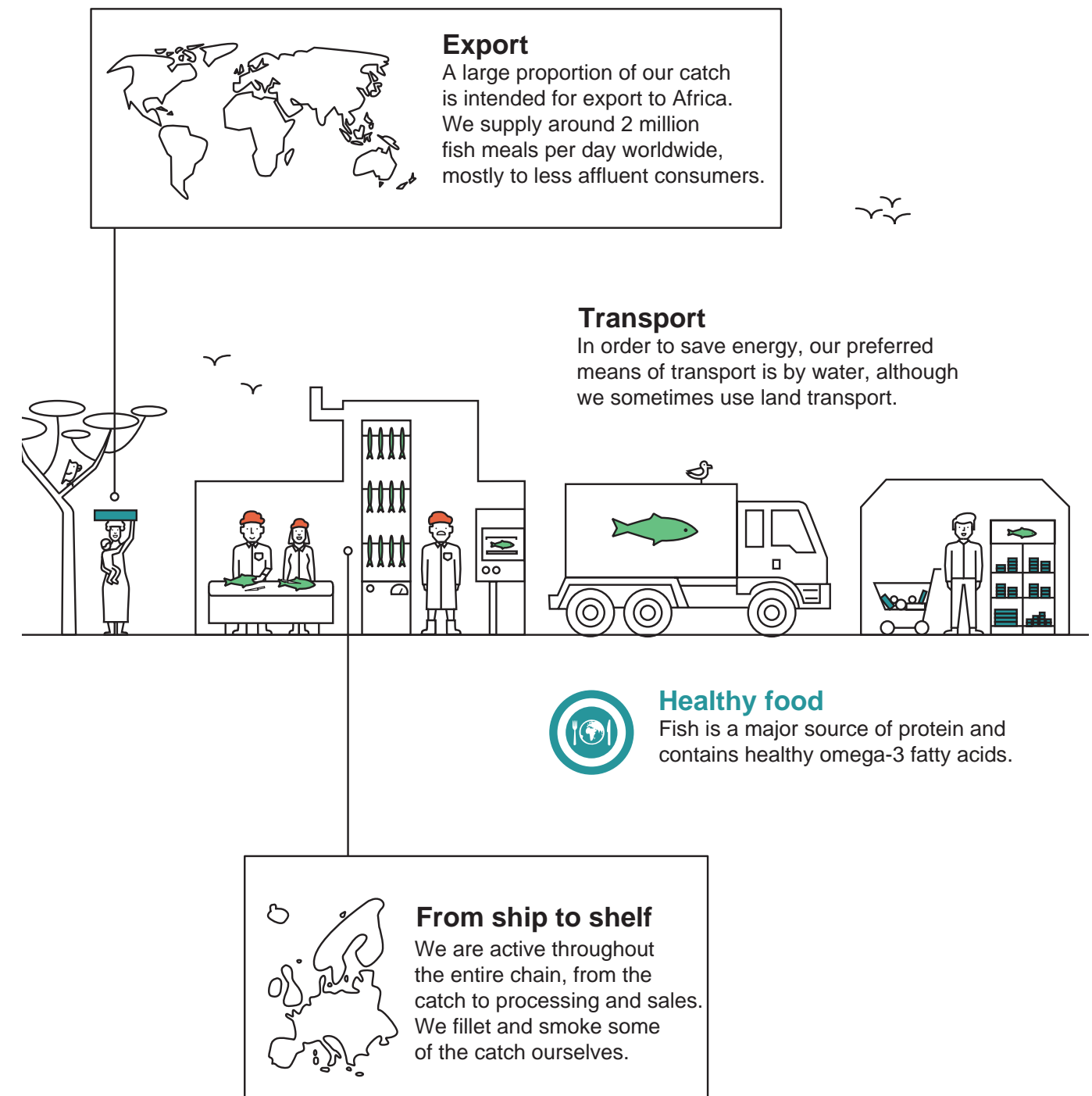
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Our chain: from ship to shelf



READY FOR THE FUTURE TOGETHER

Dear Reader,

I am delighted to present Cornelis Vrolijk's first annual CSR Report. Although we have been doing business in as sustainable a way as possible for a long time now, until recently we had not set down on paper in detail how we do this, at least not as a matter of course. We are a company of doers, not writers. The publication of this first CSR Report has therefore taken some time. However, we are confident that it will increase transparency about our company and our industry.

As a family business, we think in terms of generations and do business with a long-term perspective. Our business contributes to food security for millions of people. Sustainable and responsible fishing is a pre-requisite to be able to continue to feed all these mouths. Part of that is protecting the natural environment on which we depend. It is all our employees that enable us to do that; providing good, safe working conditions for them is self-evident to us. That is what Corporate Social Responsibility means to us.

In 2015 we made a start on setting out our CSR plans and targets for each business unit. The first result was a five-year plan (2016-2021) for pelagic fishing. This first CSR Report is the next step, in which we look back on our CSR performance in general and that for 2016 in particular. In addition to achieving the targets defined in the policy plan for pelagic fishing, ongoing development of the CSR policy for other parts of the Cornelis Vrolijk group is a major consideration. Our CSR Manager Aukje Coers has an important co-ordinating and inspirational role.

I am proud of the report you are now reading and of the things we have achieved together as a company. A major achievement was rolling out the CSR policy in the organisation, making sure that people become aware of it and that it will continue to develop. We have worked hard on this over the last few years and we are seeing results. At the same time, we must continue to ask ourselves questions and keep refining our policy. That is why we do not only look back on our performance in past years but also show what we have still to achieve. Clear examples of results in this report are our contributions to scientific research into responsible conservation of fish stocks, the reduction in CO₂ emissions at sea and the increase in the proportion of MSC-certified fish to 89% of the catch.

This report also provides more background information on a number of important issues in fishing, such as how the fish quotas come about and how we see our role in that process. I think many people are not aware of how closely the fishing industry co-operates with nature and environmental organisations on giving policy-makers advice on quotas.

I hope that this report will give you some new insights into the fishing industry in general and how we as a company try to make a positive social contribution as a food supplier to many people around the world. Happy reading!

Annerieke Vrolijk

CORNELIS VROLIJK

The foundations for Cornelis Vrolijk were laid by Frank Vrolijk, who established a herring trading business in Scheveningen in 1880. From the beginning of the 20th century, the shipping and trading companies focused on herring fishing in the North Sea. In the early 1950s, part of the company relocated to IJmuiden, continuing its operations under the name Cornelis Vrolijk's Visserij Maatschappij B.V.

In the 1970s, the original herring fishing was extended to mackerel and horse mackerel. The company launched fishing activities from the UK through its subsidiary North Atlantic Fishing Company and from France through its subsidiary France Pélagique.

Cornelis Vrolijk has also been active in fishing for and farming of tropical shrimps since the mid 1990s through its stake in Primstar. The shipping company Jaczon was acquired in 2005, which marked a major expansion of the business with new activities such as demersal trawling.

