

Eskja
2022 Annual and
Sustainability Report



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Chapter 1

Eskja

Managing Director's Address

The seafood company Eskja, based in Eskifjörður, was established in 1944 as a municipal fishing venture of that era and was best known as “Hraðfrystihús Eskifjarðar”. The company was always associated with Aðalsteinn Jónsson. Aðalsteinn was a successful pioneer and developed the operations of Eskja in Eskifjörður with a great team. I met Aðalsteinn as a young employee in the fishmeal and oil factory where my responsibilities was operating the motors which was feeding the factory with the raw material. Aðalsteinn often observed the operations for a long time to see how it was going. If the motors were constantly running, he knew everything was going well in the factory and he urged me to ensure that the motors never stop.

Aðalsteinn stepped aside around the turn of the century and passed the lifetime work to the next generation. Changes in the company's ownership group occurred in the following years, and Þorsteinn Kristjánsson, Aðalsteinn's son-in-law, took over the reins.

As seen in the company's timeline in our annual and sustainability report, much has happened in the 80-year history of the company. While not an exhaustive list, since 2015 the company's activities have been very extensive. That year, preparation began for the construction of the company's pelagic processing factory with the aim of transforming the business model. The company's pelagic freezer trawler was sold, and they moved from sea to land freezing, putting the pelagic processing factory into use in November 2016. Other significant infrastructure investments and ship purchases followed.

When we look back over these years, we at Eskja are very grateful for the dedication, hard work, and innovation that has kept the company at the forefront of our industry. These years have been characterized by diligence, progress, and investments that have underpinned significant value creation in the community.

In 2022, we completed improvements to the company's capelin roe processing, which had been on the drawing board for a long time, thereby finalizing the last investment in our original investment plan.

Eskja has been doing well, and we are grateful for that, but we are also aware of the challenges we face, especially those related to sustainability in our operations. We will continue to specialize in fishing, processing, and selling pelagic seafood products, an industry considered to be one of the most sustainable food sources in the world.

The main challenge, however, lies in ensuring that these fisheries are sustainable in the North Atlantic, and we emphasize responsible fishing that follows scientific advice.

Eskja's success in recent years attests to the adaptability, resilience, foresight, and good organization of our staff.

However, the future is uncertain, and we are aware that our environment and society are vulnerable. Nevertheless, we must never be complacent in our ever-changing environment and make sure we keep the motor running.

I know that Eskja's staff is ready to tackle the challenges and opportunities ahead, and we can be proud of our success over the past year and continue undeterred. We extend our sincere thanks to all those who have contributed to our success and look forward to continuing this journey together in the coming years.

Páll Snorrason, Managing Director



Páll Snorrason, Managing Director



About the Report

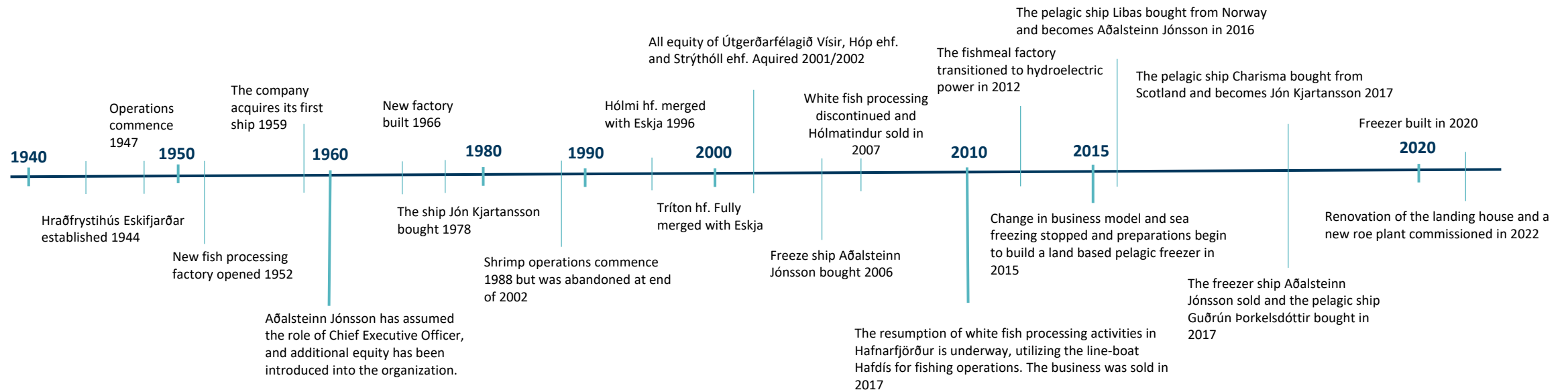
Eskja is now publishing its third annual and sustainability report. This has become a traditional part of the company's disclosure and is in line with the company's increased focus on sustainability and climate issues. The report addresses key aspects of sustainability and is constructed in accordance with Nasdaq's environmental, social, and governance (ESG) standards and follows the Global Reporting Initiative (GRI) standard, as well as linking operations to the United Nations Sustainable Development Goals. Ahead is the implementation of new European regulations in the field of sustainability and climate issues such as CSRD (Corporate Sustainability Reporting Directive) which will introduce a new sustainability information standard (European Sustainability Reporting Standards) and the EU Taxonomy regulation, and the company's disclosures will take these into account in the coming years.

Eskja has signed the SFS Corporate Social Responsibility Policy, and this report aims to provide a clear overview of Eskja's operations and the company's performance based on key ESG factors. With this report, Eskja wants to show responsibility in the community and from its environmental impacts, both directly from operations and through the value chain. The company wants to have a positive impact on the community and contribute to a good workplace where everyone has equal opportunities to grow and thrive.

The information in the report pertains to Eskja and its subsidiaries: Eskja Sales & Export ehf., Eskja-Vöruhús ehf., and Eiður Ólafsson ehf. The contact person for information for this report is Páll Snorrason, Managing Director of Eskja.

The report covers the year 2022, and all figures and metrics in the report are presented to the best of our knowledge.

Timeline



History of Eskja

Eskja is a family-owned company in Eskifjörður that has been a leading force in Icelandic fisheries for the past 79 years. The company was previously known as Hraðfrystihús Eskifjarðar and was established on May 8, 1944, with the aim of increasing the diversity of the town's economic life. The company has grown and thrived over the years. The company's workforce averages around 100 but fluctuates throughout the year in line with peak fishing seasons.

Eskja is one of the largest seafood companies in the country, operating two ships, a fishmeal factory, and a state-of-the-art sea freezing operation in Eskifjörður. Eskja's sea freezing house is 7,000 m2 in size and has a processing capacity of up to 900 tons per day. Additionally, the fishmeal factory's processing capacity is around 1,000 tons per day. The operations are powered by Icelandic electricity, which is produced from 100% renewable energy sources.

The Eskja Group consists of the parent company Eskja hf. and its subsidiaries Eskja Sales & Export ehf., which handles Eskja's sales, and Eskja-Vöruhús ehf., which owns and operates a freezing warehouse. In 2021, Eskja purchased the company Eiður Ólafsson ehf., which operates the fishing vessel Ísak AK 67.



We are proud to be based in Eskifjörður. Here is our home port with a great team both at sea and on land. The support of the community matters a great deal to us.

Þorsteinn Kristjánsson, CEO

Since its founding, Eskja has prioritized the responsible and respectful management of fish stocks around Iceland, adhering to laws and regulations and minimizing the environmental impact of its operations. Eskja emphasizes sustainable utilization of resources and aims to always employ the latest production technologies applicable to its operations. The company has dedicated itself to be at the forefront of all activities, work towards constant improvements, and always operate in harmony with the environment and the community.



The crew of Jón sifulli – This ship was owned by Jón Kjartansson hf., a company of Aðalsteinn Jónsson and Kristinn Jónsson. It was by the wealth of this company that these brothers purchased the majority stake in Hraðfrystihús Eskifjarðar.

Operating Results

Eskja's operations performed exceptionally well in 2022, marking the best operational year in the company's history. The success was mainly due to a large capelin quota for the 2021/2022 season and significant production of meal and oil processing. In addition to processing the company's own catches, Eskja also handled 35,000 tonnes from other ships.

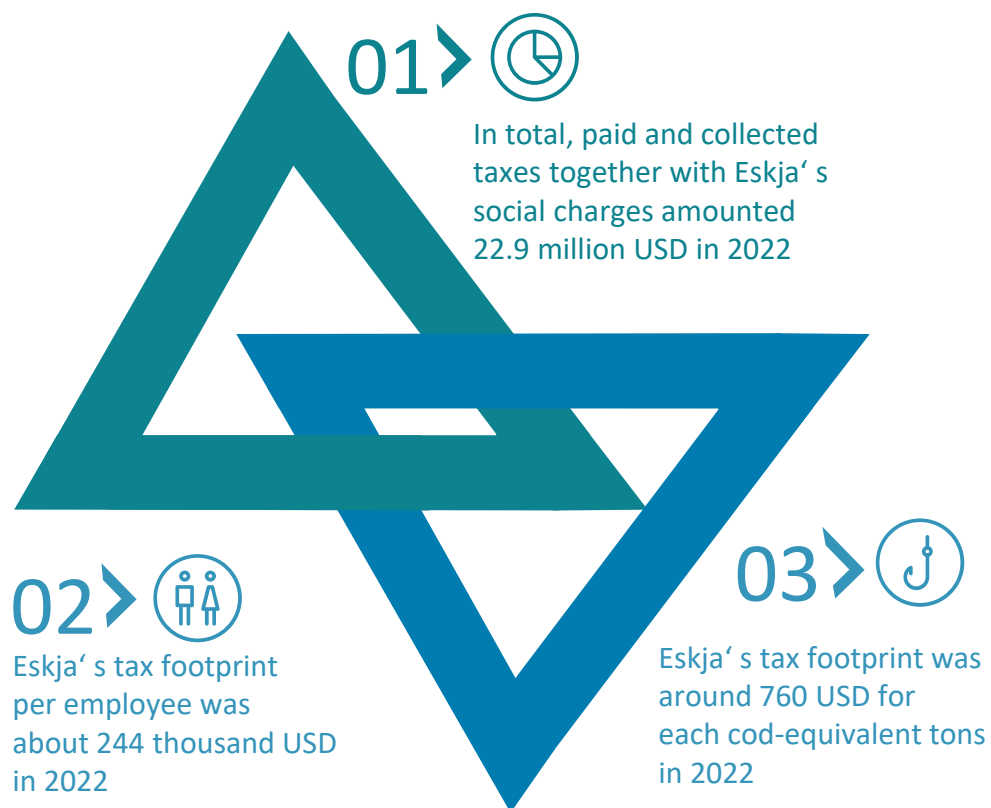
Various factors impact the company's operations, such as the exchange rate index of the ISK, domestic and foreign price levels, quantity and value of fishing quotas, fish prices in the market, wage costs, access to electricity, oil prices for operating machinery and ships, and other supplies. Finally, interest rates abroad and domestically are crucial.

