



Benchmark®

Environmental Policy

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Introduction

Driving sustainability in aquaculture

For over 20 years, Benchmark has been pioneering sustainable aquaculture solutions to help safeguard the world's food supply to a growing global population. Powered by committed people driven by the desire to make a difference, our solutions play an important role in meeting the needs of aquaculture producers and consumers for an ethical, reliable and nutritious source of animal protein from fish and shrimp, farmed in ways that feed the world without harming the environment.

Responsible operator

At Benchmark, we are committed to operating in a responsible and sustainable way. We safely and ethically conduct our activities in ways that respect and support our people, neighbouring communities, suppliers, customers and the environment.

We operate well-designed facilities that support good animal health and welfare, promote ecosystem health, reduce greenhouse gas emissions and waste, and efficiently use natural resources.

Our people are empowered to help us achieve our goals, supported by good governance and engaged leaders.

By adhering to the United Nations Environment Programme's principles of Resource Efficiency and Cleaner Production, environmental principles are integrated into our business strategy and decision-making and are the backbone of our commitment to environmental protection.

Scope

Our environmental policy encompasses individual policies covering material environmental aspects including climate change, biodiversity, energy management, water resource management and waste management. It also includes our policies on company vehicles and business travel. This enables us to place sufficient focus on areas that can make a significant contribution towards our goal to reduce the environmental impact from our activities.

Accountability

Our Environmental Policy has been prepared by our Sustainability Working Group, reviewed by our Operations Board and approved by Benchmark's Board ensuring commitment to implementation of the policy across the organisation and across all operations.

Accountability for our Sustainability Programme and Environmental Policy is as follows:

- The Board recognises that good environmental management is important for all of our stakeholders and contributes to business performance, and thus establishes the necessary structures to allocate resources to this end including establishing a committee of the board focuses on sustainability;
- The plc Sustainability Committee ensures sufficient focus on Environmental, Social and Governance (ESG) aspects of our operations. The committee provides leadership and oversight for the Group's ESG strategy and programme and approves the implementation of our sustainability policies;
- The Sustainability Working Group, including the Group Health, Safety and Environment Manager, ensure all facilities and employees adopt this policy document and facilitates its effective implementation across all levels of the Group. This is done by ensuring that each employee is given information, instruction and training as is necessary to enable compliance with this policy.

To meet our targets, we will:

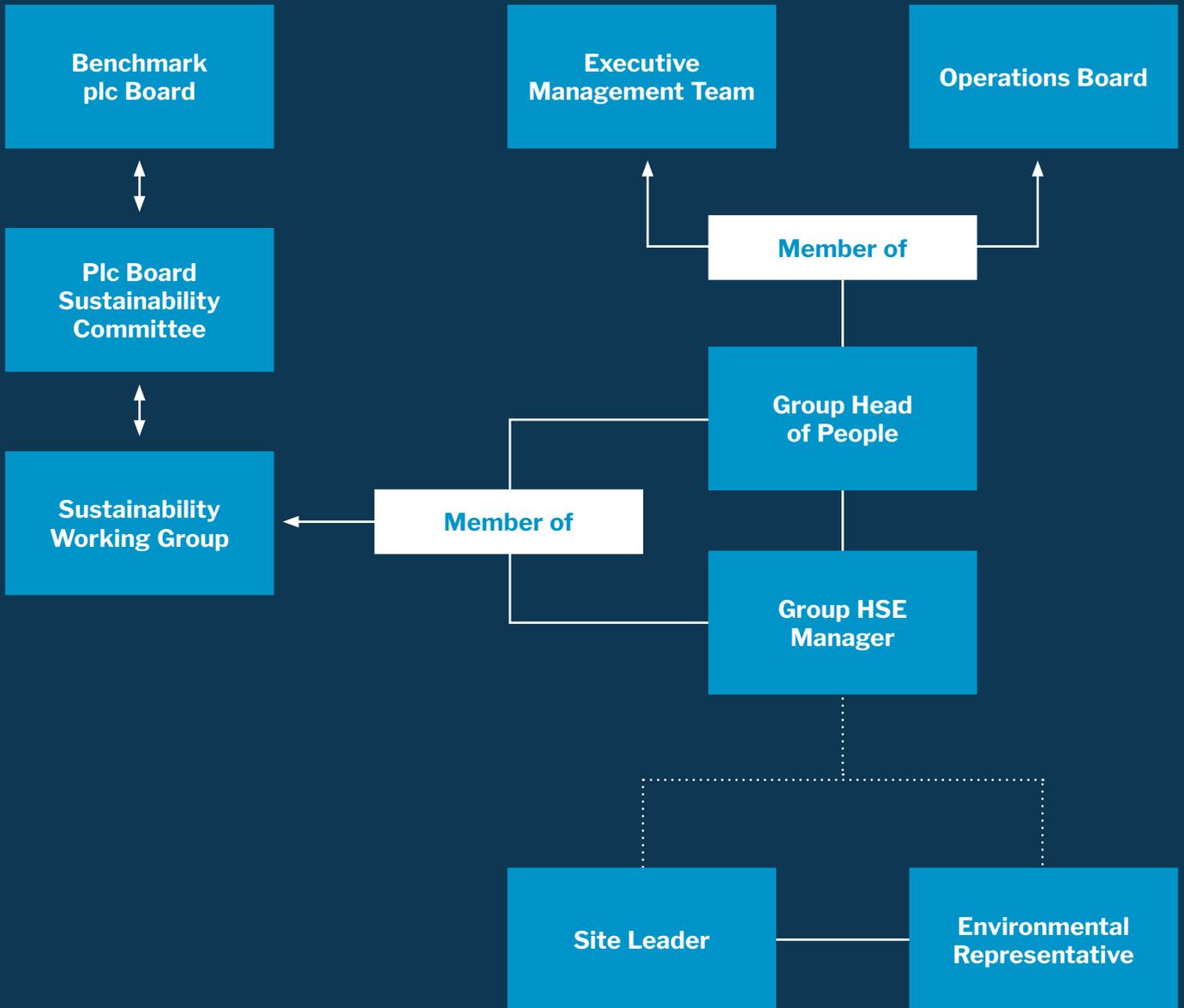
- Commit to regularly monitoring, reviewing, and evaluating our performance in relation to our policy, and reporting our progress in an open and transparent manner as appropriate;
- Maintain our environmental commitments by regularly assessing and supervising risks, controlling environmental hazards, and establishing suitable and sufficient risk control measures;