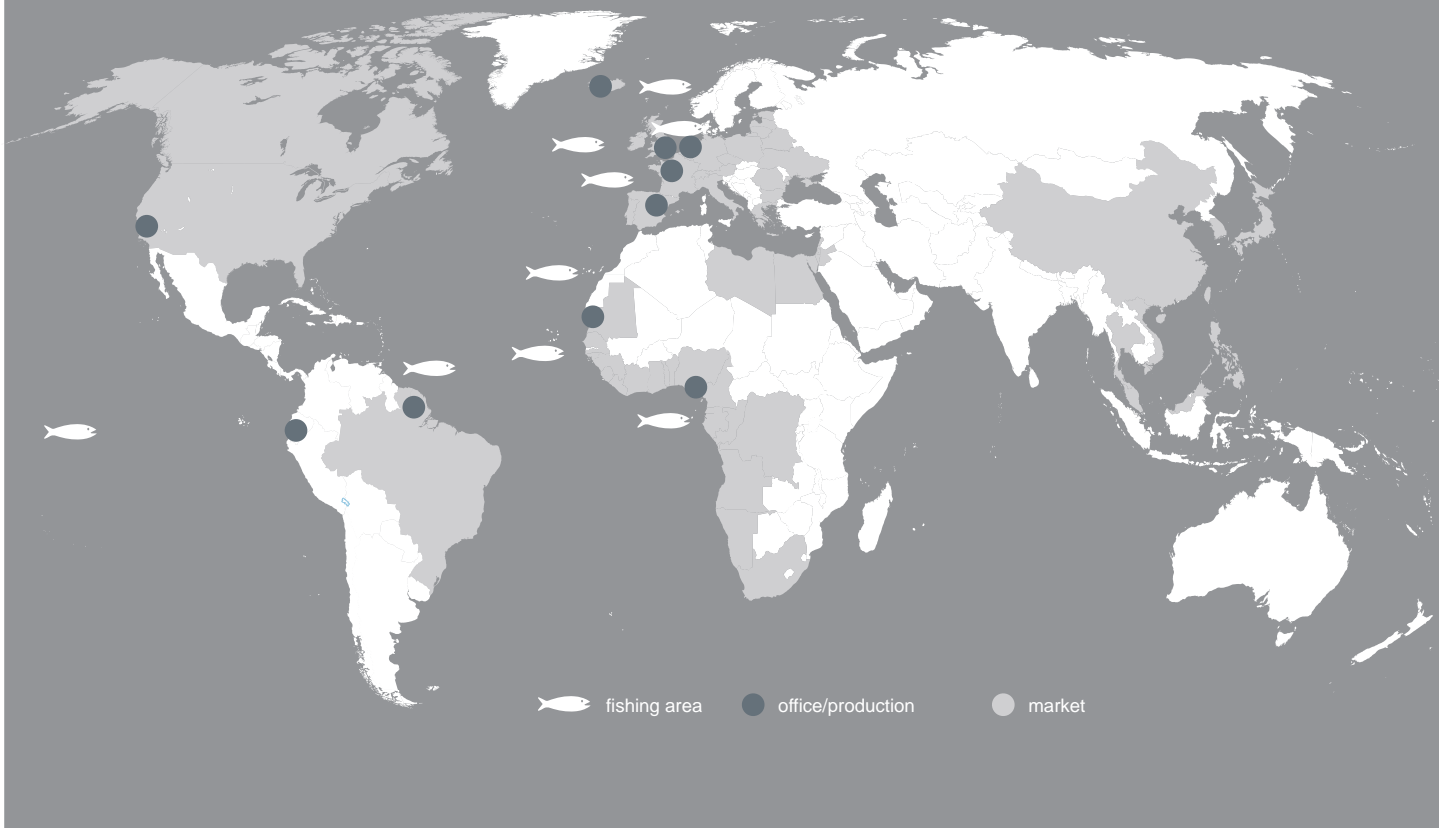


OUR MISSION

“With our fishing activities we provide an important contribution to the food security of millions of people. We do this, as a family business, with a focus on future generations while maintaining healthy fish stocks, minimising environmental impact and with committed and proud people. We stand for continuity while treating the world around us with the utmost respect.”

GLOBAL ACTIVITIES OF THE CORNELIS VROLIJK GROUP

Most of our pelagic fishing areas are in Europe, but we also have some in Western Africa. We are engaged in other forms of fishing in Nigeria, Surinam and the Pacific. There are shrimp farms in Ecuador and Nigeria. With all our various products, we reached consumers in 45 countries in 2016. Worldwide, an average of two million people eat a healthy meal with our pelagic fish every day. Around 90% of our pelagic fish is caught in European waters.



Two fish processing plants were added in 2016. The acquisition of Jac. den Dulk & Zonen in Scheveningen and Seafood Parlevliet in IJmuiden means Cornelis Vrolijk has a presence throughout the fish chain ‘from ship to shelf’. Including affiliate companies, over 2000 people around the world work for Cornelis Vrolijk.

OUR FAMILY BUSINESS AND CSR

As a family business, we have spent over 135 years doing what we do best: producing fish to feed many mouths on a daily basis. At the same time, the world around us is changing all the time, and that has a huge effect on our business and the environment we work in. We anticipate change to implement our vision of continuity. This vision underpins the development of our CSR policy, aimed at ensuring that our business is run in a socially, environmentally and economically sustainable way for the long term.

For us, as a family firm and a modern fishing business, CSR means that we take responsibility for ensuring continuity for our business, our employees, the fish stocks that we utilise and the communities in which we operate.

Our corporate social responsibility targets are set out on paper as clearly as possible in policy plans for each business activity. We launched our first CSR policy plan, geared to our pelagic fishing in European waters, at the end of 2015. Since then we have continued to work on developing plans for our other business activities. We believe it is important for our employees to be aware of our common goals. Together we can join forces to

achieve the best possible results. It is these results on which we are reporting, not just to our own employees, but to anyone with a soft spot for sustainable fishing.

In this first annual report, we show how we are working on CSR in our core business: pelagic fishing. We deliberately follow the scope of our policy plan introduced in 2015. We will keep expanding the scope of our reporting in the coming years to reflect the plans we will introduce for our other business activities.

The report refers to 2016 but looks further back in time to give a bit more context and background information.



OUR PELAGIC FLEET IN 2016

In 2016 our pelagic fleet comprised ten vessels, all of which operated out of either IJmuiden or Scheveningen. The main target species were herring, mackerel, horse mackerel and blue whiting. The main fishing areas were the North Sea, the English Channel, the Bay of Biscay and waters to the west of Ireland and to the north of Scotland. Two vessels spent part of the year fishing in Mauritanian and Moroccan waters.



WORKING TOGETHER

As a family business, it goes without saying that we are engaged in society and that we do business with a long-term perspective. Over time, CSR has been organised in an ever more structured way in our business. We do this because we can see that it is important to measure our impact, to evaluate and be able to adapt our policy, and to tell our story to the public at large. We work every single day to make CSR an integral part of the way we do business.

If we are to meet our CSR targets, it is important to work together throughout the business. When we wrote the policy plan for pelagic fishing, we appointed ambassadors to work with the CSR Manager and the Board to translate the targets into specific activities. The ambassadors, along with the CSR Manager, act as a catalyst and are a point of contact for their colleagues.

Every month, the CSR Manager chairs a CSR meeting to monitor the progress of projects. The meeting also always looks at whether new initiatives should be launched. By rolling out both the policy and the results that have been achieved, CSR becomes visible to everyone in the business. Our new digital newsletter is an important tool in this.

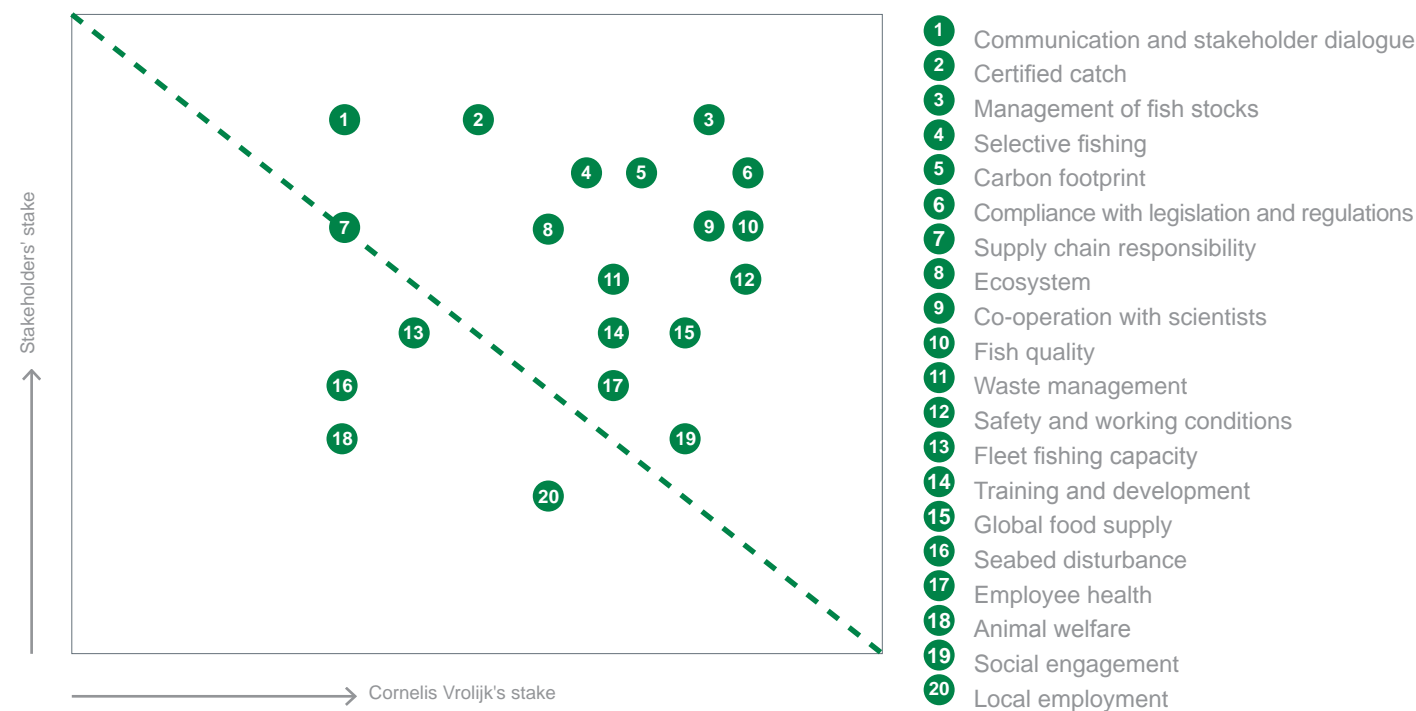
A NEWSLETTER FOR EVERYONE

In 2016 we launched a digital newsletter so that all our employees – including the vast majority who are at sea – can keep up-to-date about the ins and outs of our business. Alongside news and fun events, some space in it is reserved for developments in CSR policy. The newsletter is available in three languages so we can reach everyone: Dutch, English and French.

At the end of the year, we also publish a staff newsletter with a review of the past year for the companies based in the Netherlands.



MATERIALITY MATRIX



OUR 4 PILLARS OF CSR

Our CSR policy relates to the issues closest to our hearts and over which we as a company have the most influence. We have also looked into which issues are important for our stakeholders. In technical terms, in 2013 we carried out a materiality analysis before drawing up our policy plan in 2015. You can see the results of the analysis in the diagram on page 10.