The operational environment of the company is highly variable, largely influenced by fluctuations and uncertainties in the sizes of fish stocks. The variations are much more significant when it comes to pelagic stocks, and in recent years, coastal states in the North Atlantic have not reached an agreement on sharing our main disputed stocks, which is a matter of concern. In 2022, Eskja's operating revenues amounted to 112.7 million USD, compared to 99.2 million USD in 2021.

	2022 (m USD)	2022* (b ISK)	2021 (m USD)	2021* (b ISK)
Revenues	112.7	15.3	99.2	12.6
Other revenue streams	5.1	0.7	4.2	0.5
Operating expenses	68.2	9.2	57.8	7.3
EBITDA	49.7	6.7	45.6	5.8
Depreciation	7.1	1.0	6.8	0.9
Capital items and affiliates	-1.6	-0.2	0.7	0.1
Profit before tax	40.1	5.4	39.5	5.0
Income tax	8.5	1.2	7.8	1.0
Profit after tax	32.5	4.4	31.7	4.0
Wages and related expenses	22.3	3.0	19.4	2.5
Dividends	13.1**	1.7	8.0	1.0

*Operational figures converted to ISK at the average exchange rate of the years 2021 and 2022.

**In addition to the paid dividend in the amount of USD 13.1 m, holdings in EE ehf. in the amount of USD 7.9 m distributed as dividends.



Taxes and Social Charges

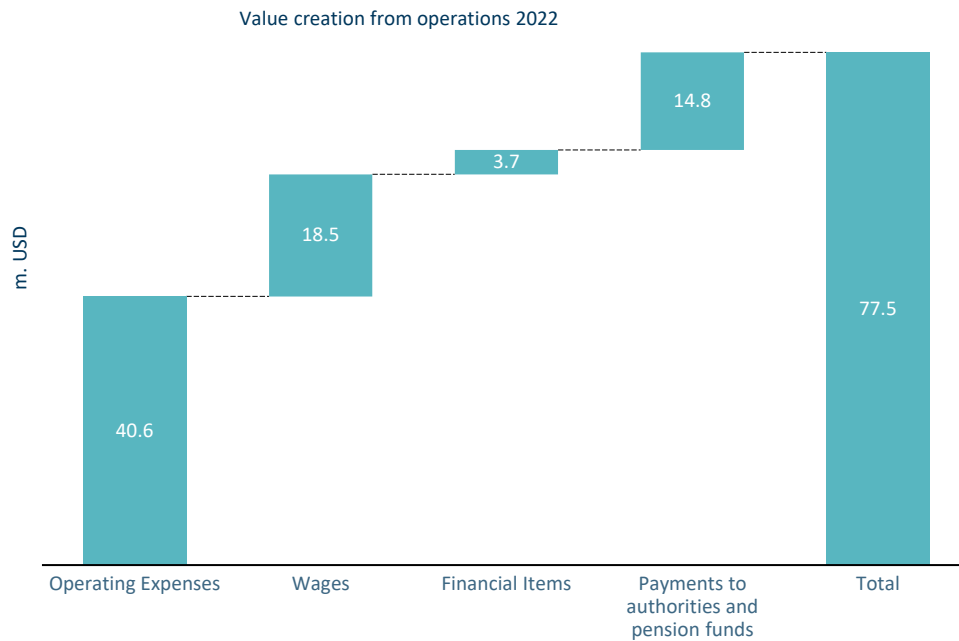
Eskja's tax footprint sheds light on the extent of value that the operations return to the community in the form of statutory payments. Besides, Eskja delivers various other forms of value to society and prioritizes supporting constructive community projects by providing contributions to charitable and humanitarian organizations.

In 2022, Eskja paid taxes and charges amounting to 15.1 million USD and collected 7.8 million USD from its employees for the national treasury. Therefore, the total tax footprint of the operations was close to 23 m USD.

Taxes and fees paid	m USD
Income tax	7.4
Fishing quota fee	1.5
Counter-contribution to the pension fund	2.3
Payroll taxes	1.4
Other taxes and fees	
Property tax	0.4
Union dues	0.3
Carbon surcharge	0.8
Automobile tax	0.003
Port fees	
Catch dues.	0.7
Excise tax	0.1
Port fees, ship, vehicle and lighthouse fees	0.1
Total taxes and social charges	15.1
Taxes collected	
Withholding tax	6.5
Pension fund	1.3
Total taxes collected	7.8
Total tax footprint of Eskja	22.9

Value Creation

The company's value creation has widespread societal and economic impacts, which can be seen, among other things, in the value creation resulting from Eskja's operations in 2022, which amounted to over 77.5 million USD.

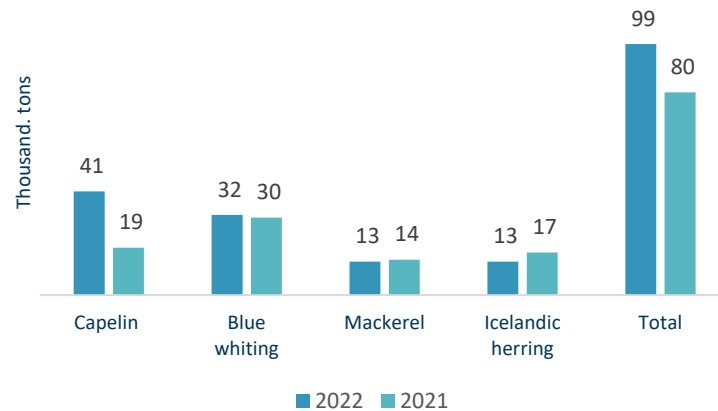


Fishing Operations

Eskja specializes in the fishing and processing of pelagic fish in a sustainable manner. The company produces frozen food products from pelagic species such as mackerel, herring, and capelin, processes capelin roe, and produces meal and oil from blue whiting and the by-products generated during processing. Eskja operates two pelagic fishing vessels, Aðalsteinn Jónsson SU-11 and Jón Kjartansson SU-111.

In 2022, the two pelagic vessels caught a total of 98.590 tons, with about one-third of the catch going towards human consumption and the rest towards meal and oil production.

Amount of pelagic products



Jón Kjartansson SU-111

Pelagic ship built in 2003 and Pelagic vessel built in 2004, acquired by Eskja in 2016.



Value of catch
17 m. USD.



Total catch
46.768 tonn

Aðalsteinn Jónsson SU-11

Pelagic ship built in 2004 and Pelagic vessel built in 2003, acquired by Eskja in 2017.







Value of catch
18.2 m. USD



Total catch
51.821 tonn

Pelagic fish

Fish type*													
	Blue whiting	Capelin	Mackerel	Iceland herring									
Quota share	19.21%	8.81%	9.88%	8.57%									
Description	Blue whiting is used in fishmeal and fish oil production.	The capelin is frozen and is also used to produce capelin roes	Mackerel is produced frozen while also offering it headed and in fillets. Trimmings are used for fishmeal and oil.	Icelandic herring is produced frozen and in fillets. Trimmings are used for fishmeal and oil.									
Season	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
Blue whiting													
Capelin													
Mackerel													
Iceland herring													

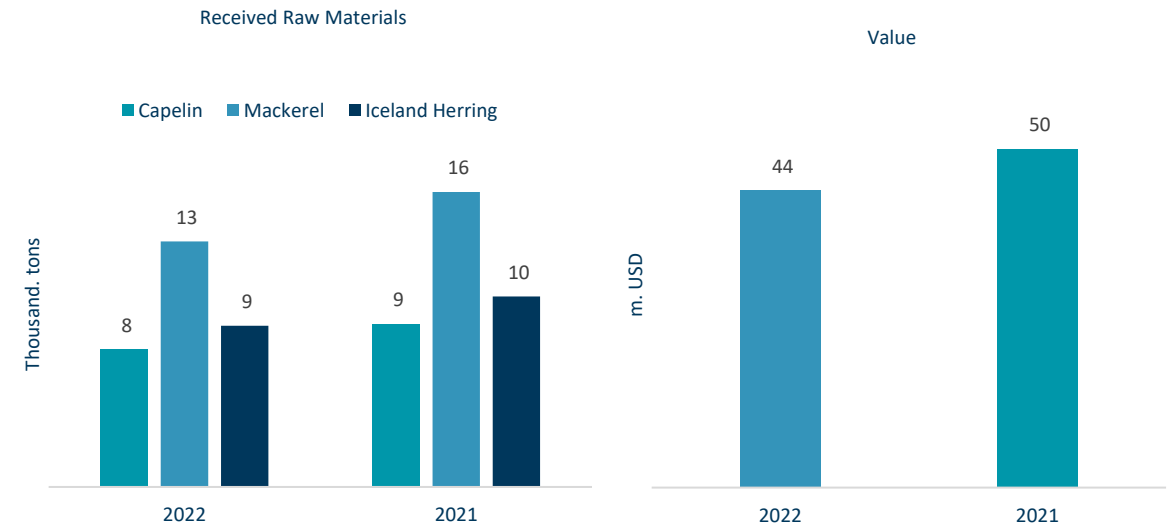
*Eskja owns 1% share of haddock and 1.6% share of cod which is swapped with pelagic fish



High-Tech Pelagic Fish Freezing Facility

Eskja operates a high-tech pelagic fish freezing facility in Eskifjörður, capable of processing up to 900 tons per day. The pelagic freezer facility was built in 2016 and spans 7,000 square meters. In 2020, Eskja constructed a cold storage facility capable of accommodating up to 9,000 tons to further support the processing operations. The processing focuses on edible products, including capelin, mackerel, and herring, which are either frozen whole, filleted, or headed and gutted. In 2022, about 30,000 tons of pelagic products were processed in the facility, with a product value of 44 million USD. The processing at the pelagic freezer facility took place over five months of the year.

The processing began with the capelin season in February, continuing into March. Mackerel processing started in early July and ended in the first week of September, which was when fishing and processing of the Norwegian-Icelandic herring began, providing the processing operation with raw materials through September. There was no processing in the pelagic house in the fourth quarter of the year.