- Ensure the communication of the Environmental Policy to all employees, stakeholders, suppliers and customers as appropriate;
- Commit to providing education, resources, or training to allow for the complete integration of this policy into all relevant aspects of our operations as well as increasing environmental awareness;
- Inform our customers and consumers about the characteristics of our products and provide advice and guidance on their proper use and safe disposal;
- Annually review the Policy to ensure it remains up-to-date, realistic, and sufficiently ambitious to the nature and scale of our operations;
- Design and implement corrective actions if and when needed to support progress and improvement in our environmental performance and compliance;
- Commit to engaging with external stakeholders where appropriate to continuously improve upon our environmental management practices through their guidance and support;
- Support the global sustainable and environmental development agenda by continuously guiding our operations according to international agreements or standards, including but not limited to: The Paris Agreement, the UN Sustainable Development Goals, the UN Global Compact, and the UN principles of Resource Efficiency and Cleaner Production.

Grievances

We are committed to having a grievance system in place to allow internal or external stakeholders to raise any environmental concerns with us. These will be sufficiently investigated and resolved whilst ensuring that no penalties are incurred as a result of raising any potential instances or practices which violate our Environmental Policy.

Governance and organisational structure



Climate change policy

We acknowledge that climate change, if unmitigated, will have an unacceptable impact on society, biodiversity, water availability and the global economy.

Benchmark Holdings Plc is committed to playing our part in limiting global warming by aligning our strategies and policies with the UN Sustainable Development Goals and the goals of The Paris Agreement. Through this, we are committed to reducing our emissions in addition to being committed to understanding the risks to the business from climate change and implementing the necessary actions to mitigate or adapt to the potential impacts. In order to implement these commitments we will:

- Establish and maintain an assessment of the climate change risks in the territories in which we operate;
- Protect the business by implementing actions to mitigate or adapt to climate change impacts;
- Establish a clear picture of our greenhouse gas emissions and report them in accordance with the Greenhouse Gas Protocol;
- Commit and set targets to drive a significant reduction in greenhouse gas emissions with the aim of achieving net zero scope 1 and scope 2 emissions by 2030. Further, we will aim to achieve net zero for scope 3 emissions by 2050;
- Reduce energy consumption and ensure, where possible, that all energy requirements are obtained from renewable sources;
- Raise awareness and engage our employees in driving a culture of continuous improvement on our climate change performance;
- Work with partners in our value chain in reducing our climate change impacts;
- Assess the lifecycle impacts of our products and services;
- Contribute to raising the awareness of society to climate change and its impacts.

Biodiversity policy

The loss of species and habitats poses as much a danger to life on Earth as climate change does. Over the last 25 years there has been increasing concern about the rapid disappearance of species, including many common species, mainly as a consequence of human activity.

We operate in a manner that aims to minimize our environmental impacts. We know that our activities can affect biodiversity values within land, marine and freshwater ecosystems, as well as the services that natural systems provide for our host communities.