We have chosen to prioritise the issues above the diagonal line. All these issues can be found in our CSR policy plan for pelagic fishing that we introduced in 2015. We then structured our CSR policy into four pillars to cover the sixteen issues from the materiality analysis. The pillars are Healthy food, Fishing forever, Daily sustainable and Care for people.

We will continue to test the scope of our policy plans against our internal and external stakeholders in future. We will adapt our policy based on the findings and annual results.

SUSTAINABLE DEVELOPMENT GOALS

Our CSR policy is an active contribution to achieving the United Nations' Sustainable Development Goals (SDGs) that aim to combat poverty and accelerate sustainable global development. The four pillars and their link with the SDGs are explained below.

CSR PILLARS AND SDGS



PILLAR 1: HEALTHY FOOD

The Healthy food pillar is about our contribution to the food security of millions of people, as well as to food safety and quality of our products. We invest time and energy in delivering the best quality fish and that is what we want to be known for.



PILLAR 2: FISHING FOREVER

The Fishing forever pillar concentrates on all the issues relating to sustainable fishing methods and responsible management of fish stocks.



PILLAR 3: DAILY SUSTAINABLE

The Daily sustainable pillar is about our overall environmental impact. We consider waste management, energy consumption and procurement of sustainable materials.



PILLAR 4: CARE FOR PEOPLE

Among other things, the Care for people pillar is about our employees. We take the greatest possible care to provide safe and pleasant working and living conditions. We also seek to make a positive contribution to social developments within the local communities where we work.





PILLAR 1: HEALTHY FOOD

**OUR PELAGIC FISH, WHICH
ARE AN IMPORTANT SOURCE
OF PROTEIN AND OMEGA-3
FATTY ACIDS, CONTRIBUTE
TO THE HEALTH OF CONSUMERS
WORLDWIDE. OUR QUALITY
SYSTEMS ARE BEING IMPROVED
CONSTANTLY TO GUARANTEE
SAFE AND HEALTHY
FOOD ALL AROUND
THE WORLD.**

EVERY DAY, AN AVERAGE OF **2 MILLION** PEOPLE WORLDWIDE
EAT A MEAL CONTAINING OUR **PELAGIC FISH**

IN 2016

98.7%

of our catch was fit for human consumption

IN 2016

**our quality team
on land was
strengthened**

IN 2016

**we encouraged
co-operation between
the quality managers
on the vessels**



1.1

OUR CONTRIBUTION TO GLOBAL FOOD SECURITY

Pelagic fish such as mackerel, herring, blue whiting, horse mackerel and sardines are fatty fish that we catch for human consumption. Fatty fish are very good for human health: they are high in omega-3 fatty acids and are a good source of protein and vitamins A, B6, B12, D and E. Pelagic fish also provide important minerals such as iodine and selenium.

Worldwide, an average of two million people eat a meal with our pelagic fish every day. We are proud to supply affordable fish to societies with limited access to safe and healthy sources of protein, for example in some African countries. It is countries such as those, in particular, where good nutrition is directly linked to better childhood health, healthier adults and a better quality of life.

Our major markets include Nigeria, Ivory Coast, Egypt, Eastern Europe, China and Japan. We also supply fish to our home market in the Netherlands and the European retail sector via our own processing plants.



*Fatty fish are good
for human health.*

1.2

PURE, HIGH-QUALITY PRODUCTS

Skill is needed to handle fish properly. Our vessels have been designed to ensure that we can supply a pure and natural, high-quality product that is also affordable. The fish is processed on board in accordance with strict quality protocols (such as HACCP).

The skippers trawl for as short a time as possible to prevent the nets becoming too full and the fish being crushed. Once caught, the fish are kept in refrigerated sea water tanks, frozen within six to twelve hours, and then immediately packaged on board. We have quality managers on board all our vessels.

One of the quality manager's jobs is to ensure compliance with the food safety and hygiene procedures and that everyone attends to quality assurance. An exchange of knowledge between the quality managers on the various trawlers is important to achieve the best quality. In 2016, we started organising a meeting for them at least once a year to reinforce their co-operation with one another and with the quality assurance staff ashore.

The quality team ashore, which is responsible for defining and monitoring a broad HACCP and food safety policy, was also strengthened in 2016. They keep track of the ever-changing (international) regulations and organise training and workshops for all employees that have anything to do with HACCP.



QUALITY MANAGERS

On board, the quality manager is responsible for the quality of the fish; from the catch to unloading on land. The job includes monitoring hygiene, freshness and the HACCP protocols. He is also responsible for sorting the fish. The quality manager works closely with the skipper, the engineers and the shift foremen to monitor the quality and sorting of the catch that is stored in the Refrigerated Sea Water (RSW) tanks. He strives to ensure that the fish is not kept in the RSW tanks too long and is frozen within 6 to 12 hours of being caught. The quality manager also samples the frozen fish and shares his findings with the skipper and the shore-based organisation.



SHARING INFORMATION WITH SCIENTISTS

The quality managers on board our trawlers collect data for the sales departments and the fleet managers. Scientists are also interested in the data collected by our quality managers for use in their research. We believe it is important to contribute to this. The Dutch members of the Pelagic Freezer-trawler Association (the RVZ, our trade association), co-ordinate the collection of this data. In 2016, six of our vessels were involved in this process.

A better information system is needed to handle the increasing number of information requests more efficiently. That is why, in 2016, in a joint project within the RVZ, an alternative was tested to replace the e-logbook system in use, in order to offer sufficient options. Following a successful pilot scheme in June 2016, all our vessels have migrated to this new system. In 2017, we will continue to work on developing this system to make it easier for us to share even more of our data for scientific purposes in future.

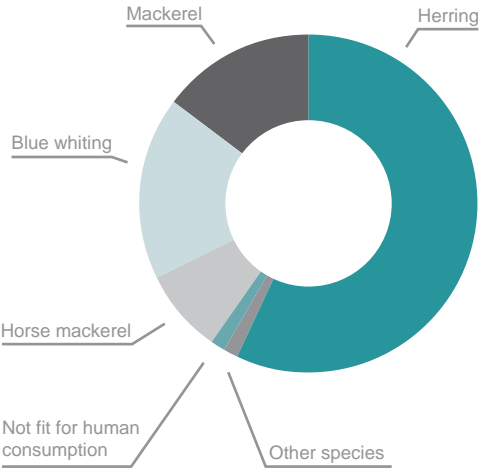


1.3 FISHING FOR HUMAN CONSUMPTION

Our main target species in the North-East Atlantic area are herring, mackerel, blue whiting and horse mackerel. These four species accounted for 97.2% of our total catch in 2016. 1.5% of the catch comprised other species such as silver smelt, sardine and hake.

Just 1.3% of the catch was made up of fish that could not be sold for human consumption – damaged fish or fish below the minimum size for example. Since the obligation to land all catches came into force in 2015, this fish is also frozen and brought to land. However, this fish must not be sold for human consumption, instead finding its way into the animal feed industry.

CATCH 2016



INTERVIEW

MART VAN DER MEIJ
HEALTHY FOOD AMBASSADOR

I was at sea for years before I moved ashore to become responsible for the fleet in my role as pelagic fleet manager and now also as CSR ambassador for Healthy food. Before that I'd never really heard of the term CSR. But we were always concerned with it, even if it didn't have a label. Just doing things in the right way. Thinking all the time about how we can improve the nets, reduce fuel consumption and last but not least improve the quality of the fish.

Just doing things in the right way.

25 years ago I was involved in a project looking at how we, the shipping company, could fish in a more quality-conscious way by bringing quality managers on board and finding a different way to refrigerate and freeze the fish. This process is also reinforced by the fact that our customers are asking us to sort more and more accurately and are also imposing more demands on the quality.

What CSR means is still not yet completely clear to everyone on shore and at sea. We are all really busy carrying out the everyday jobs. I see my challenge as translating for people how they can make their everyday activities part of our CSR so that it is clear to everyone how they can help.



**PILLAR 2:
FISHING FOREVER**

**WITHOUT HEALTHY FISH STOCKS,
OUR FISHING INDUSTRY HAS
NO FUTURE. WE ADVOCATE
RESPONSIBLE FISHING AND
ACTIVELY CONTRIBUTE TO BETTER
KNOWHOW AND SENSIBLE STOCK
MANAGEMENT. WE ARE ENGAGED
IN CONSTANT DISCUSSIONS
ABOUT THIS WITH VARIOUS
STAKEHOLDERS IN FISHING.**

IN 2016 **SCIENTISTS FROM WAGENINGEN MARINE
RESEARCH** CAME ON BOARD SIX TIMES TO SAMPLE
OUR CATCHES AND TWO OF OUR VESSELS PARTICIPATED
IN SCIENTIFIC SURVEYS

IN 2016

89%

of our pelagic catch was
MSC-certified

IN 2016

**we were awarded
two more MSC
certifications:
for blue whiting
and mackerel**

ON 31 AUGUST 2016

**we signed
a Memorandum
of Understanding
with Greenpeace**



*Responsible fishing
centres on catching
less fish than the
number of young
fish born.*

**2.1
HEALTHY FISH STOCKS**

It is crucial for us that fish stocks are maintained in good condition. Fish stocks grow through an increase in the number of young fish and shrink through natural mortality and fishing. Responsible fishing centres on keeping population increase and mortality in equilibrium. We fish for only part of the “interest” so to speak and leave the capital in the sea. Scientists at the International Council for Exploration of the Seas (ICES) determine the safe quantity. This is called the Maximum Sustainable Yield (MSY). This amount can only be determined if it is clear what size the population actually is, and that is not simple. As a business, we work closely with scientists so that they can estimate the stocks as accurately as possible.