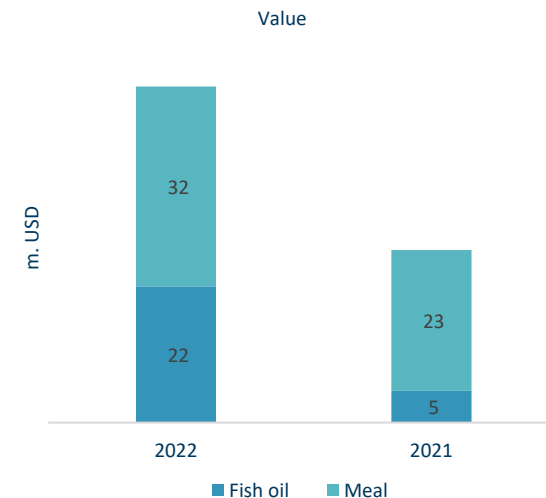
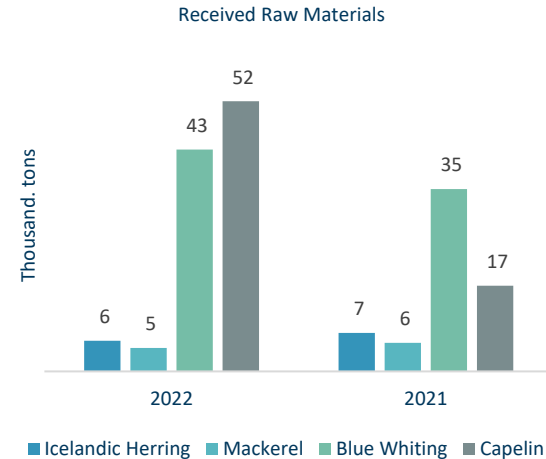
Fishmeal and Fish Oil Processing

Eskja's fishmeal and fish oil processing plant is located at Strandgata 2 in Eskifjörður. The current processing facility has undergone significant renewal in recent years. A new chimney was built, an exhaust cleaning system was constructed, the factory building was renovated, and a new staff building was erected. The fishmeal and fish oil factory used the production break in December to replace the old boilers that had served for 40 years. Every effort was made to complete the installation of the new boilers before the beginning of the new year, and they were put into operation in mid-January 2023. In an energy-intensive industry like fishmeal and fish oil production, new boilers lead to significant energy savings, improved utilization, and increased output.

The facility can process 1,000 tones of raw materials per day and can store up to 20,000 tones of fishmeal and fish oil products at once in the factory's storage facilities. The factory is equipped with the best available machinery and technology to produce fishmeal and fish oil products. Using low-temperature air drying, the factory can produce high-quality fishmeal, which is used, among other things, to produce fish feed.

Quality and environmental requirements for the processing are high, and the factory runs its own research laboratory, in addition to relying on the HACCP quality system that ensures that the products of the fishmeal and fish oil processing are always of the quality desired by its customers. In early 2004, the processing facility received FEMAS certification for its production, being the first factory in Iceland to do so.

Efforts are made to keep all air pollution to a minimum, but inevitably in some cases, odor arises from such processing as the fishmeal and fish oil production. If the supply of electricity is disrupted, the processing facility burns fuel oil, which releases the polluting air species CO₂ and SO₂. The operation manager of the fishmeal and fish oil processing plant maintains the green accounting of the factory.



Gfanzok
GUNGÖR TAMZOK

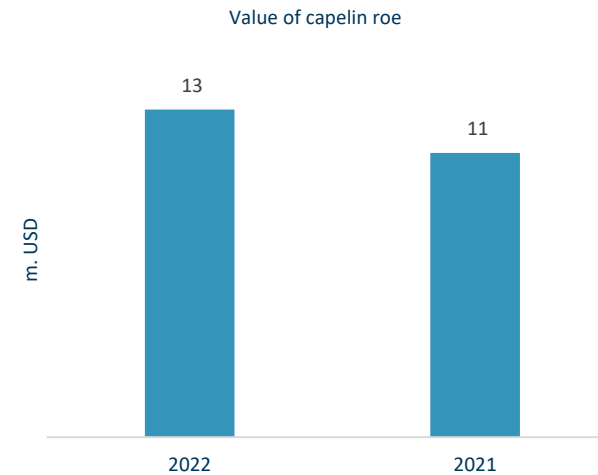


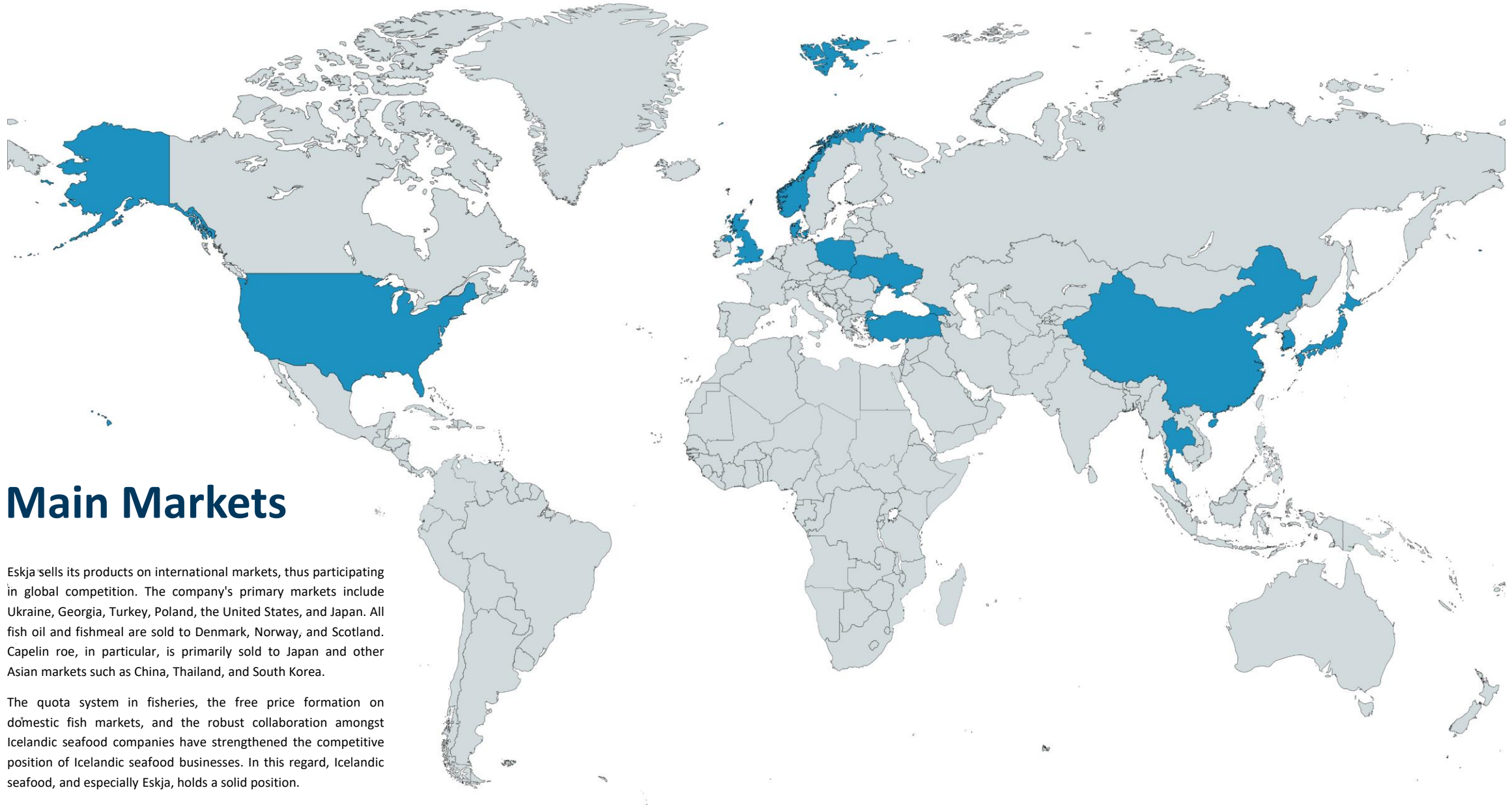
Roe processing

In 2022, Eskja completed the improvement of the company's roe processing, which had long been on the drawing board but was put on hold when no quotas were issued for capelin in 2019 and 2020. The construction started at the end of 2021, and the first phase was put into use during the roe season in March 2022. The project involved renovating and expanding the company's landing house at Marbakka 7 and constructing an extension that houses the roe cutting and has a throughput capacity of over 100 tons per hour in cutting.

Simultaneously, substantial investments were made in the roe processing facility at Strandgata 14a, leading to significant enhancements in its operations. The enhancements included the addition of more floatation tanks and diverse equipment, as well as the incorporation of an automated fish tub washing machine.

When the facility operates at full capacity, it can produce approximately 15 tons of roe per hour, equivalent to over 50 fish tubs. In 2022, the roe production contributed to a value of 13.1 million USD.





Main Markets

Eskja sells its products on international markets, thus participating in global competition. The company's primary markets include Ukraine, Georgia, Turkey, Poland, the United States, and Japan. All fish oil and fishmeal are sold to Denmark, Norway, and Scotland. Capelin roe, in particular, is primarily sold to Japan and other Asian markets such as China, Thailand, and South Korea.

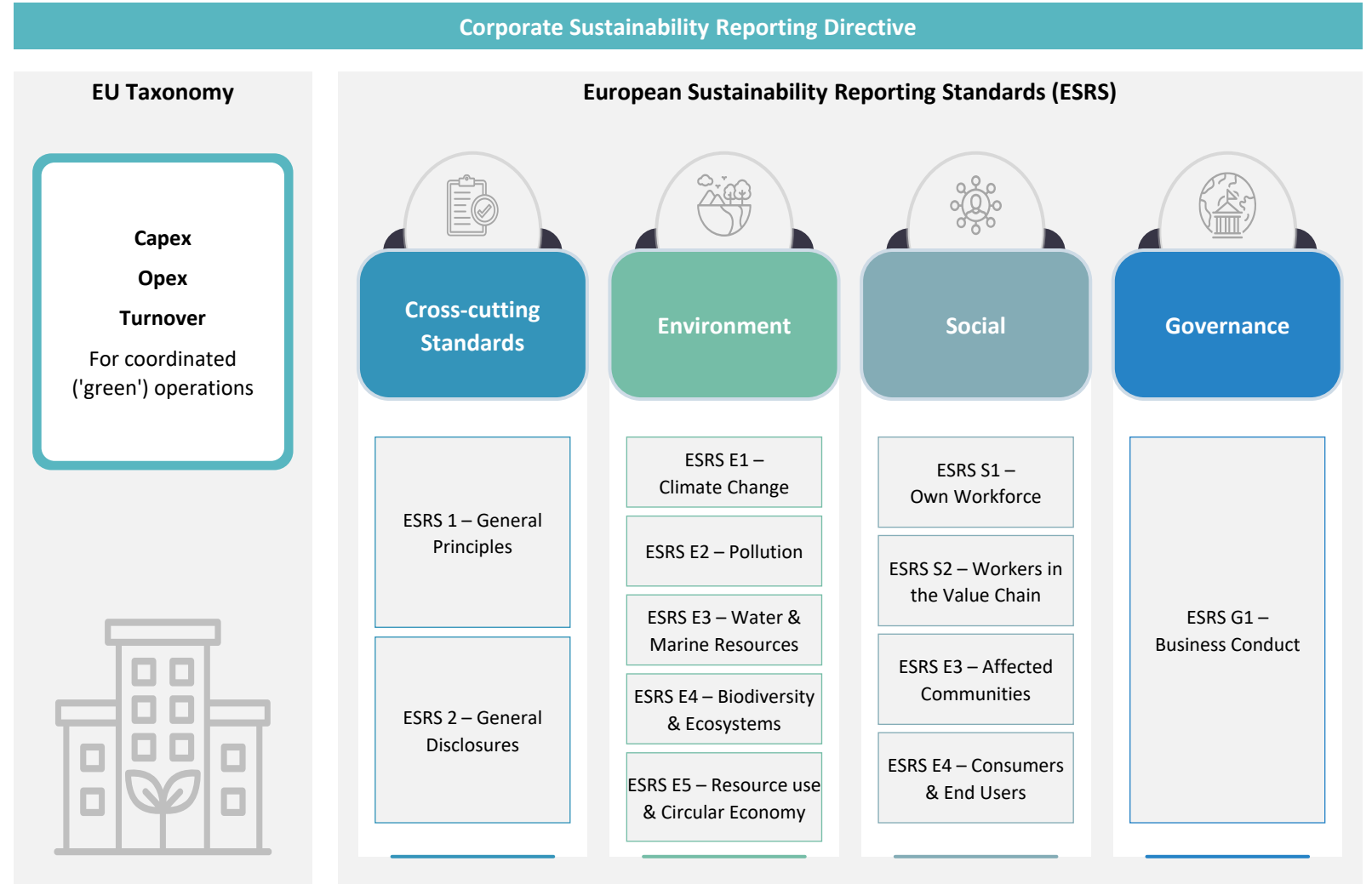
The quota system in fisheries, the free price formation on domestic fish markets, and the robust collaboration amongst Icelandic seafood companies have strengthened the competitive position of Icelandic seafood businesses. In this regard, Icelandic seafood, and especially Eskja, holds a solid position.