Benchmark Holdings Plc is committed to conserving biodiversity where our activities may have an impact. Our strategies and policies are aligned with the UN Sustainable Development Goals and in order to implement this commitment we will:

- Work toward the goal of no net loss of biodiversity for new sites and major expansion projects;
- Apply the principle of mitigation hierarchy of avoidance, minimization, mitigation through restoration, and offsets during all lifecycle stages of our operations and infrastructure projects;
- Avoid locating new infrastructure projects in spaces that are protected due to their ecological, biological, cultural and/or landscape value or areas of high value for biodiversity;
- Prevent the release of nonindigenous species from our sites.

Energy management policy

Energy use depletes natural resources and contributes to climate change.

Benchmark Holdings Plc recognises that energy related emissions are a significant element of our overall emissions and acknowledges the need for effective energy management in contribute to the reduction of our impacts. We are committed to energy efficiency and optimising energy use in all areas of the business. Our strategies and policies are aligned with the UN Sustainable Development Goals and in order to implement this commitment we will:

- Aim to either generate our own renewable energy or procure it from certified renewable sources;
- Commit to measuring and monitoring energy consumption and set targets to reduce it to the lowest practicable level;
- Procure energy efficient equipment;
- Engage all employees to reduce energy consumption and associated emissions within and outside of the workplace;
- Maintain equipment to avoid energy wastage;
- Source energy efficient equipment for end of life items or where there are beneficial cost and environment impacts;
- Design our processes to be energy efficient.

Water resources management policy

The world population is growing rapidly and most countries are placing unprecedented demands on water resources. A significant shortfall between predicted demand and supply is forecast by 2030 if current practices remain unchanged.

Benchmark Holdings Plc depend on good quality water resources for the success of the business and are also aware of the impacts that our requirements could place on local sources and ecosystems. We are committed to the sustainable management of water resources in all the areas in which we operate by minimising and reducing our water usage, to preserve supplies for those that are dependent on them. Our strategies and policies are aligned with the UN Sustainable Development Goals and in order to implement this commitment we will:

- Ensure that our consumption of potable water is minimised and does not impact the requirements of local communities;
- Assess the water risks associated with activities which take place in areas that are, or are predicted to be, water stressed and take mitigating action;
- Measure consumption of potable, ground and seawater at each of our sites and seek opportunities to reduce, reuse or recycle;
- Ensure that any wastewater discharges are permitted and compliant with local requirements and do not harm ecosystems or water treatment facilities;
- Maintain equipment to avoid water loss;
- Commit to taking all practicable steps to ensure hazardous substances are not released into water courses.

Sustainable materials management policy

With the size of the world economy growing rapidly and the world population set to significantly increase, global consumption of materials is generating incredible pressure on natural resources. It is more important than ever that we ensure the sustainable use of the resources available to us.

The high-volume use of single use materials coupled with poor end of life management has resulted in the majority of waste accumulating in landfill or the natural environment where it is harming fish, marine life and birds. Single use materials often degrade over hundreds of years and the full impact on ecosystems will only be evident in the long term.

Benchmark Holdings Plc is committed to minimising the demand on natural resources by aligning our strategies and policies with the UN Sustainable Development Goals and the OECD Sustainable Materials Management Policy Principles. In order to implement this commitment, we will:

- Preserve natural capital by making best use of the materials required for our products and services;
- Increase the proportion of packaging materials and ingredients with third-party sustainability certification;
- Increase the proportion of novel green ingredients in our products;
- Decrease waste generation associated with our products and services;
- Establish where single use materials are utilised in our activities, assess their environmental impact, and identify opportunities to reduce their use;
- Take a life-cycle perspective when designing and managing our products and services;
- Engage partners in our value chain to take active responsibility for achieving sustainable solutions;
- Where single use materials are the only solution, work with our supply chain partners to enable us to procure only those single use materials that can be reused, recycled or composted;
- Raise awareness and engage our employees in sustainable materials management.

Waste management policy

Urgent action is required to prevent global waste increasing to unmanageable levels and severely impacting air and water quality, damaging ecosystems and increasing greenhouse gas emissions.

Benchmark Holdings Plc have policies in place to ensure sustainable materials management and, where waste is a consequence of our processes, products and services, are committed to take ownership and responsibility to reduce its impacts. As such, we are also committed to reducing our waste. Our strategies and policies are aligned with the UN Sustainable Development Goals and in order to implement this commitment we will:

- **Reduce:** commit to design out waste from our products and services; minimise the use of hazardous substances; eliminate the use of single use plastics; reduce the consumption of other single use materials; select, procure and maintain equipment to maximise service life;
- **Reuse:** segregate materials to facilitate reuse; seek opportunities to work with local communities to reuse our redundant materials and equipment;
- **Recycle:** segregate materials to facilitate recycling; engage with suppliers and encourage the use of recyclable packaging;
- **Recovery:** where available utilise anaerobic digestion or incineration with energy recovery;
- **Disposal:** ensure controlled disposal and avoid uncontrolled dumping and incineration;
- Work with our customers and provide them with information on reusing, recycling and disposing of our products;
- Raise awareness and engage our employees in driving a culture of continuous improvement on our waste management performance;
- Measure our performance and continuously seek opportunities for improvement.