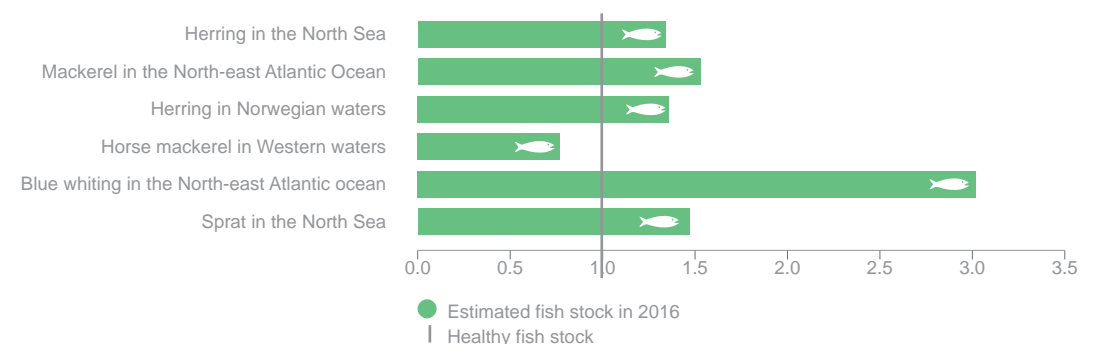


MAXIMUM SUSTAINABLE YIELD (MSY)

In fishing, scientists and policy-makers work with the term Maximum Sustainable Yield (MSY) as a yardstick for the optimum safe level of fishing. This means that the fish population can grow as much as possible given the volume of fishing and that this guarantees a healthy fish population in the long term. Most pelagic fish stocks have been managed responsibly in recent years and can therefore be regarded as healthy (see diagram below).

The two relatively smaller horse mackerel populations did not do so well. The scale of horse mackerel stocks has declined in recent years because there was relatively little increase in the number of young fish. Our quota, and hence our catches, have been reduced proportionately in the same period. It is basically a case of waiting for nature: when will it give the fish a boost again?

RELATIVE SIZE OF PELAGIC FISH STOCKS ESTIMATED BY ICES (2016)¹



Source: www.ices.dk

¹We also catch horse mackerel in the North Sea and the Channel, but there is no scientific data regarding stock estimates available.

2.2
OUR CONTRIBUTION TO RESEARCH

In 2016 we took part in various research projects to contribute to good stock management. For example, scientists from Wageningen Marine Research joined our vessels six times in 2016 to analyse the catches. All the data they collect is used directly in the estimates of the stocks of pelagic fish species.

OBSERVERS ON BOARD			
Trip	Quarter	Vessel	Duration
1	1	SCH-123 Zeeland	3 weeks
2	2	SCH-123 Zeeland	5 weeks
3	2	FC-716900 Prins Bernhard	2 weeks
4	3	SCH-72 Frank Bonefaas	2 weeks
5	4	FC-716900 Prins Bernhard	2 weeks
6	4	SCH-72 Frank Bonefaas	2 weeks

We also took part in a research programme co-ordinated by the Dutch Pelagic Ship-owners' Association (the RVZ), focusing on horse mackerel. A smart identification method for horse mackerel is being sought in order to keep different populations apart so that scientists can make accurate assessments of stock levels. We helped with this in 2016 by supplying samples from the English Channel, the North Sea and waters to the west of Ireland. Researchers then analysed these for systematic differences. The DNA study currently seems to be the most promising and we will continue to be involved in 2017.

In addition to the horse mackerel research, we also took part in research focusing on other fish species. Some of our vessels participated in internationally co-ordinated scientific surveys focusing on collecting data on herring to the west of Scotland and mackerel in the north-east Atlantic ocean. Surveys give researchers an insight into the trends and health of the fish stocks.



IDENTIFYING HORSE MACKEREL

The scientific basis for managing horse mackerel is relatively uncertain compared with estimates of other pelagic stocks. Scientists are not able to distinguish between populations to the west of Ireland and those in the North Sea. The two populations come together in the English Channel in the winter and the catch is mixed. It is desirable to be able to determine which fish are which in the catches if the stocks are to be managed properly.

Scientists have developed a method for comparable challenges, e.g. in herring fishing, where they can use the shape of the herring's ossicles to identify where they come from. Different herring populations spawn in different seasons. Looking at the ossicle, you can determine the season in which the fish was spawned. This does not work for horse mackerel because the two populations have simultaneous spawning seasons.



PARTICIPATION
IN SCIENTIFIC SURVEYS

Scientists carry out annual surveys to collect data about the situation with the fish stocks independently. That is relatively complicated with pelagic fish stocks because pelagic fish can migrate over long distances. Given the limited number of available research vessels, it is difficult to make an accurate estimate. As a result and in order to cover the entire range, fishing companies are sometimes asked if they want to help by covering part of their area. In 2016 we took part in two such surveys.

Together, the Wiron 5 and 6 helped with a herring survey to the west of Scotland. During the research trip, the skip-pers were given a sailing plan that they had to keep to strictly. Scientists from Wageningen Marine Research joined the vessels on the trip to supervise. A short trawl was carried out at set times and the observers sampled the catch. Each time, 120 fish were photographed, measured and weighed. On arrival back in port, the fish were sent to the laboratory for DNA tests. The Atlantic Lady took part in an international mackerel survey. This survey too kept to a set sailing plan and a net was cast at set times. Fish eggs were caught using a very small net with a very fine mesh. By doing this over a large area and ascertaining how many eggs were found on average per cubic metre of water, the scientists were able to calculate the number of fish needed to lay all the eggs. This data can then be used to determine the size of the mackerel population.



2.3
SELECTIVE FISHING

Pelagic fishing benefits from the fact that the fish species swim together in schools. That enables us to fish very specifically for the target species without much bycatch of other types. Nevertheless we are always seeking improvements so as to be able to fish even more selectively, such as developing special escape panels for the nets or innovation projects relating to our fish-finding equipment.

In 2016, for example, we started to design a special escape panel allowing hake to escape from the net. Both we and our net maker invested a lot of time in this in 2016. The prototypes have been made and the first tests on one of our vessels will take place in 2017.

Sonar equipment is used on board our trawlers to find schools of fish. We have worked with TNO for around ten years to develop a system to determine the size of fish and composition of species in a school remotely using sonar. The aim is to enable us to fish more selectively. A system like this could help our skippers decide whether or not to cast the net and thereby avoid catching 'unwanted' species.

TNO developed software for the navy to classify submarines. We can use a modified version of this software to identify fish. Two of our vessels used the software in the test phase and provided catch data to enable TNO to improve the software. The system was made self-learning and optimised step by step. This SOFIC project was awarded the P.J.S. De Jong innovation prize at TNO's Maritime & Offshore Innovation Day in 2015. Parallel to the SOFIC project, work has been going on within the RVZ and in collaboration with Wageningen Marine Research among others on another project with the same aims in principle. This project, named SEAT, focuses on improved use of the echo sounder equipment on board.



Despite the relatively low level of bycatch in pelagic fishing, we continue research to reduce this.

2.4
DIALOGUE WITH STAKEHOLDERS

Every year quotas are set for almost all the fish stocks in Europe. Policy-makers have to weigh up various interests, not only environmental but also social and economic interests and base their decision on the advice of scientists. The Pelagic Advisory Council was founded in 2005 and its members include fishermen and environmental organisations such as the Worldwide Fund for Nature and Stichting de Noordzee (North Sea foundation). As a company, we are also a member via the RVZ. We have attended the meetings of the Pelagic Advisory Council for twelve years now to enter into dialogue with other stakeholders. This allows fishermen and environmental organisations to present recommendations to policy-makers based on unanimity. The graph on page 21 shows the relationship between advice from scientists, the recommendations from the Pelagic Advisory Council and the set quota.

We enter into dialogue with stakeholders and the public at large to raise awareness of our work, not just via the Pelagic Advisory Council but also elsewhere. We like to explain that healthy fish stocks are just as important to us as to them. We regularly welcome groups on board our vessels for tours and an open discussion of how we work.

On 31 August 2016, along with the Pelagic Freezer-trawler Association, we signed a Memorandum of Understanding with Greenpeace.

DIALOGUE WITH ENVIRONMENTAL ORGANISATIONS

In 2016 we attended seven meetings of the Pelagic Advisory Council where we entered into dialogue with environmental organisations, scientists and policymakers. The result of the meetings was a multitude of recommendations on quotas and other policy measures to the European Commission. All these recommendations were endorsed unanimously by the fishing industry and the environmental organisations. The minutes of the meetings and all the recommendations are available to the public at www.pelagic-ac.org.

The diagram on page 21 shows the quota recommendations given by the Pelagic Advisory Council. By way of comparison, the recommendations given by researchers are also shown as is the quota that was ultimately set. It is good to see that the opinions of the Pelagic Advisory Council, the researchers and the policies adopted are very similar. The years of mutual investment in building good relations between parties whose interests have sometimes been diametrically opposed have borne fruit.