New sustainability regulations

Eskja is preparing to implement new European regulations regarding sustainability and climate matters, namely the EU Taxonomy and Corporate Sustainability Reporting Directive (CSRD), accompanied by the new European Sustainability Reporting Standard. This implementation aligns with Eskja's sustainability strategy and commitment to taking decisive action on environmental and social issues.

The EU Taxonomy serves as a guide for businesses and investors to determine whether a company's activities align with the EU's environmental objectives, based on turnover, investment expenses, and operating costs. For activities to be considered environmentally sustainable, they must contribute to at least one of the regulation's six environmental objectives without causing harm to the others, and they must comply with minimum safeguard measures.

Eskja will soon commence the implementation of these regulations, which will include conducting a dual materiality analysis, gap analysis, updating the company's policies, and setting measurable goals for a more sustainable future. The company's annual and sustainability reports for 2022 aim to prepare for Eskja's increased transparency in this area and will continue to evolve to meet the requirements.





UN Sustainable Development Goals

Companies within the Icelandic Fisheries Association (SFS) have adopted a community responsibility policy based on the United Nations Sustainable Development Goals (SDGs). The UN SDGs, adopted by all UN member states in September 2015, apply from 2016-2030 and include 17 main goals with 169 sub-goals. Key to the seafood industry's community policy are SDG number 14: Life Below Water, and number 9: Industry, Innovation, and Infrastructure, although other goals are equally important.



Eskja remains vigilant for new opportunities to enhance the company's environmental impact. In recent years, Eskja has invested in solutions that promote resource efficiency and sustainability. While the company's products were mainly stored abroad, today they use renewable energy sources for freezing and storage. All electricity purchased by Eskja comes from renewable sources, either hydropower or geothermal energy.



Eskja aims to strengthen research into marine ecology and chemistry and increase understanding of the effects of ocean warming, acidification, and plastic pollution on marine life. Eskja supports Aðalsteinn Jónsson's annual capelin research expeditions. Eskja is part of a fishing industry association working collaboratively on research and development projects. The association is currently working on three projects: piece-based processing, microbes and processing, and utilized and unutilized stocks. Moreover, Eskja strives to enhance people's understanding of the effects of climate change on marine.

Memberships

Eskja has always placed great emphasis on managing the ocean and its ecosystem responsibly and in accordance with laws and regulations. Eskja is part of **Iceland Responsible Fisheries (IRF)** that certifies fishing gear and fish stocks used in the waters around Iceland. The aim is to reassure buyers and consumers that sustainable fishing practices are being conducted off Iceland's shores and that significant effort is put into ensuring the protection of fish stocks, the source of the country's prosperity.

Eskja is a part of **Festa, the Icelandic Center for Corporate Social Responsibility**, and has actively participated in the development of a sustainability category within the Icelandic Fisheries Association. Over the next few years, the company plans to continue building on its strong foundation of sustainability. Such an investment is necessary to ensure that Eskja's operations meet all major quality requirements and consider appropriate risks and opportunities associated with sustainability and climate change.

Membership Organizations





Certifications and Quality Control



IFFO RS is a certification scheme confirming that a factory's processing meets the certification's requirements of responsibly sourcing its raw materials from well-managed fisheries and converting them responsibly into clean and safe products.



Marine Stewardship Council (MSC) is an independent organization aiming to establish standards for sustainable fishing. Seafood companies wishing to demonstrate good governance and sustainability against MSC standards are evaluated by Conformity Assessment Bodies (CAB).



HACCP stands for "Hazard Analysis Critical Control Point," a methodology designed to ensure food safety, and Eskja holds a certified HACCP system.



FEMAS certification demonstrates that a feed producer or supplier has met specific safety and quality standards, providing farmers, livestock producers, and consumers with confidence that their feed is produced responsibly and safely.



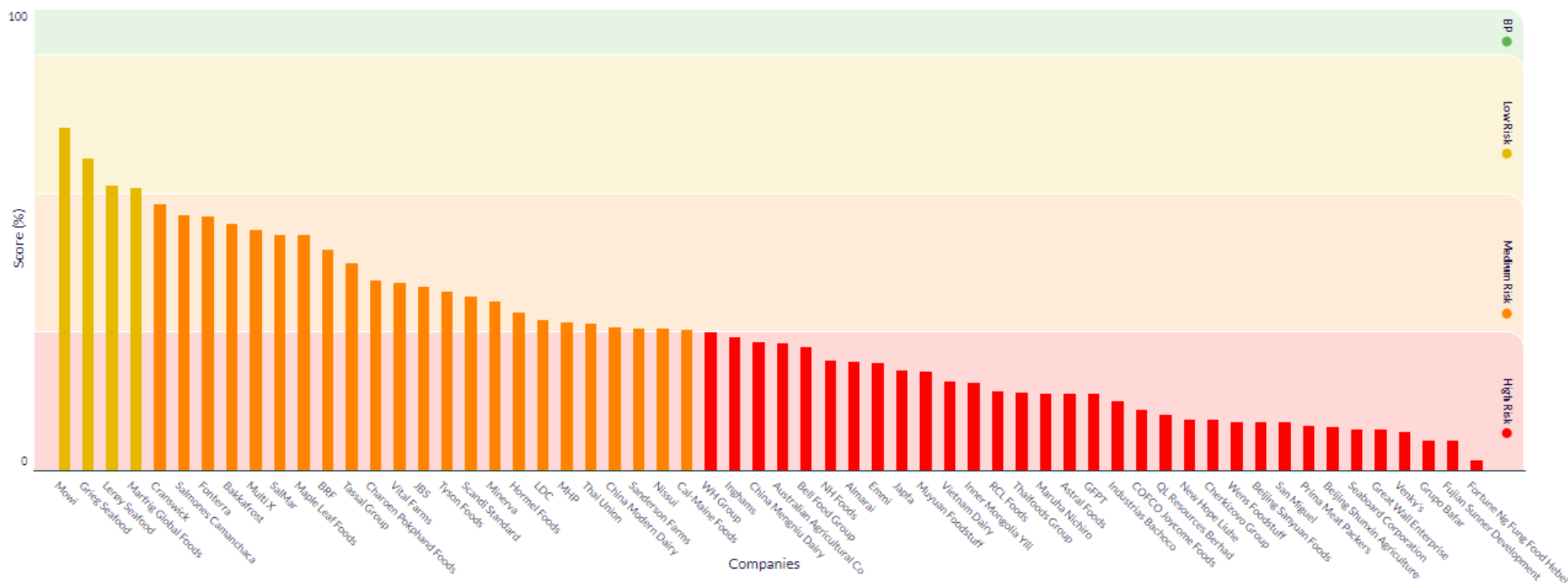
Tún is a professional inspection and certification body for organic and sustainable production, as well as tourism. Certification authorizes the holder to use the certification mark and reference according to the agreement for the marketing of certified production.

Certifications and Quality Control



FAIRR is the only comprehensive assessment body in the world that examines the world's largest animal protein producers based on environmental, social, and governance (ESG) aspects.

In FAIRR's risk rating for animal protein producing companies, companies involved in salmon farming generally perform well, many of which are part of Eskja's value chain as feed suppliers. Additionally, research* has shown that the environmental footprint of pelagic fisheries and processing is lower than that of salmon farming and other animal product production, such as beef.



Source: [Company Ranking In The Coller FAIRR Index](#) | FAIRR

*https://www.sintef.no/contentassets/25338e561f1a4270a59ce25bcb926a2/report-carbon-footprint-norwegian-seafood-products-2017_final_040620.pdf/

Values

Eskja is committed to building a workplace culture based on the following core values: integrity, drive and skills, and supports such a culture through the company's projects and goals.

Integrity

The wellbeing of employees is one of the cornerstones of every company, where integrity, empathy and human dignity are paramount.

Drive

Drive is the primal force that must prevail among employees, which transforms into the will for good deeds and innovative thinking. It's also the will to persevere when facing adversity and the ability to turn difficult circumstances into opportunities.

Skills

Skills is built on utilizing the talents and strengths of the workforce as best as possible, dealing with a changing environment, and increasing the knowledge and capabilities of the workforce in a demanding society. Therefore, it is important for Eskja's staff to have the opportunity to enhance their skills in order to grow and thrive in their jobs.





Chapter 2

Environmental

Environment

Environmental issues are a major task and significant challenge in the seafood industry. Eskja will consistently seek ways to reduce pollution from its own operations and continue to develop its operations towards sustainable fishing and processing.

In recent decades, there has been a significant awakening to the importance of the relationship between society and companies. It is increasingly clear that the activities of companies do not occur in isolation from society, rather, companies are dependent on the society and environment in which they operate. In addition, the harmful effects of company activities on the environment have become clearer than before.

Fisheries are a foundational industry throughout the country. In recent years, there have been significant advancements in fishing and processing, jobs have decreased with new technology but at the same time, increased technology has led to the working conditions of workers in fishing and processing being much better and jobs therefore more varied. Development in fish search and development of fishing gear as well as onboard handling of catches has led to better fish stock conditions.