Company operated vehicles policy

Vehicle fleets are a major contributor to air pollution and climate change; globally, the transport sector is responsible for nearly a quarter of energy-related global greenhouse gas emissions. Additionally, vehicle emissions are a significant source of the fine particulate matter (PM2.5) and nitrogen oxides (NOx) that are major causes of urban air pollution.

Vehicles are an essential element of doing business whether they deliver our products or enable our commercial teams to support our customers. However, we acknowledge the impacts of using fossil fuels and are committed to making a transition to zero emission vehicles. We also recognise that the countries in which we operate are at various stages of adopting zero emission vehicles and providing the infrastructure necessary for their operation.

Benchmark Holdings Plc are committed to reducing emissions related to operating company vehicles. Our strategies and policies are aligned with the UN Sustainable Development Goals and in order to implement this commitment we will:

- As availability of suitable vehicles and infrastructure permit, replace company operated vehicles with zero emission vehicles once current lease contracts expire;
- Once vehicle availability and infrastructure permit, provide zero emission company operated vehicles only;
- Provide charging points for company operated vehicles.

Business travel policy

Business travel is a necessary part of the way we work, as our ability to serve our customers, build relationships and manage the business depends on being able to visit their locations.

We recognise that the greenhouse gas emissions associated with business travel have a direct impact on the environment.

Benchmark Holdings Plc commits to reduce the need for unnecessary business travel and encourages the use of sustainable forms of transport where travel is necessary. In order to implement this commitment we will:

- Plan travel to minimise carbon emissions for example, taking a train rather than a short haul flight;
- Minimising the frequency and number of short and long-haul flights through adequate planning and scheduling of meetings and events;
- Collect and monitor greenhouse gas emissions data relating to business travel and seek reduction opportunities;
- Encourage the use of video conferencing and teleconferencing;
- If vehicle rental is required, prioritise zero emission vehicles over conventional fuels;
- Encourage employees to evaluate the necessity of every business trip planned and consider alternatives to travel where possible.

Environmental policy targets and metrics

Target	Metric	GRI ref	UN SDG
Climate change			
Achieve Net Zero scope 1 and 2 carbon emissions by 2030	Direct (Scope 1) emissions Energy indirect (Scope 2) emissions Other indirect (Scope 3) emissions	305-1-a 305-2-a 305-3-a	
Achieve Net Zero scope 3 emissions by 2050	Total energy consumption	302-1-e	
Biodiversity			
When undertaking projects and maintenance schemes likely to result in disturbance or other impact to land and/or water, endeavour to avoid damaging wild species and their habitats	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by our operations	304-4	
Collect and use significant biodiversity information, to inform planning and operational activities	Nature of significant direct and indirect impacts on biodiversity	304-2-a	
Energy			
Operate using energy only from renewable sources by 2030	Total energy consumption	302-1-e	
Reduce our energy consumption/£m revenue by 5% year on year	Energy consumption per £m revenue	302-3-a	
	Percentage of total consumption from renewable sources	302-1-b	
Water resources			
We aim to use freshwater efficiently and take all practicable steps to prevent uncontrolled loss	Water consumption by source	303-3-a	
	Water withdrawal by source by operations in water stressed areas	303-3-b	
	Number of times that discharges exceed limits	303-4-d	
	Volume of water recycled and reused	303-1	

Environmental policy targets and metrics

Target	Metric	GRI ref	UN SDG
Sustainable materials			
Increase % of raw materials that come from certified sources	Weight of packaging materials used	301-1	
Reduce the quantity of product packaging per £m revenue	Type of packaging materials used – % recyclable, % sustainable	301-2	
Increase the percentage of recyclable or sustainable packaging	% of raw materials from certified sources	301-1	
Waste			
We aim to have zero disposal of waste to landfill by 2030	Quantity of waste by waste stream	306-2	
Increase percentage of waste that is recycled or reused	Quantity of waste to landfill	306-2	
Company operated vehicles			
All company operated vehicles to be zero emissions by 2035	Percentage of company vehicles that produce zero emissions		 
Business travel			
Reduce travel related greenhouse gas emissions by 5% year on year	Business travel carbon footprint	305-3-d	
	Business travel carbon footprint per employee	305-3-d	

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