Unfortunately there are exceptions, such as for mackerel and blue whiting, where the quota was set higher than recommended. The relevant governments of the coastal states (EU, Norway, Iceland and the Faeroe Islands) failed to agree on a common total maximum catch for these species. Instead, they set unilateral quotas, largely independently of one another. Since the fish stocks are healthy, there should not be any major direct impact, but this situation should not become structural. We therefore hope that the governments in question will again be able to reach agreement on common responsible management.

MEMORANDUM OF UNDERSTANDING WITH GREENPEACE

Op 31 August 2016, a Memorandum of Understanding (MoU) was signed by the Dutch pelagic fishing businesses and Greenpeace. During the previous period, various meetings were held to explore where – despite differences of opinion – there might be common ground to work together.

The MoU includes that we, as an industry, will continue to engage in scientific research programmes to foster sustainable pelagic fishing and to guarantee a healthy balance between fishing and nature. We have committed to refrain from future fishing in Arctic regions that become accessible as a result of the melting of the polar ice caps, so as to spare the vulnerable ecosystems there. We have also agreed to work together to make fishing in West African waters more sustainable.

The full text of the MoU can be found on the website of the Pelagic Freezer-trawler Association. www.pelagicfish.eu.

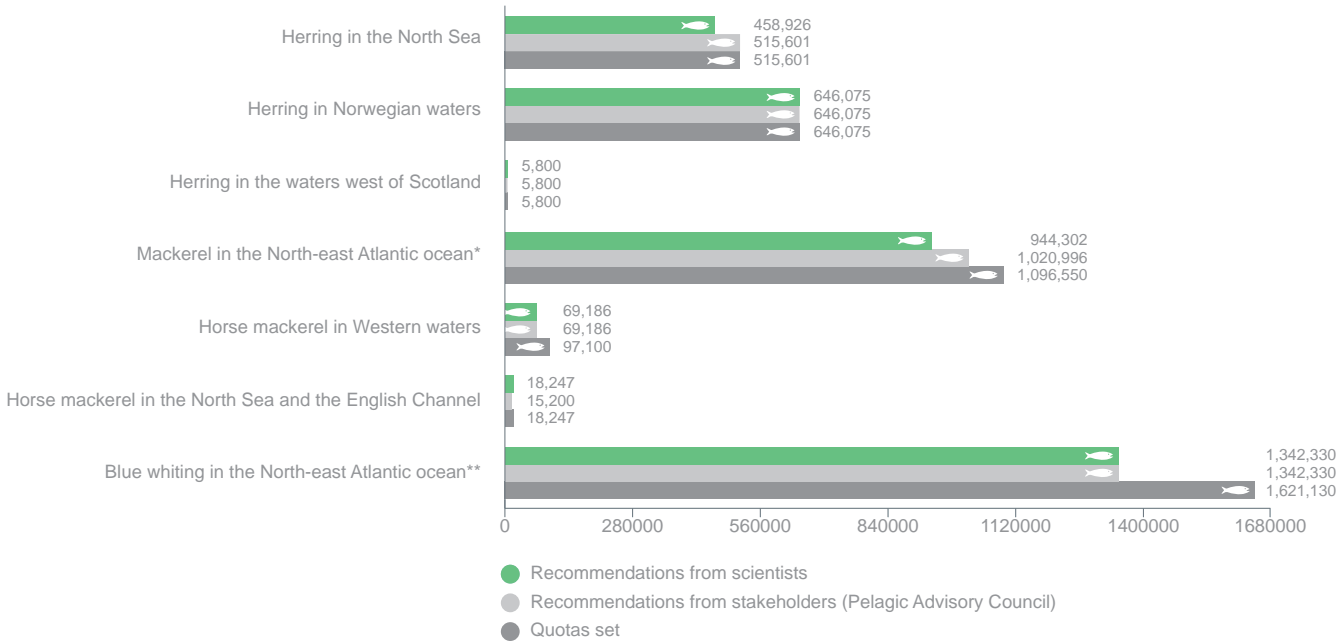


On 31 August 2016, along with the Pelagic Freezer-trawler Association and shipping companies Parlevliet & Van der Plas and W. van der Zwan, we signed a Memorandum of Understanding with Greenpeace.

GROUP VISITS

Moment	Group	Location	Number of visitors
April	Sustainable Business Management Students from AERES Hogeschool in Almere	Scheveningen	10
April	Youth Food Movement academie	IJmuiden	25
June	Katwijk fishing college	Scheveningen	12
June	Business Club from Rijnvogels FC in Katwijk	IJmuiden	50
June	Mayor and staff from the municipality of Velsen	IJmuiden	5
September	Executive Board of the Wageningen University	IJmuiden	5
September	Alderman and staff from the City of The Hague	Scheveningen	3
December	Director and staff of World Wildlife Fund	IJmuiden	3
December	Delegation from the Dutch Lower House	Scheveningen	6
December	Delegation from the Dutch Lower House	Scheveningen	3

SCIENTIFIC OPINIONS, STAKEHOLDER RECOMMENDATIONS AND SET QUOTAS IN 2017 (X1,000 KG)



Source: Pelagic Advisory Council

* Quotas not set jointly, but as a result of unilateral quotas. After the quotas had been set, ICES adjusted its recommended number to 857,185 on the basis of a revised stock estimate.
** Quotas not set jointly, but the result of unilateral quotas.



2.5 COMPLIANCE WITH LEGISLATION AND REGULATIONS

We ensure that we comply with national and international legislation and regulations. That is a challenge because fishing regulations are extensive, very technical and are continually changing. In 2016, we, along with the RVZ, launched a project to create a digital handbook for our skippers which will be kept up-to-date by experts at all times. This means skippers have all Dutch and European legislation and regulations that apply to pelagic fishing at hand in one place and we know at all times that they are working with the most up-to-date version.

It goes without saying that we do not catch more fish than our quota. Skippers report the processed catch to the Dutch Ministry of Economic Affairs every 24 hours during a fishing trip via electronic logbook systems. The quantity of fish unloaded in port is accurately counted after every trip and the Dutch Food and Consumer Product Safety Authority (NVWA) conducts regular checks. The quantity of fish supplied is recorded by the NVWA and the producers organisation. During the year, the RVZ keeps a close eye on the use and availability of quotas at national level in collaboration with the Ministry of Economic Affairs. This prevents the set quota being exceeded accidentally.

Furthermore, all our vessels are fitted with Vessel Monitoring Systems (VMS) so that governments and research institutes can verify the locations of our vessels at all times via a satellite link.

2.6 CERTIFIED SUSTAINABILITY

As far as possible, we have our fishing certified as sustainable to demonstrate to the market and a broader public that we fish in a sustainable way. In 2016 we were awarded two more MSC certifications: for blue whiting and mackerel. This means that in 2016, 89% of our pelagic fish caught in the north-east Atlantic ocean was MSC-certified. MSC checks the fishing against a large number of points to ensure that it takes place in a responsible way.

We would like it if 100% of our fishing was certified, but unfortunately that is not possible in all cases, due to a lack of sufficiently reliable scientific information about fish stocks, among other things. Our horse mackerel fishing is a case in point.



INTERVIEW

ERIC ROELEVELD
FISHING FOREVER AMBASSADOR

When I look back on 2016, I see that we have made a flying start on the implementation of the CSR policy that we put on paper in 2015. In fact, we previously were doing a lot in the right way, but you only realise that when you see it in writing. At the same time, seeing a list like that on paper also gives an enormous drive for new initiatives. Our greatest challenge is reaching all our colleagues within the organisation. That's not so strange when you consider that only one in six works on land and the vast majority spend the majority of the year at sea. That means the number of contact times are scarce. The lesson is that we need to plan for this even better.

Our greatest challenge is reaching all our colleagues within the organisation.

Another major challenge continues to be translating the theoretical material into practical applications. The knowhow and feedback of the crews at sea is critical for this, especially for all the innovative projects focusing on more selective fishing (net modifications and sonar technologies). Ultimately, of course, the crew and the managers ashore need to continue working together and achieving results.



PILLAR 3: DAILY SUSTAINABLE

**FOR US, DOING BUSINESS
RESPONSIBLY ALSO MEANS
REDUCING OUR CARBON
FOOTPRINT, RECYCLING AS MUCH
OF OUR WASTE AS POSSIBLE AND
MAKING CONSCIOUS CHOICES
WHEN PROCURING GOODS
AND ENERGY.**

AT SEA, OVER THE LAST FIVE YEARS OUR AVERAGE
CO₂ EMISSIONS PER KILO OF FISH CAUGHT HAS FALLEN BY **13%**
AND **OUR SULPHUR EMISSIONS HAVE HALVED**

WE PROCURE

100%
green electricity

OUR OFFICE

at Makreelkade in
IJmuiden is CO₂-
neutral thanks to
1,050 solar panels

IN 2016

we signed
the Fishing
for a Clean
Sea Green Deal



3.1

EVERYDAY ENVIRONMENTAL IMPACT

The carbon footprint of pelagic fishing is considerably lower than that of other animal products such as meat and farmed fish, not least thanks to efficient fishing methods. Our policy is geared to reducing the environmental impact, such as our CO₂ emissions, even further.

But what does that actually mean? Which processes cause the greatest environmental impact? To answer these questions, two MSc students from Leiden University carried out a life cycle assessment (LCA) that charted all our processes and their environmental impact.