Eskja emphasizes sustainable resource management, and it is Eskja's policy that all aspects of the company's operations be in full harmony with its environment. With sustainable development, we strive to achieve a balance between social, economic, and environmental aspects and integrate them into decision-making. Better interaction with resources and nature is a common goal for us all.

Eskja has mapped the main environmental aspects that the company affects with its operations with the goal of reducing negative impacts as much as possible.



Carbon Emissions

In 2022, Eskja emitted 36,517 tons of carbon dioxide equivalent. Of this, scope 1 and 2 emissions totaled 26,508 tons, and scope 3 emissions totaled 10,014 tons. The carbon footprint of Eskja is calculated using the SFS carbon calculator, which is based on the recognized methodology of the Greenhouse Gas Protocol.

The largest source of Eskja's emissions in 2022 was from scope 1, with the oil use of the fleet, vehicles, work machines, and fishmeal factories being the major contributors.

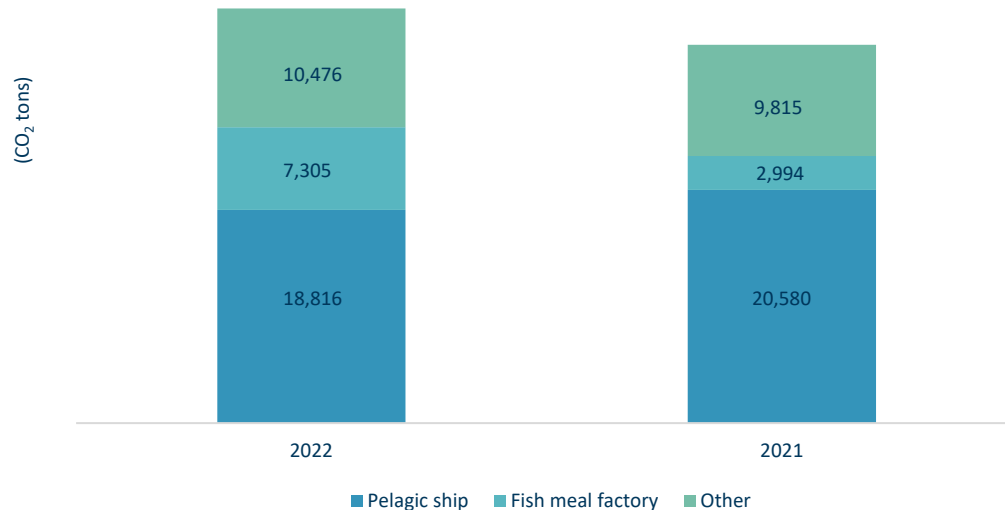
For comparison, it can be mentioned that Eskja's total emissions in 2021 were 33,390 tons of carbon dioxide equivalent, which means that Eskja's emissions have increased by 9.6% in the past year. This can primarily be attributed to energy shortages, as Landsvirkjun was unable to deliver enough energy in the fall months of 2022 for operations, and therefore it was necessary to use oil instead of renewable energy. This significantly increased the company's carbon footprint, with emissions from the fishmeal factory alone amounting to 7,306 tons of carbon dioxide equivalent in 2022 compared to 2,994 tons in 2021.

Eskja's total energy consumption was 142,106,187 kWh and was divided between electricity, hot water, and fuel. Indirect energy consumption due to electricity and hot water use amounted to 48,808,687 kWh.

Eskja aims to continuously measure its carbon footprint with the goal of reducing emissions related to its operations and setting objectives and action plans.

Eskja has invested in solutions that promote better resource utilization and sustainability. The processing has been moved inland where it uses electricity and, likewise, the freezer in Eskifjörður is powered by electricity. All electricity that Eskja purchases comes from renewable sources, either hydropower or geothermal energy. Eskja has stopped using heavy oil and at the same time increased the share of green energy sources.

Eskja's carbon emissions, activities compared



36,517 tons

Total CO₂ emissions 2022



10,009 tons

CO₂ emissions in scope 3 2022



26,508 tons

CO₂ emissions in scope 1 and 2 2022

Waste Management

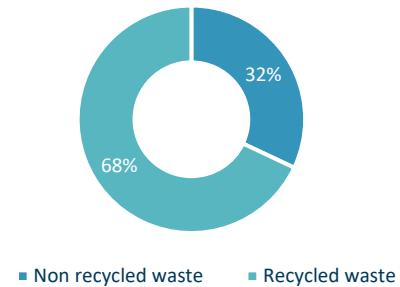
One of Eskja's goals is to recycle or recover as much waste as possible, aiming to minimize waste.

In onshore processing, waste is sorted and recycled where possible. The proportion of sorted operational waste in 2022 was 68%. Waste is sorted into paper and plastic and other waste that occurs, such as wood, metals, and bulky waste. The total amount of waste was 868,449 kg, of which 281,100 kg went to landfill, whereas in 2021, the total amount of waste was 293,580 kg.

The increase in the total amount of waste between the years can primarily be attributed to the demolition of the old freezer house, which was mostly made of concrete and was broken down on site. Instead of transporting the concrete waste, the concrete was ground down and separated into reinforcing steel and crushed concrete. The crushed concrete is an excellent filling material that can be used in construction and lot development. By recycling in this way, financial resources and environmental impact are saved, land subsidence is reduced, and carbon emissions are lower.

At sea, waste is divided into general waste, fishing gear, spoilage, and organic waste. The organic waste goes into the sea. We make our best effort to clean the sea by bringing all the garbage from the sea that gets caught in the fishing gear to the harbor.

Sorting ratio



Crushed concrete from an old freezer house can be seen in this photo.

Carbon Projects

In 2022, Eskja signed an agreement with the Icelandic Forest Service to develop a carbon project on the land of Freyshólar in Fljótsdalshérað. The company intends to sequester carbon through new forestry on an area of about 36 hectares. The project is conducted in accordance with the Forestry's regulation on Forest Carbon ([Forest Carbon](#)) and in line with the Technical Regulation of the Standards Council on carbon offsetting ([Technical Regulation of the Standards Council on carbon offsetting](#)).

The aim is to complete the planting on the land in 2023, but the project will produce certified carbon units that ensure responsible carbon sequestration against corresponding emissions due to Eskja's operations. The project is extensive, and the company is taking its first steps in forestry, but the plants will, over the next decades, sequester as much as the equivalent of one year's emissions from a company like Eskja. This will involve about 80.000 plants (pine 50.000, willow 28.000, and aspen 2.000).

With this, Eskja is setting an ambitious and credible policy based on responsible carbon offsetting that will support the company's journey towards future carbon neutrality.





Chapter 3

Social

Human Resources

At Eskja, the average annual full-time equivalent positions are around 100, but during peak seasons, an additional 30-40 positions are temporarily added. Eskja's employees work in diverse roles in their hometown of Eskifjörður. Management and staff care about the welfare of their colleagues, and Eskja strives to promote general job satisfaction and a positive work environment. Recognizing that family and close relatives are an important foundation of successful career paths and work success, Eskja makes every effort to enable its staff to balance work and family responsibilities.

Eskja implemented the salary and human resources system, Kjarni, from Origo at the end of 2022. The implementation of the system significantly improved Eskja's overview of human resources, and managers now have access to a management web with team and salary information. With the arrival of the system, all employment contracts are now signed digitally and stored in the system after signing. Staff have access to their own area where they can update personal information, apply for sports grants, and more.

Eskja places its ambition in supporting improved well-being of staff and creating a safe and healthy workplace where equality is highly valued and human rights are respected. With that in mind, Eskja has implemented an equal pay and personnel policy along with a safety and health plan.





Human Rights

Good staff is a prerequisite for the success of companies in the fisheries industry. The company is aware of the responsibility it has towards its employees, and respect is a guiding light in all interactions within the company. The key to success in Eskja's operation is to have competent and trustworthy staff who work in line with Eskja's environmental and social responsibility goals. It is Eskja's policy to comply with applicable laws and regulations on human rights, including forced labor and slavery, child labor, and discrimination in the workplace. Eskja will never tolerate forced labor or child labor or abuse against employees (illegal labor), Neither within the company itself nor those who work for Eskja and or further in the supply chain.

Bullying or violence of any kind is not tolerated within the company, and Eskja has established procedures to deal with such issues if they arise. All company employees contribute to preventing negative behavior and promoting good communication, job satisfaction, and a safe environment.

Eskja respects the right of workers to unionize and bargain collectively and deals with wage, salary, and rights issues according to the provisions of collective agreements with the relevant unions. Where collective agreements do not stipulate the wage conditions of employees, wages are based on job income, workload, competence, and employee performance. Eskja ensures that wage payments and employee rights are always in line with valid collective agreements.

Safety

Eskja places great emphasis on occupational safety and security issues. Employees are obligated to comply with laws on safety and equipment at the workplace, as well as follow the procedures and rules set by Eskja. It is the responsibility of both managers and employees to adhere to the requirements for safety and vigilance at work.

Eskja has published a safety handbook and presented a safety and health plan, aiming to ensure that the company's occupational safety work is organized and focused.

Eskja supports improved safety awareness through education for employees. Emphasis is placed on all Eskja's employees taking responsibility in their work and always being mindful of the risk and stress factors associated with their jobs.

In 2022, there were 5 reported occupational accidents in land processing, one less than the previous year. Reported work accidents on the company's ships were one in 2022, the same number as the previous year. The goal is always for the company's operations to be accident-free.

Training

The knowledge and competence of employees form the foundation of a successful professional life. It's crucial to nurture human resources and its development, as it is considered the most valuable asset of a company. Human resources and professional life go hand in hand, and human resource development spans across varied domains, including training, education, development, continuous learning, re-education, work processes, etc.

Eskja regularly holds courses that benefit employees at work. Employees are encouraged to pass on their knowledge to other staff members. All Eskja employees now have access to the Akademias learning library, consisting of 120 digital courses. The Akademias library offers a diverse and enjoyable range of courses, where all staff should find something that suits their skills. The courses can be used, among other things, to enhance work skills, learn about health-related issues, sustainability, and for personal entertainment.

Eskja holds an annual course for the company's processing plants. The course is specifically designed for new processing staff, but permanent employees also attend the course for re-education. Seamen regularly attend safety courses.

Data Protection

Eskja is conscientious about data protection and the safety of the data it handles at any given time. Eskja collects information about employees, customers, and suppliers that the company is obligated to maintain in compliance with laws and regulations, collective agreements, employment contracts, individual consent, or due to other legitimate interests of Eskja.





Social Projects

Eskja contributes significantly to its local community, and in 2022, Eskja provided social support amounting to 41 million krona. Eskja supports good social causes in its hometown and is a staunch supporter of youth work. For example, Eskja has a cooperation and support agreement with the Youth Association Austri and is a solid supporter of the Fjarðabyggð Football Club.

Eskja participated in a donation from the Fisheries Companies Association to Ukraine with a contribution of 10 million out of the 130 million donation that came from the association on behalf of its members, which were the main fishing companies in the country. Eskja wished that the donation would go to the Caritas aid organizations, which will use the donation to provide food, clothing, medicine, and a variety of projects for refugees and the disadvantaged coming from war-torn parts of Ukraine.



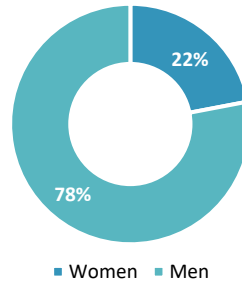
Equality

Eskja's equality plan aims to ensure full equality between women and men in the workplace, with the objective of utilizing the skills, energy, and capabilities of the workforce fully without any gender-based discrimination.

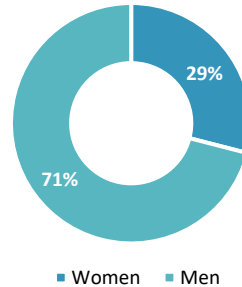
Everyone is evaluated on their own merits. It is ensured that no employee is discriminated against in any way, such as because of gender, religion, views, ethnic origin, sexual orientation, color, race, economic status, ancestry, disability, age, and other status.

Eskja's equality plan also aims to increase general job satisfaction and improve work morale. The policy includes goals and actions that comply with the provisions of equality laws. In accordance with Law No. 10/2008, Eskja has completed equal pay certification, confirming that the company's equal pay system and its implementation meet the requirements of standard IST 85 2012. Gender ratios for the year 2022 were very similar to those of 2021 and 2020.

Gender split of Employees



Gender split of Management



JAFNLAUNAVOTTUN



G. Langskjöld
GUNDRUP LANGSKJÖLD



Chapter 4

Governance

Governance

Eskja's operations are subject to detailed regulations and are under the public supervision of institutions regarding the operation of the fishing fleet, processing, and quality matters. Eskja emphasizes following clear procedures to ensure that operations meet the requirements set forth in laws and regulations. The company's governance practices are based on Law No. 2/1995 on limited liability companies, the company's bylaws, and board procedures. Eskja adapts its governance practices to guidelines on corporate governance issued by the Iceland Chamber of Commerce, Nasdaq Iceland hf., and the Confederation of Icelandic Enterprise, which took effect on July 1, 2021. Eskja is now considered a unit related to public interests, according to paragraph 1 of Article 2 of Law No. 3/2006 on annual accounts. In 2021, an audit committee was elected at the company, which met four times in 2022. The board is responsible for appointing the audit committee, which should be done no later than a month after the annual general meeting. The committee is responsible for overseeing the process of preparing financial statements, overseeing the functioning and organization of internal controls and risk management, and overseeing the audit of the company's annual accounts and consolidated accounts. The Audit Committee provides its opinion on the financial statements before they are submitted to the Board for approval. Furthermore, the Audit Committee proposes to the board the choice of an external auditor or audit firm, and the committee should assess the amount and oversee the other tasks of the external auditor.

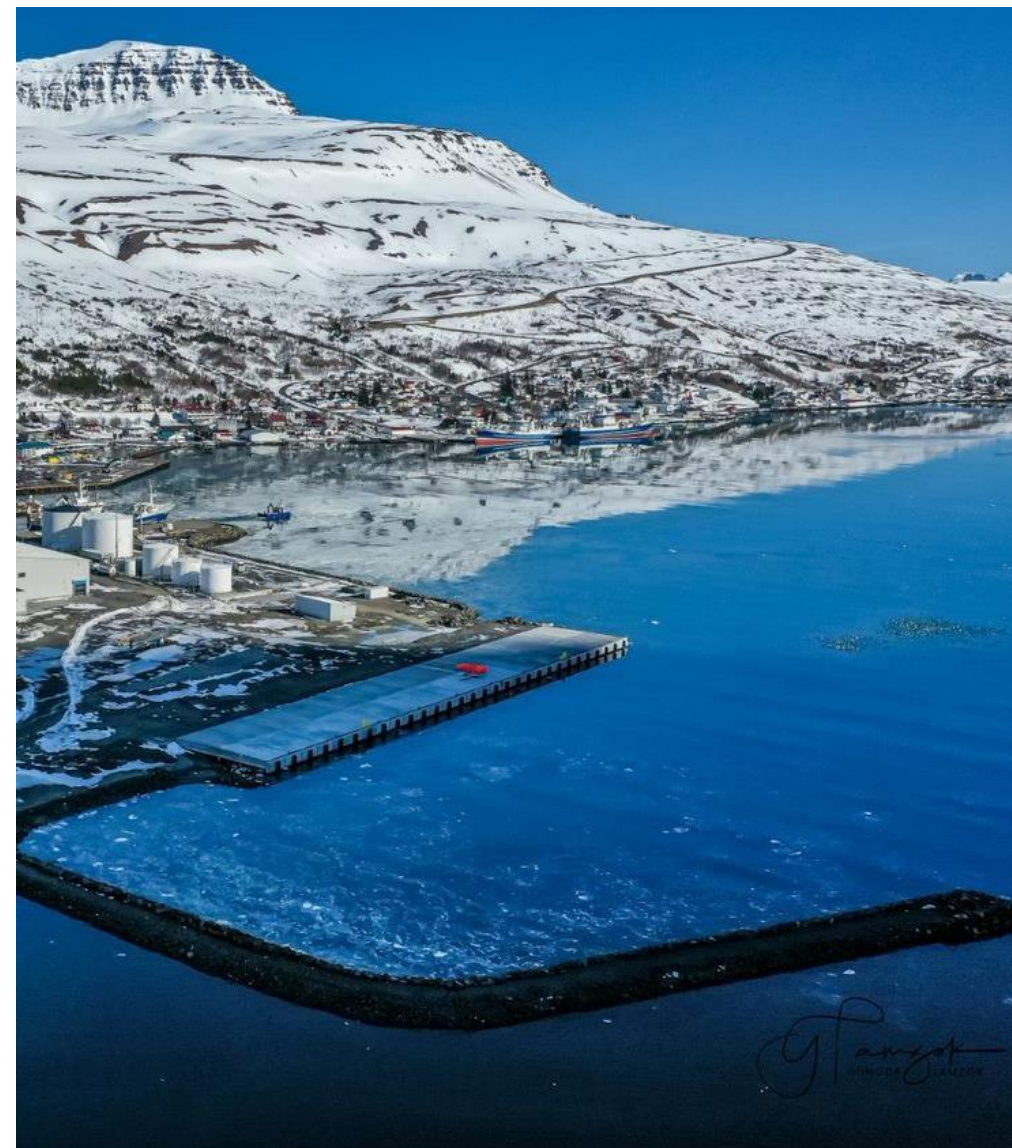
The board exercises supreme authority in the affairs of Eskja between shareholder meetings and bears the main responsibility for operations. The board emphasizes good governance and that the work of the board and the company is always in accordance with laws, rules, and good business practices.

The board consists of three main members and two alternates. After the annual general meeting that elects the board, it should immediately convene a meeting and elect a chairman. The chairman of the board represents the company unless he decides otherwise.

The board meets regularly according to the chairman's decision. The chairman is obliged to call a meeting if any of the board members or the CEO request it. A new board was elected at the company's annual general meeting on June 3, 2022, and consists of five main members along with two alternates. In total, 5 board meetings were held in 2022, and there was full attendance at all meetings.

Daily operations are in the hands of Eskja's executives in accordance with the policy and decisions of the board. The financial results and planning are regularly reviewed as part of the company's internal control.

The Managing Director is responsible for the daily operations of the company and exercises decision-making authority in matters that are not delegated to others or fall within the board's jurisdiction, according to the nature of the case.





Key Risk Factors

The key risk factors in the company's operations are the status of the fish stocks that the company exploits, especially migratory dispute stocks that Iceland utilizes along with other coastal states. Overfishing of migratory species and changes in migration patterns, along with changes in ecosystems, are risk factors the company faces. There can be significant fluctuations in the allocation of individual stocks, and Eskja has adapted its business model to be able to respond to significant fluctuations in the allocation of the company's main commercial stocks. The company has focused on the fishing and processing of migratory species, and the company's future prospects will be determined by the development of Eskja's main commercial species, which are capelin, blue whiting, mackerel, and herring. There is high demand for the company's products, and prospects are good in markets and a good position in the capelin stock, but uncertainty exists about the company's main dispute stocks because no agreement has been reached on reasonable utilization between coastal states.

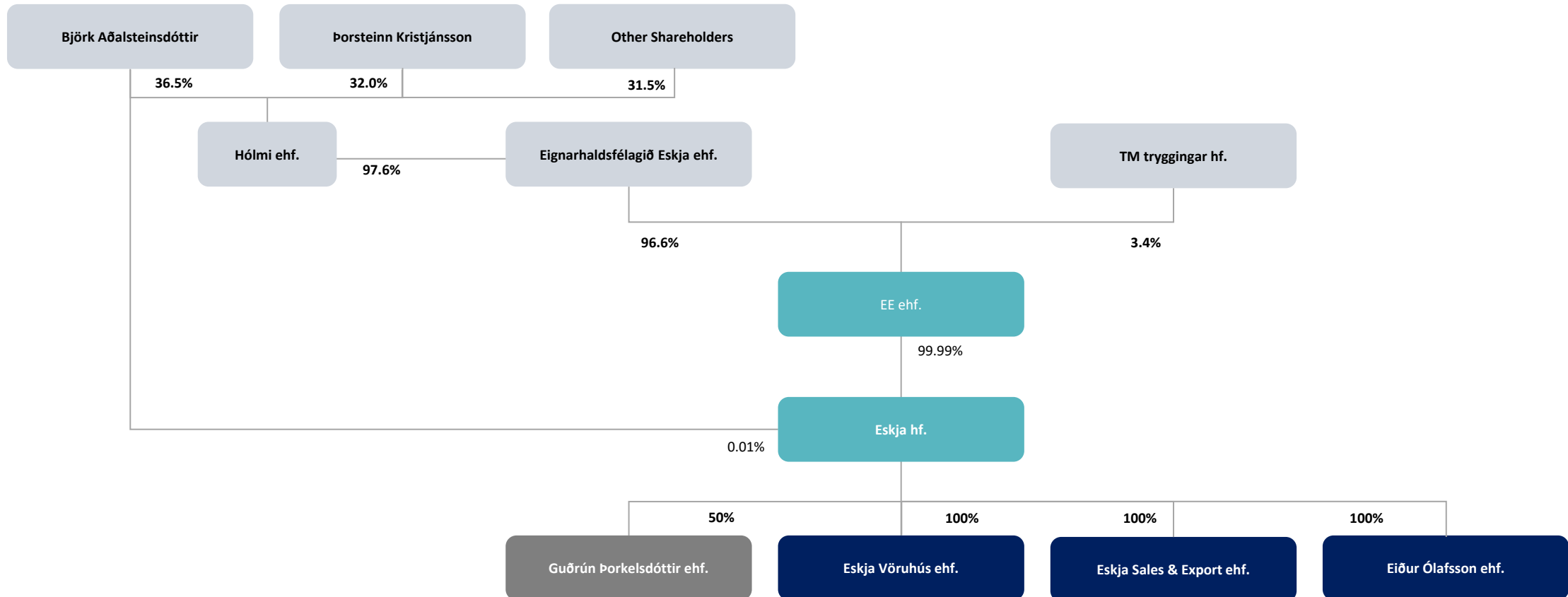
The risk due to climate change is increasing and Eskja will seek ways to assess the impact on the company's operations, both from a transition risk and a physical risk perspective. The company will explore the possibility of applying so-called double materiality when assessing such, as such an analysis will enable managers to better manage this risk factor, which will become a legal requirement with new sustainability regulations (see previous chapter of this topic).