This study showed that the fuel consumption of our vessels, the power consumption of our cold stores and the use of refrigerants in the freezer systems are the factors that cause the main environmental impact, together accounting for around 80% of our entire carbon footprint.

Other factors such as shipbuilding, use of materials such as fishing nets and packaging materials and processing our waste flows make up the other 20%. The basis provided by the LCA makes it easier for us to define our priorities and tackle these issues more effectively.



LIFE CYCLE ASSESSMENT

A Life Cycle Assessment (LCA) determines the impact of a product on the environment using special calculation models. An LCA looks at a product's entire life cycle: from the extraction of raw materials, energy consumption during production and transport to customers to use, recycling and processing as waste. For this reason, it is also called a 'from cradle to grave' analysis. In complex product chains, the last phase in the chain – transport to the customer and processing as waste – are disregarded. This is then called 'from cradle to gate' and is what was used in the LCA of our fish.

An LCA calculates many different types of environmental impact. In fact a set of standard impact factors is used. In addition to contributions to climate change, for example, it also looks at how our processes impact the acidification of land, seas and oceans, depletion of abiotic resources and toxicity to humans.

Since the study shows that consumption of fossil fuels, power and synthetic refrigerants has the greatest impact, this is where we will focus our efforts.



*The carbon footprint
of pelagic fish is
lower than that of
meat or farmed fish.*

3.2

ENERGY-SAVING MEASURES AT SEA

Our aim is to achieve a 10% reduction in carbon footprint at sea by 2021. We are taking 2016 as the reference year for this as this is the year for which the Leiden University carried out an LCA on our pelagic fish products – a baseline measurement, in fact. However we already developed various initiatives in previous years to reduce our carbon footprint.

Between 2010 and 2015, five of our trawlers were converted to replace the synthetic refrigerant R22. The more efficient, natural refrigerants NH₃/CO₂ are now used on three vessels. On one vessel, the main engine and the entire propeller drive were replaced, resulting in a reduction in fuel consumption for this vessel of approximately 20%.



LESS RESISTANCE WITH LIGHTER FISHING NETS

For a number of years now, we have been working on gradually replacing our traditional nylon fishing nets with nets made from a lightweight but super-strong fibre known by its trade name Dyneema®. Dyneema® is up to fifteen times stronger than steel and up to forty percent stronger than aramid fibre. That means the net can be made with thinner fibres and the nets have lower resistance in the water while fishing, thereby reducing the vessels' fuel consumption.

In 2014 we carried out tests to see whether the nets behave as effectively as traditional nets. The results were very positive, so in 2015 we started using eight of these nets in our fleet. Measurements on board one of our vessels indicated fuel savings of 10-15% during fishing. Another two nets were replaced in 2016. An additional benefit transpired to be that the nets, being lighter in weight, are easier to handle for the crew, which also delivers an improvement in working conditions. We will continue to replace traditional nets with Dyneema® ones throughout our fleet in the coming years.

PLUGGING IN OUR VESSELS IN IJMUIDEN

In 2014, at the initiative of IJmuiden port, we joined forces with partners to investigate the feasibility of a shore power installation in IJmuiden. If our vessels can use shore power while in port by connecting to the mains with a set of connectors, they do not need to run an auxiliary engine to generate power themselves. This reduces emissions of CO₂, NO_x and particulate matter and improves the air quality in the environment.

Investments by the shipping companies and subsidies from Milieudialoog IJmond (IJmond Environmental Dialogue) and the Amsterdam Port Sustainability and Innovation Fund have enabled a viable business case to be prepared. The system was installed along Kotterkade between February and June 2015. In the meantime, investment has been made in the necessary modifications to use shore power on board all vessels.



On two vessels, the R22 refrigerant was replaced by the more environmentally friendly R407F combined with brine. This does not directly save energy, but it does reduce the risk of strong greenhouse gases escaping in the event of a leak. On various vessels, halogen lights have been replaced with LED lights on the aft deck and modifications have also been made to prepare vessels for connection to shore power.

In addition to larger projects such as the conversions listed above, we are always on the lookout for opportunities to make savings where possible. We regularly attend meetings organised by the Netherlands Shipowners' (KVRN) Platform for Clean Shipping, both to get ideas and to share our results with colleagues in the industry.



3.3

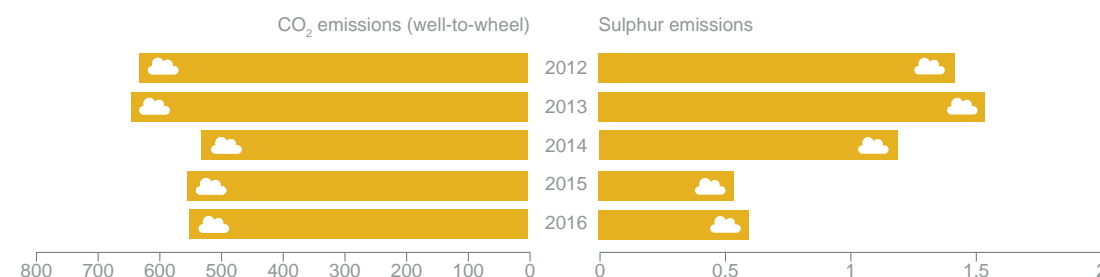
REDUCING CO₂ AND SULPHUR EMISSIONS

Our CO₂ emissions caused by our vessels' fuel consumption fell by 13% per kilo of fish produced in the period between 2012 and 2016. The reduction could have been a bit higher but unfortunately CO₂ emissions in 2016 rose compared with 2014. One of the reasons for this was the introduction of new legislation on the use of sour crude oil in the North Sea and the English Channel. As a result of this, we switched from heavy (sour) oil to diesel (with a much lower sulphur content). Consumption of heavy oil after 1 January 2015 fell to one third of the average consumption in previous years, but consumption of diesel was 2.5 times higher. The graph clearly shows that this had a very substantial impact on our sulphur emissions, which were more than halved. The new legislation aiming to improve air quality and tackle acidification has therefore worked. However, one side-effect is that the production of diesel involves higher CO₂ emissions than the production of heavy oil. As a result, our reduction in CO₂ emissions per kilogram of fish is therefore a bit lower than it could have been.



Consumption of heavy oil after 1 January 2015 fell to one third of the average consumption in previous years.

CO₂ AND SULPHUR EMISSIONS OF VESSELS' FUEL CONSUMPTION (GRAMS PER KG OF PRODUCT)





SIGNING OF MJA3 COVENANT

Sustainability efforts often have the benefit of working with external parties such as companies in the supply chain, the government or social organisations. A number of co-operations of this nature have been set out in covenants in which common goals are formulated within a specific area.

In respect of reducing our carbon footprint, in 2016 we signed the multi-year agreement on energy efficiency (MJA3) which is co-ordinated and monitored by the Dutch government. We also work more closely with industry colleagues in the refrigeration and freezing sector by attending meetings of the Netherlands Cold Storage Association (Vereniging voor Nederlandse Koel- en Vrieshuizen NEKOVRI) which provide an opportunity to exchange ideas with colleagues in the industry about effective savings measures.

3.4 ENERGY-SAVING MEASURES ON LAND

Our goal is to reduce our carbon footprint by 20% between 2016 and 2021. This has mainly to do with the power used for our cold stores. That is why driving down this power consumption is an important consideration.

In 2013 and 2014, all cold stores in IJmuiden were fitted with new insulation and façades and all lighting on the outside walls was replaced with LED lighting. Dehumidifiers were installed in the freezers to keep the air drier, which has made the freezing system more efficient.

Our cold store on Makreelkade in IJmuiden, built in 2002, meant we were the first company in the Netherlands to have a cold store built that runs 100% using the natural refrigerants ammonia/CO₂. In 2014, the plant room of the cold store next door was also connected to this.

In 2016, tests were carried out with high-speed doors for the freezers to minimise loss of cold air when the fork-lift trucks enter and exit. These doors have been used successfully in our cold stores in Scheveningen for a long time.



CARBON-NEUTRAL OFFICE WITH 1050 SOLAR PANELS

In 2013, we launched an exploratory study into the options for installing solar panels on the roof of our cold store on Makreelkade and 1,050 panels were installed in autumn 2014.

The panels generate over 200 MWh per annum. The electricity that is generated is sufficient to power the entire office, the charging station for the fork-lift trucks and the lighting in the distribution area of the cold store, making it carbon-neutral. The surplus electricity that is generated (particularly at weekends) is fed back into the public grid for other users. The freezers mainly run at night, for which we currently still procure energy from sustainable sources.

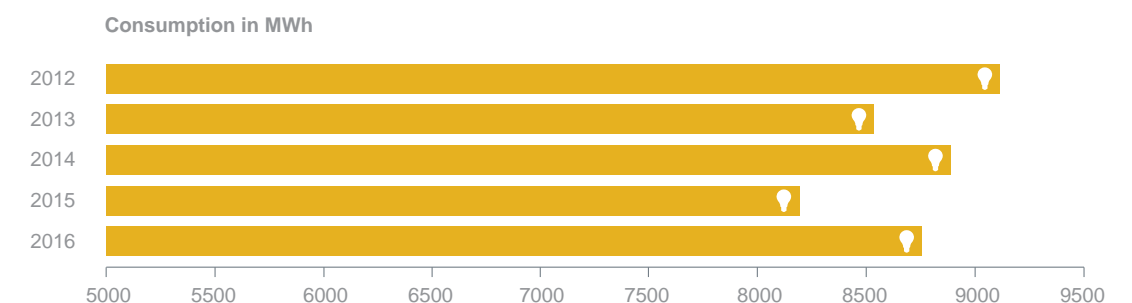


The 1,050 panels generate over 200 MWh per annum.

Preventive maintenance has been carried out at all sites in recent years, which included the replacement of pipework to prevent leaks. All the freezer doors in Scheveningen were replaced in 2015 and 2016 to improve insulation. Effective from 2016, we have also started replacing all the halogen lights in the freezers with LED lights.

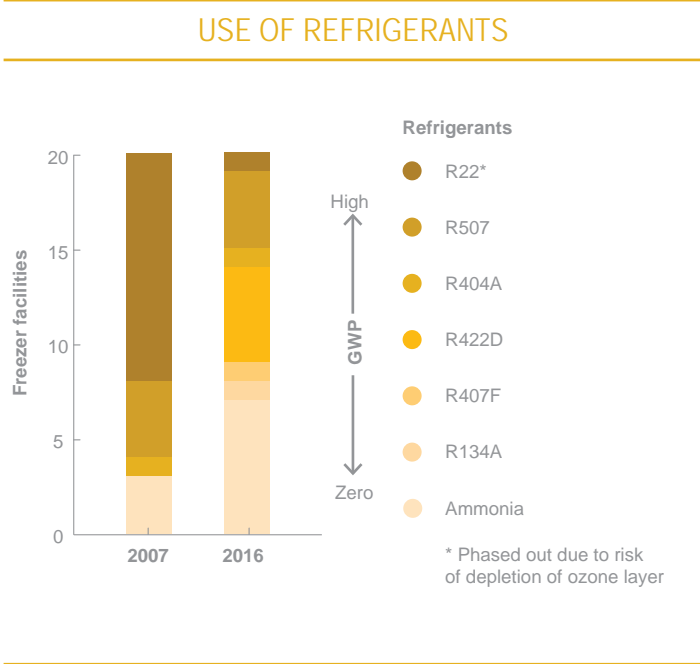
Each energy-saving measure we have taken in the last five years has contributed individually in its own way to reducing our power consumption, all together resulting in a 5% reduction between 2012 and 2016.

POWER CONSUMPTION (TOTAL IJMUIDEN AND SCHEVENINGEN)



3.5
MORE ENVIRONMENTALLY-FRIENDLY
FREEZER FACILITIES

Over the last ten years, we have replaced R22 as the refrigerant on all our vessels and all our cold stores with a more sustainable alternative. The last vessel still using R22 will be converted in 2017. R22 is a refrigerant that is harmful to the ozone layer if it gets into the atmosphere. Moreover, different refrigerants have a different impact as greenhouse gases. Our goal is ultimately to use natural refrigerants in all our freezer systems.



ENVIRONMENTAL IMPACT OF SYNTHETIC REFRIGERANTS

Freezer facilities use a refrigerant that forms a greenhouse gas at room temperature. In principle this refrigerant is enclosed in the freezer system in pressurised liquid form and has no direct impact on the environment. Different types of refrigerant are different 'strength' greenhouse gases. This strength is expressed as the Global Warming Potential (GWP). EU policy dictates that types with the highest GWP will have to be phased out. In addition, there are refrigerants, such as R22, that are also harmful to the ozone layer if they get into the atmosphere. We have phased out this refrigerant over the last ten years.



SIGNING THE FISHING FOR A CLEAN SEA GREEN DEAL

In 2016, the RVZ signed the Fishing for a Clean Sea Green Deal on behalf of its members. This covenant will reinforce and expand existing initiatives to reduce marine waste.

In recent years, we have already committed to minimising our impact on the marine environment by separating the waste produced on board the vessels into seven categories (those being paper/cardboard, glass/tins, plastic, domestic waste, old nets, waste oil and other chemicals, and organic waste). The separated waste is then disposed of on land and recycled where possible. Used fishing nets are returned to the supplier for reuse. We also strive to minimise the use of cleaning agents on board and those we do use are biodegradable.

For the full text of the Green Deal, see:
www.greendeals.nl/gd171-visserij-voor-een-schone-zeel/



3.6
CIRCULAR PRODUCTION AND WORKING
WITH THE SUPPLY CHAIN

Our policy plans contain ambitions relating to how we can contribute to a circular economy. Our top priority here is to make deliberate choices to procure sustainable goods and services where possible and for our procurement department to use practical procedures to achieve this. As of 2016, we have not yet started listing the goods and services we procure in order to look into alternatives but we shall do so in the coming years.

When we chose a new energy supplier, we included the suppliers' sustainability profile in our decision-making. We were concerned that the supplier should make an active contribution to transitioning to a sustainable energy system. 100% of the electricity we procure has been green for some years.

We have launched an initiative in IJmuiden to transport more of our fish from IJmuiden to Rotterdam by barge via inland waterways instead of by road on lorries, which will reduce the carbon footprint of the transport services we procure. This also has a positive effect on the air quality in the region.

For us, circular production also means that we consider our waste flows and how we can maximise them for the benefit of reuse or recycling processes. We signed the Fishing for a Clean Sea Green Deal in 2016. Under the terms of this covenant, we will work with colleagues in the industry and with nature and environmental organisations to support projects focusing on sustainable waste management on board our fishing vessels.



INTERVIEW

BERT VAN DUIJN
DAILY SUSTAINABLE AMBASSADOR

As the ambassador for the Daily sustainable CSR pillar, I am responsible for projects that can reduce our carbon footprint at sea and on land. My greatest challenge is prioritising: where can we make the greatest impact and what should we tackle first? The LCA carried out by the students helps us make those choices.

The Life Cycle Assessment carried out by the students at Leiden helps us define priorities.

In the coming years, we will work with the crew to start charting the waste flows ashore and on board the vessels. If we have a better idea of how much waste we are producing and of what type, we can look at changes we can make to our procurement policy in order to reduce the total amount of waste.

It goes without saying that it is impossible for one person to support and implement all these projects. It is important to involve colleagues and to increase the visibility of what we are doing. That is why we give our colleagues the opportunity to contribute their own ideas.



PILLAR 4: CARE FOR PEOPLE

**IN RESPECT OF CARING FOR PEOPLE,
WE ARE THINKING NOT ONLY ABOUT
OUR EMPLOYEES BUT ALSO ABOUT THE
PEOPLE IN THE COMMUNITIES WHERE
WE OPERATE. WE ARE AWARE THAT WE
AS A BUSINESS HAVE A SUBSTANTIAL
INFLUENCE ON THE LIVES OF A GREAT
MANY PEOPLE. WE USE THAT INFLUENCE
TO MAKE THE GREATEST POSSIBLE
CONTRIBUTION TO THEIR WELFARE.**

SIX ON-BOARD WORKSHOPS WERE ORGANISED IN 2016 TO ENCOURAGE HEALTHY EATING HABITS

BETWEEN 2014 AND 2016

average sick leave among
our sailors fell by

30%

IN 2016

**we launched
a new
co-operation
with a sailing
school in the UK**

BETWEEN 2014 AND 2016

**average sick
leave among
our staff on land
fell by 20%**



4.1 OUR EMPLOYEES

Around 600 people are currently employed in our pelagic fishing activities, around 500 of them on board our vessels. In 2016, the average length of service was nearly thirteen years. The low staff turnover means we can keep a lot of knowhow and experience in-house.

We are proud that many of our employees have worked for us for a long time. We also think it is important to inspire enthusiasm in young people to join the fishing industry in general, and our company in particular. They are our capital for the future. That is why we work closely with (fishing) schools to ensure that their training continues to have practical relevance. In 2016, we took a major step forward by working with the Dutch Ministry of Infrastructure and the Environment to make the development of fishing education a priority. We have also been closely involved in the Dutch Ministry of Economic Affairs' Sustainable Fishing project to ensure that sustainability also has an important place in training.

We offer structural internships on board our vessels to 17- and 18-year-old apprentices undertaking Dutch maritime training. In spring 2016, we launched a new collaboration with the maritime studies department at Trinity College in Hull, UK. It was agreed with the school that 15- and 16 year-old students will be allowed to sail on board the Cornelis Vrolijk Fzn on an occasional basis to make the crossing from a British harbour to IJmuiden in the Netherlands. In this way we offer these students a sort of work experience project that gives them a short, sharp introduction before deciding on a full internship. Thirteen interns were involved in 2016.

4.2 GOOD WORKING CONDITIONS

We believe it is important for our people to look forward to going to work. For our sailors, it is most important that they return from sea safely. Fishing remains a risky industry, but we try to minimise those risks as far as possible. However, given the nature of the work and the working environment, working conditions in our cold stores also demand our attention.

We maximise safety in the workplace by making technical changes, raising awareness and offering training courses, or even making these mandatory. One example of a technical change is the installation of 'low-riser' steps to the cold store on the vessels as a replacement for ladders. We also provide personal protection equipment (PPE) and make sure that it is used correctly.

A full-time Safety and Working Conditions Manager was appointed in 2015 to continue development of relevant policy. 2016 saw great progress in these areas. Working practices on the various vessels have been more standardised. All risk inventories and evaluations (RI&Es) were also revised in 2016 to ensure they are all complete and up-to-date.