There are also risk factors in Eskja's operations related to revenue streams, financing, and exchange rate and interest rate risk. Managers have the authority to make forward contracts to limit exchange rate and interest rate risk. In addition, the risk related to the energy use of the fleet has increased in the wake of rising oil prices. Furthermore, the ongoing electricity shortage will lead to more combustion of fossil fuels due to fish meal and oil processing. This means a higher carbon footprint for Eskja, which works against the company's environmental goals.

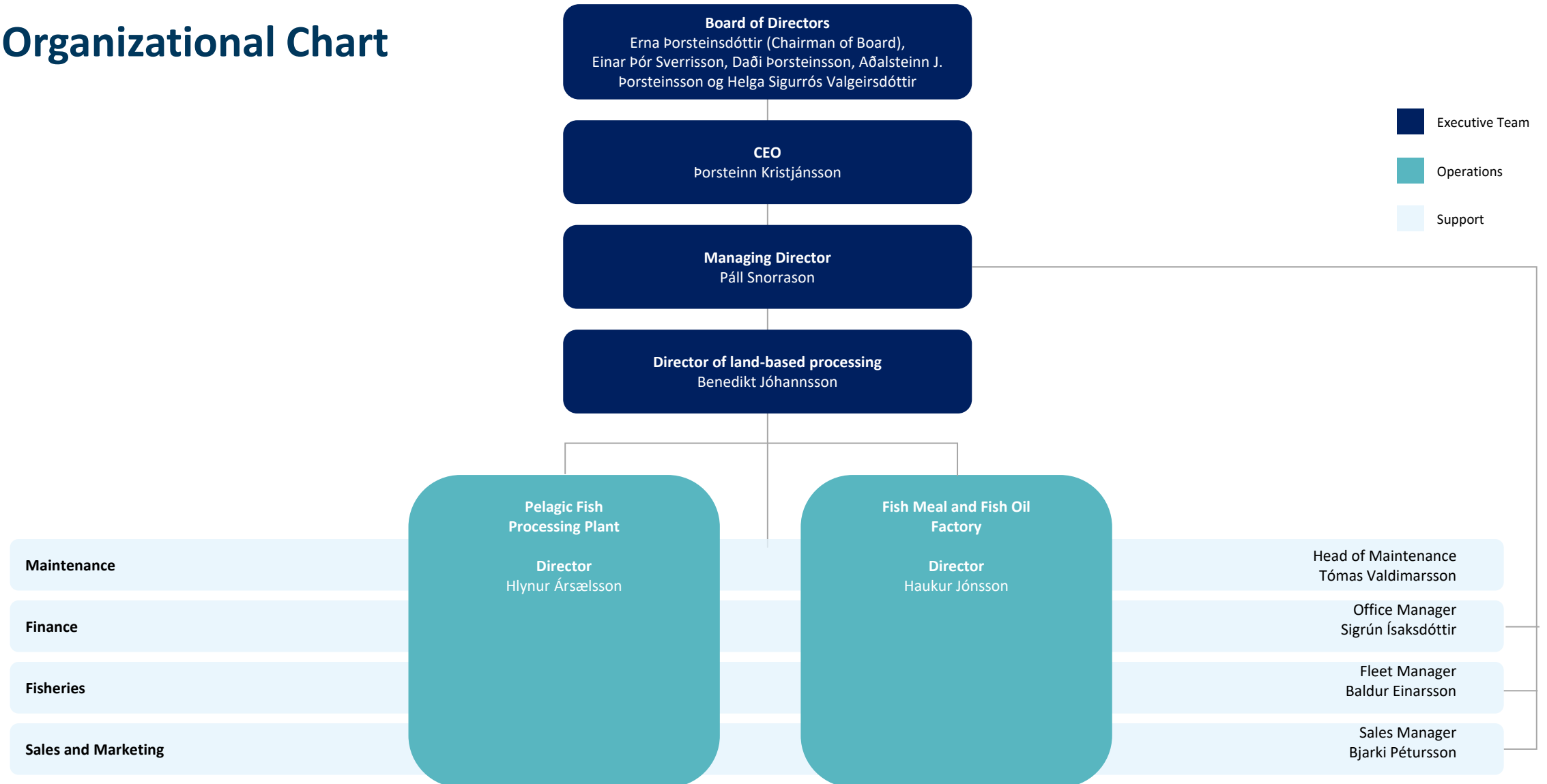
Given that important species are exploited by more than just Icelandic fleets, such dispute stocks carry risks related to exploitation and overfishing beyond stocks that are only utilized within the Icelandic fisheries management system.

The board formulates policy, sets goals, and defines key risks in Eskja's operations and how to respond to the risk in question. Managers have active supervision of risk factors that affect the operation and performance of the company. Risk management and internal control are integrated into all company activities with the aim of making it easier for managers to supervise operations. The board ensures that there is an active internal control system in place that is formal, documented, and its functionality regularly reviewed.

Ownership Structure



Organizational Chart



Board of Directors



Erna Þorsteinsdóttir

Chairman

Erna has held the position of Chairman since 2009. She graduated as a business professional with a focus on marketing from Bifröst University. She was one of the owners of the export company Fiskimið ehf, which became a subsidiary of Eskja in 2009 and is now called Eskja Sales & Export, where Erna is the CEO. Erna is considered dependent on the company and its daily managers and is considered dependent on a major shareholder of the company according to governance guidelines.



Daði Þorsteinsson

Board Director

Daði has worked for the company since 1988. He graduated with a captain's license from the Navigational School in Reykjavík in 1998 and has been working as a captain on Aðalsteinn Jónsson since 2006. Daði is considered dependent on the company and its daily managers, in addition to being considered dependent on a major shareholder of the company according to governance guidelines.



Einar Þór Sverrisson

Board Director

Einar Þór graduated as a lawyer from the University of Iceland in 1999. He became a district court attorney in 2002 and was given the right to argue before the Supreme Court in 2008. Einar Þór has been involved in Icelandic business life since his twenties and has sat on the boards of several of the country's largest companies. There are no conflicts of interest with the company's main customers, competitors, or major shareholders.



Helga Sigurrós Valgeirsdóttir

Board Director

Helga Sigurrós graduated as a fisheries scientist from the University of Akureyri in 2004 and added a master's degree in international business from the Grenoble Graduate School of Business in 2009. She has also completed a course as a certified director and is certified in project management. Helga Sigurrós has worked in various positions in business life, though always fisheries-related, mostly in the administration at the Fisheries Directorate and the Ministry of Fisheries, but in recent years at Arion bank, where she performs various tasks related to her specialization in fisheries and fish farming. Concurrently, Helga Sigurrós has served on boards both in business life and for associations. There are no conflicts of interest with the company's main customers, competitors, or major shareholders.



Aðalsteinn Jónsson Þorsteinsson

Board Director

Aðalsteinn has a BSc degree in business from Reykjavík University and has worked in various jobs related to the fishing industry. Aðalsteinn worked as a fisherman during his studies, both on Hólmaborg SU 11 and the freezer ship Aðalsteinn Jónsson SU 11 before he started working as a fresh fish salesman at Tros, a subsidiary of Iceland Seafood International. Aðalsteinn was the CEO of Eskja Operations which operated Eskja's lumpfish processing in Hafnarfjörður from 2010 to 2017. Aðalsteinn is considered dependent on the company and its daily managers, in addition to being considered dependent on a major shareholder of the company according to governance guidelines.

Management Team



Páll Snorrason

Managing Director

Páll Snorrason is Eskja's managing director. He graduated from the University of Iceland with a cand ocon degree in 2004 and with an MBA degree from IESE in Barcelona in 2015 Páll became CFO of Eskja in 2006 and subsequently assumed the role of managing director of finance and operations Prior to that he worked for KPMG and as a specialist in corporate finance at Actavis Group.



Benedikt Jóhannsson

Director of Land-Based Processing

Benedikt has been with Eskja for decades He started out as a deputy foreman in 1979 In addition to his current role as director of land-based processing he has held various roles at Eskja, including serving as foreman, production manager and fisheries manager.



Sigrún Ísaksdóttir

Office Manager

Sigrún has been the office manager of Eskja since 2018. Prior to her role at Eskja, she served as service director of Arion Bank's Egilsstaðir branch for 10 years Sigrún is a certified financial adviser, holds a degree in Business Administration from the University of Akureyri and a master's degree in Leadership and Management from Bifröst University



Baldur Einarsson

Fleet Manager

Baldur has a degree in Fisheries Resource Management from the University of Akureyri in 2007 and subsequently worked as deputy sales director at Atlantic Fresh in Grimsby and Hull. Baldur has decades of experience as a seaman and worked on Eskja's vessel Aðalsteinn Jónsson. Baldur worked as a specialist at MAST in 2016 prior to returning to Eskja in 2017 as fleet manager.



Þorsteinn Kristjánsson

CEO

Þorsteinn is the CEO of Eskja and has worked for the company for almost four decades. Prior to becoming CEO in 2009, he was the chairman of the board of Eskja and had also worked as captain on all the company's vessels. Þorsteinn earned his captain's license at the Reykjavik College of Navigation in 1976 and has decades of experience in the fishing industry.



Haukur Jónsson

Director of Meal and Fish Oil Factory

Haukur Jónsson serves as the director of operations of Eskja's fishmeal and oil factory. He joined Eskja in 1978 in the fishmeal and oil production and in 1996 he became the head of the operations. Haukur serves on the board of Icelandic Association of Fishmeal Manufacturers on behalf of the company.



Hlynur Ársælsson

Director of Processing Plant

Hlynur has decades of experience at sea and between 1991 and 2005 he worked on all Eskja's vessels He worked for Samherji for 10 years before returning to Eskja in 2016 to serve as foreman in the company's new pelagic fish processing plant He subsequently took on the role of director of the plant in 2016



Tómas Valdimarsson

Head of Maintenance

Tómas graduated as a master in Mechanical Engineering in 1987 Tómas was a regional manager at Hamar worked on Eskja's ship Aðalsteinn Jónsson and on a freezer trawler in Africa Tómas started at Eskja's pelagic processing in 2016 and has held the position of head of maintenance since the start of 2020



Chapter 5

Sustainability Information

Sustainability Information

GHG emissions	Unit	2022	2021
Scope 1	tCO ₂ eq	26,133	23,574
Scope 2	tCO ₂ eq	376	357
Scope 3	tCO ₂ eq	10,009	9,458
Total Carbon Footprint	tCO₂eq	36,517	33,390

Energy consumption			
Electricity consumption	kWH	38,359,904	36,411,453
Energy from hot water for heating	kWH	2,754,282	2,401,345
Total energy consumption	kWH	41,114,186	38,812,798

Oil consumption			
Oil consumption of cars and machinery	L	28,142	25,516
Oil consumption of fishmeal factory	L	2,590,979	1,068,288
Oil consumption of pelagic vessels	L	6,776,699	8,840,337
Oil consumption of net boat	L	6,365	12,306
Total oil consumption	L	9,402,185	9,946,447

Waste management			
Sorted waste	kg	587,349	241,740
Non-sorted waste	kg	281,100	51,840
Total waste	kg	868,449	293,580

Fishing			
Fishing of pelagic vessels	ton	98,591	79,823
Fishing of net boat	ton	113	230
Total Fishing	ton	98,704	80,053

Pelagic fishing			
Capelin	ton	40,757	18,603
Blue whiting	ton	31,517	30,413
Mackerel	ton	13,153	13,898
Herring	ton	13,164	16,730
Other	ton	12	179
Total	ton	98,603	79,823

Oil consumption by stock	Eining	2022	2021
Capelin	L	2,150,000	897,510
Blue whiting	L	1,988,000	2,865,000
Mackerel	L	2,122,600	2,623,000
Herring	L	472,000	972,530
Total	L	6,732,600	7,358,040

Oil consumption/ton caught (TC) by stock			
Capelin	L/VT	53	48
Blue whiting	L/VT	63	94
Mackerel	L/VT	161	189
Herring	L/VT	36	58
Total oil consumption/total catch	L/VT	68	92

GHG emissions by stock			
Capelin	tCO ₂ eq	5,977	2,495
Blue whiting	tCO ₂ eq	5,527	7,965
Mackerel	tCO ₂ eq	5,901	7,292
Herring	tCO ₂ eq	1,312	2,704
Total GHG emissions	tCO₂eq	18,717	20,455

GHG emissions/ton caught (TC) by stock			
Capelin	tCO ₂ e/VT	0,15	0,13
Blue whiting	tCO ₂ e/VT	0,18	0,26
Mackerel	tCO ₂ e/VT	0,45	0,52
Herring	tCO ₂ e/VT	0,10	0,16
Total GHG/ton caught(TC)	tCO₂ e/VT	0,19	0,26

Production			
Pelagic processing	ton	29,946	35,460
Roe processing	ton	940	838
Fish Meal and Fish Oil	ton	104,993	64,578
Total	ton	135,879	100,876

Value of catch			
Aðalsteinn Jónsson	ISK mkr.	2,465	1,855
Jón Kjartansson	ISK mkr.	2,223	1,804
Total	ISK mkr.	4,688	3,659

Reference table GRI

Description	Reference	Fulfilled	Chapter Name
Name of organization	102-1	Yes	About the Report
Activities, brands, products and services	102-2	Yes	Eskja
Location of headquarters	102-3	Yes	Eskja
Location of operations	102-4	Yes	Eskja
Ownership and legal form	102-5	Yes	Ownership structure
Markets served	102-6	Yes	Main markets
Scale of the organization	102-7	Yes	Eskja
Information on employees and other workers	102-8	Yes	Management team
Supply chain	102-9	Yes	Environment
Significant changes in the organization and its supply chain	102-10	Yes	Organizational chart
Precautionary principle or approach	102-11	No	
External initiatives	102-12	No	
Member of an association	102-13	Yes	Partnerships
Statement from senior decision-maker	102-14	Yes	Governance
Key impacts, risks and opportunities	102-15	Yes	Key risk factors
Values, principles, standards and behavioral standards	102-16	Yes	Human resource
Mechanisms for advice and concerns about ethics	102-17	Yes	Human rights
Governance structure	102-18	Yes	Governance
Delegating authority	102-19	Yes	Governance
Executive-level responsibility for economic, environmental and social topics	102-20	No	
Consulting stakeholders on economic, environmental and social topics	102-21	No	
Composition of the highest governance body and its committees	102-22	Yes	Governance
Chair of the highest governance body	102-23	Yes	Managing Director's Address
Nominating and selecting the highest governance body	102-24	Yes	Governance
Conflicts of interest	102-25	No	
Role of highest governance body in setting purpose, values and strategy	102-26	Yes	Governance
Collective knowledge of highest governance body	102-27	Yes	Governance
Evaluating the highest governance body's performance	102-28	No	
Identifying and managing economic, environmental and social impacts	102-29	No	
Effectiveness of risk management processes	102-30	No	
Review of economic, environmental and social topics	102-31	No	
Highest governance body's role in sustainability reporting	102-32	No	
Communicating critical concerns	102-33	No	
Nature and total number of critical concerns	102-34	No	
Remuneration policy	102-35	No	
Process for determining remuneration	102-36	No	
Stakeholders' involvement in remuneration	102-37	No	
Annual total compensation ratio	102-38	No	
Percentage increase in annual total compensation ratio	102-39	No	
List of stakeholder groups	102-40	No	
Collective wage agreements	102-41	No	

Reference table GRI

Identifying and selecting stakeholders	102-42	No	
Approach to stakeholder engagement	102-43	No	
Key topics and concerns raised	102-44	No	
Entities included in the consolidated financial statements	102-45	Yes	About the Report
Defining report content and topic boundaries	102-46	Yes	About the Report
List of material topics	102-47	Yes	Table of contents
Restatements of information	102-48	No	
Reporting period	102-49	Yes	About the Report
Tímabil skýrslugjöf	102-50	Yes	About the Report
Date of most recent report	102-51	Yes	About the Report
Reporting cycle	102-52	Yes	About the Report
Contact point for questions regarding the report	102-53	Yes	About the Report
Claims of reporting in accordance with GRI standards	102-54	Yes	About the Report
GRI content index	102-55	Yes	About the Report
External assurance	102-56	No	
Explanation of the material topic and its boundary	103-1	No	
The management approach and its components	103-2	No	
Evaluation of the management approach	103-3	No	
Direct economic value generated and distributed	201-1	Yes	Taxes and Social Charges
Financial implications and other risks and opportunities due to climate change	201-2	Yes	Environment and main risks
Defined benefit plan obligations and other retirement plans	201-3	No	
Financial assistance received from government	201-4	No	
Ratios of standard entry level wage by gender compared to local minimum wage	202-1	No	
Proportion of senior management hired from the local community	202-2	No	
Infrastructure investments and supported services	202-3	No	
Significant indirect economic impacts	202-4	Yes	Value creation, Taxes and Social Charges
Proportion of spending on local suppliers	204-1	No	
Operations assessed for risks related to corruption	205-1	No	
Communication and training about anti-corruption policies and procedures	205-2	No	
Confirmed incidents of corruption and actions taken	205-3	No	
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	206-1	No	
Materials used by weight or volume	301-1	No	
Recycled input materials used	301-2	No	
Reclaimed products and their packaging materials	301-3	No	
Energy consumption within the organization	302-1	Yes	Environment
Energy consumption outside the organization	302-2	Yes	Environment
Energy intensity	302-3	Yes	Environment
Reduction of energy consumption	302-4	No	
Reductions in energy requirements of products and services	302-5	No	
Water withdrawal by source	303-1	No	
Water sources significantly affected by withdrawal of water	303-2	No	
Water recycled and reused	303-3	No	
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1	No	

Reference table GRI

Significant impacts of activities, products, and services	304-2	No	
Habitats protected or restored	304-3	No	
IUCN Red List species and national conservation list species with habitats in areas affected by operations	304-4	No	
Direct (Scope 1) GHG emissions	305-1	Yes	Environment
Energy indirect (Scope 2) GHG emissions	305-2	Yes	Environment
Other indirect (Scope 3) GHG emissions	305-3	Yes	Environment
GHG emissions intensity	305-4	No	
Reduction of GHG emissions	305-5	No	
Emissions of ozone-depleting substances (ODS)	305-6	No	
Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	305-7	No	
Water discharge by quality and destination	306-1	No	
Waste by type and disposal method	306-2	Yes	Waste Management
Significant spills	306-3	No	
Transport of hazardous waste	306-4	No	
Water bodies affected by water discharges and/or runoff	306-5	No	
Non-compliance with environmental laws and regulations	307-1	Yes	Environment
New suppliers that were screened using environmental criteria	308-1	No	
Negative environmental impacts in the supply chain and actions taken	308-2	Yes	Environment
New employee hires and employee turnover	401-1	No	
Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	No	
Parental leave	401-3	No	
Minimum notice periods regarding operational changes	402-1	No	
Worker's representation in formal joint management worker health and safety committees	403-1	No	
Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	403-2	Yes	Safety
Workers with high incidence or high risk of diseases related to their occupation	403-3	No	
Health and safety topics covered in formal agreements with trade unions	403-4	Yes	Safety
Health and safety topics covered in formal agreements with trade unions	404-1	No	
Programs for upgrading employee skills and transition assistance programs	404-2	Yes	Training
Percentage of employees receiving regular performance and career development reviews	404-3	No	
Diversity of governance bodies and employees	405-1	Yes	Human resource and equality
Ratio of basic salary and remuneration of women to men	405-2	Yes	Equality
Incidents of discrimination and corrective actions taken	406-1	No	
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1	No	
Operations and suppliers at significant risk for incidents of child labour	408-1	No	
Operations and suppliers at significant risk for incidents of forced or compulsory labour	409-1	No	
Security personnel trained in human rights policies or procedures	410-1	No	
Incidents of violations involving rights of indigenous peoples	411-1	No	
Operations that have been subject to human rights reviews or impact assessments	412-1	No	
Employee training on human rights policies or procedures	412-2	No	
Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	412-3	No	
Operations with local community engagement, impact assessments, and development programs	413-1	No	

Reference table GRI

Operations with significant actual and potential negative impacts on local communities	414-1	No	
New suppliers that were screened using social criteria	414-2	No	
Negative social impacts in the supply chain and actions taken	415-1	No	
Political contributions	416-2	No	
Assessment of the health and safety impacts of product and service categories	416-2	No	
Incidents of non-compliance concerning the health and safety impacts of products and services	417-1	No	
Requirements for product and service information and labelling	417-2	No	
Incidents of non-compliance concerning product and service information and labelling	417-3	No	
Incidents of non-compliance concerning marketing communications	418-1	No	
Substantiated complaints concerning breaches of customer privacy and losses of customer data	419-1	No	

Eskja

A Progressive Seafood Company