In 2016, we also concentrated on ensuring that all the necessary safety drills, both in port and at sea, were carried out correctly and frequently. Our goal is to have an independently-functioning safety council working on board all vessels. In this way we can involve the people working at sea in creating their own safe working conditions. The safety council will work pro-actively on prevention, for example by highlighting (potentially) unsafe situations and ensuring that changes are made on their recommendations. Safety councils were working on three vessels in 2016, and the rest of the vessels will follow in 2017.

It is very important to report and investigate dangerous situations, accidents and near-misses so as to prevent accidents in the future. In 2016, we standardised and simplified the reporting procedure for the vessels. The working conditions committee for the organisation ashore, which meets on a monthly basis, discusses all the reports and shares the investigation findings with all vessels.

4.3
HEALTHY EMPLOYEES

Safety is important, but we think it is also important for our employees to be healthy. Sports facilities have now been installed on a number of trawlers and, if there is demand for it, we will explore the possibility of doing the same on other trawlers. Employees on land are also offered the option of being involved in sport at the company's expense.

As an employer, we want to encourage a healthy lifestyle and healthy eating habits. What we can in any case do for our sailors is follow a sustainable procurement policy for food supplies on board our trawlers. For some years we have been concentrating on healthy food. A dietician supports the chef and crew in their endeavours to foster healthy/healthier eating habits. On land, we encourage 'healthy snacking' by making fresh fruit available for free.

Fishing remains a risky industry, but we try to minimise those risks as far as possible.



OUR 'HEALTHY AT SEA' PROJECT

Our sailors are sometimes away from home for a long time and do hard physical work. Healthy nutrition on board is then extremely important. But meals are important socially too, and food should be not just nutritious but delicious too.

Our procurement has changed since 2016, food is prepared in a healthier way, displayed in a refrigerated display cabinet (refrigerated food) and served differently so that employees can make healthier choices and have a greater input into portion size.

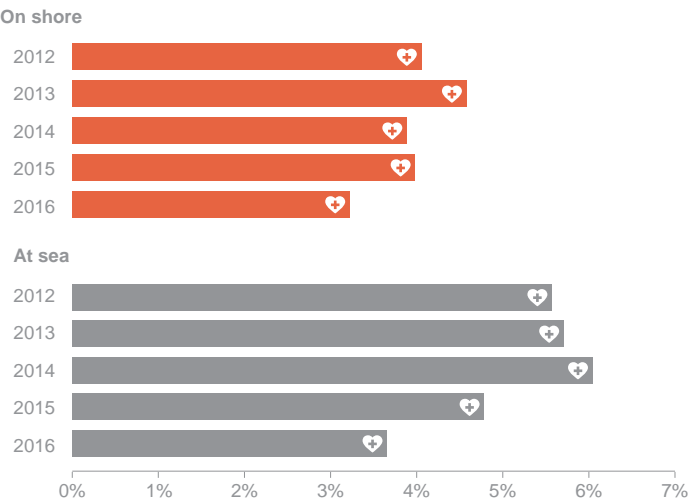
In 2016 we hired a dietician who fundamentally works one day a week for us. She advises on the nutrition policy on board, offers consultations for individual crew members and workshops on board the vessels. In 2016, she gave six workshops. These are intended to raise awareness of risks and lower potential barriers to asking the dietician for individual advice. Many crew members were really positive about this. In 2017, we will continue to organise workshops on the vessels that have not yet hosted one.



REDUCTION IN SICK LEAVE

We have seen a substantial fall in sick leave in recent years. The average sick leave fell by over 30% at sea and over 20% on land between 2014 and 2016. That is a very welcome trend. We have a good co-operation with a working conditions co-ordinator who can respond well to sickness reports. He can work with medical specialists to ensure that people quickly receive the care they need. At the same time, we are also continuing to encourage sport and healthy eating to promote a healthy lifestyle.

SICK LEAVE



INTERVIEW

MENT VAN DER ZWAN
CARE FOR PEOPLE AMBASSADOR





We took a major step forward in 2015 by putting our CSR policy on paper. For the HR departments in Scheveningen and IJmuiden, this was a great acknowledgement of what we have been doing for years. This includes support for those who are off sick, training and consistent improvement of working conditions on land and at sea, for example. We could list a great many examples of what we have been doing prior to 2016. The only thing that has happened is that our work has been relabelled and rooted in a broader, encouraging corporate policy. And of course we will continue with this in the years to come. We are continuing to improve working conditions, not least through the appointment of a Safety and Working Conditions Manager in 2015.

Our challenge is to ensure that fishing education is relevant to developments in the maritime industry.

But our work is not just focused on our own business. For example, we are also contributing to the development of national and international legislation and regulations aimed at improving working and living conditions on board fishing vessels.

Our challenge is to help educational programmes in the fishing industry maintain their relevance to developments in the maritime industry. In this way, we can guarantee an ongoing influx of young people on board our modern vessels and thereby keep looking to the future.

OVERVIEW OF OUR CONTRIBUTION TO OUR CSR TARGETS

Pillar	Target 2021	Our contribution in 2016	Status	Considerations from 2017
GENERAL	<p>All employees are aware of our CSR targets and actively contribute to meeting them</p> <hr/> <p>We have implemented CSR policy plans in all parts of the Cornelis Vrolijk group and report at group level on an annual basis.</p>	<ul style="list-style-type: none"> Launch of digital newsletter Introduction of monthly meeting of CSR ambassadors <hr/> <ul style="list-style-type: none"> Draft CSR plan for our demersal trawling and shrimp activities 	<p>☆☆☆</p> <hr/> <p>☆☆☆</p>	<ul style="list-style-type: none"> Organisation of on-board CSR workshops at our vessels <hr/> <ul style="list-style-type: none"> Complete policy plans for demersal trawling and shrimp fishing
 PILLAR 1: HEALTHY FOOD	<p>We work continuously to improve the quality of our products</p>	<ul style="list-style-type: none"> Launch of new software for the quality managers (QMs) 	<p>☆☆☆</p>	<ul style="list-style-type: none"> Ongoing development of software for use by QMs Organise a joint meeting of all QMs
 PILLAR 2: FISHING FOREVER	<p>We actively contribute to improving stock estimates and management plans</p> <hr/> <p>Compliance with (inter)national legislation is a matter of course and well-organised</p>	<ul style="list-style-type: none"> 6x scientific observers on board Participation in herring and mackerel surveys Contribution to DNA study of horse mackerel <hr/> <ul style="list-style-type: none"> Start development of a digital manual of regulations 	<p>☆☆☆</p> <hr/> <p>☆☆☆</p>	<ul style="list-style-type: none"> Expand in-house sampling of our catch to more vessels <hr/> <ul style="list-style-type: none"> Complete and commission the digital manual of regulations Improve internal reporting of checks at sea
 PILLAR 3: DAILY SUSTAINABLE	<p>We have implemented a sustainable procurement policy and work with our supply chain partners to ensure the highest possible quality of reuse of materials</p> <hr/> <p>Our carbon footprint at sea has been reduced by 10%</p> <hr/> <p>Our carbon footprint on land has been reduced by 20%</p>	<ul style="list-style-type: none"> No systematic activity yet <hr/> <ul style="list-style-type: none"> We have made a baseline measurement by having an LCA carried out Commissioning Dyneema® nets Shore power in IJmuiden <hr/> <ul style="list-style-type: none"> We have made a baseline measurement by having an LCA carried out Start replacing the halogen lights in the freezers with LED lights 	<p>☆☆☆</p> <hr/> <p>☆☆☆</p> <hr/> <p>☆☆☆</p>	<ul style="list-style-type: none"> Ensure that activities are organised systematically by expanding capacity in the organisation <hr/> <ul style="list-style-type: none"> Shore power in Scheveningen Commission more Dyneema nets Develop activities based on the findings of the LCA <hr/> <ul style="list-style-type: none"> Install high-speed doors in the cold stores Develop activities based on the findings of the LCA
 PILLAR 4: CARE FOR PEOPLE	<p>Our safety and working conditions policy is up-to-date at all times to minimise the risk of accidents and ensure that it is implemented correctly</p> <hr/> <p>We offer a wide range of guidelines to employees so they can improve their welfare.</p> <hr/> <p>We have a successful co-operation with (fishing) schools and have contributed to improving the quality of education</p>	<ul style="list-style-type: none"> All RI&Es have been evaluated and updated where necessary <hr/> <ul style="list-style-type: none"> Healthy at Sea project launched <hr/> <ul style="list-style-type: none"> Helped develop a Sustainable Fishing module New collaboration with Trinity College in Hull, UK 	<p>☆☆☆</p> <hr/> <p>☆☆☆</p> <hr/> <p>☆☆☆</p>	<ul style="list-style-type: none"> Introduce safety councils on the vessels Improve reporting on accidents and near-misses <hr/> <ul style="list-style-type: none"> Encourage healthier procurement of food supplies together with chefs Encourage our land-based employees to take part in sport <hr/> <ul style="list-style-type: none"> Closer co-operation with schools and invite students on (fishing) courses to visit our company



CREDITS

EDITORIAL

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If you have any questions, tips or suggestions after reading this report, contact our CSR Manager

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