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The Manager Listings  
ASX Market Announcements  
Australian Securities Exchange  
Level 4  
Exchange Centre  
20 Bridge Street  
Sydney NSW 2000

### **Via e-lodgement**

## **Tassal releases 2018 Sustainability Report**

Australia's leading salmon farming and seafood company, Tassal, has released its 2018 Sustainability Report, detailing a number of environmental improvements and initiatives for the reporting period.

Tassal Managing Director and Chief Executive Officer, Mark Ryan, said his team was proud of efforts in the past 12-months and the company pleased to achieve an improved safety performance, create 220 new Tasmanian jobs and increase revenue growth, while investing significantly in sustainability programs, including:

- Producing larger smolt in land-based nurseries, minimising time spent at sea.
- Investing in eco-aquaculture programs at a number of sites (including Okehampton Bay, Tasman and Dover farms) with the plantation of Giant Kelp to assist reduce nutrients in the environment and rejuvenate a local, threatened species.
- Movement towards 100% recycling of soft and hard major plastics (~500 tonnes per annum) via a partnership with Tasmanian based company, Enviroinex, which transforms them into second life products.
- Accelerated roll-out of our seal proof sanctuary pens.
- Established improved biosecurity management practices in Macquarie Harbour via the joint venture approach with Petuna.
- Zero antibiotic usage in marine environment.
- Increased marine debris clean ups (by 926 per cent in man-hours compared to 2017).
- 100 per cent regulatory environmental compliance across leases.
- 100 per cent Aquaculture Stewardship Council (ASC) certification across harvest produce.
- 100 per cent fully traceable, responsibly sourced seafood.

"We were also very pleased to implement our best practice, world first remote feed centre at our Hobart office, improving fish growth at a reduced feed conversion ratio,

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which contributed to lower growing costs, while providing improved environmental, people safety, fish welfare and communication outcomes,” Mr Ryan said.

“In response to rising sea temperatures, we have also continued to develop considerable options for adaptation, including selective breeding, modification of farming technologies and practices, geographic diversification of our marine farm portfolio – demonstrated through new, biosecure sites becoming operational.”

Mr Ryan said the company was heavily focused on marine debris.

“We are investing significantly to address this material issue,” he said.

“We are working to raise awareness on our marine sites and including all employees in the conversation about what can be done to reduce marine debris, as well as implementing stringent KPIs internally to hold ourselves to account.

“An internal Marine Debris Working Group has been established with a focus on developing operational initiatives to reduce debris at the source. Tassal has also engaged pakana Services through the reporting period to assist with collecting debris – both that which belongs to Tassal and debris from other sources.”

In FY18 Tassal removed 79.5m2 of rubbish, spending 1,776 man-hours to do so.

Of that rubbish collected, 27 per cent was attributable to Tassal farms, the remainder land-based and other fishing-based debris.

Mr Ryan said the company aimed to reduce marine debris significantly over the next three years.

“Through our newly implemented interactive sustainability reporting dashboard on our website, we will publicly report out on this initiative,” he said.

### **Details on Tassal’s Marine Debris Towards Zero program**

Tassal has embraced the need for accountability and will project manage an industry-leading towards-zero marine debris program.

This program has an internal and external component, adopting lag indicators, cultural and behavioural change methodologies and community alignment plans, to measurably reduce our marine debris contribution from 27% contribution to no more than 10% by 2021.

At all times our focus, communication and program will adopt a continuous trend towards zero.

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## BASELINE:

Tassal has been recording all reported and collected debris during FY18. Of all the debris collected, Tassal contributes on average 27%.

## YEAR ONE

In the areas we operate and the shorelines we clean up:

- Establishment of Tassal Ocean Guardian Project Management Team
- Implementation of Tassal Ocean Guardian program with key community partners (educating our people on the issue of debris and inviting their participation to be part of the solution)
- Solutions in place to prevent all hazardous material (pens, buoys, feed pipe etc) from detachment
- Increase inspections, preventions and retrieval activities routinely
- Invite all Tassal suppliers to be Ocean Guardians and part of the solution (ensuring equipment meets standards to minimise debris possibility)
- Engage community advisory groups on initiatives, invite input and report on initial findings
- September 2019 undertake marine debris survey for all areas and compare with 2018 data
- 2019 Survey: no more than 22% of debris is of Tassal origin. No infringements.

## YEAR TWO

- Implement solutions from internal working group, community advisory group and suppliers and service providers
- Cement Ocean Guardian ambassadors across farms and sites to proactively contribute to the zero-harm approach
- Continue inspections, preventions and retrieval activities routinely
- Aim to have convened three seafood industry marine debris forums with industry stakeholders to progress a whole of industry reduction plan
- September 2020 undertake marine debris survey for all areas and compare with 2019 data
- 2020 Survey: no more than 17% of debris is of Tassal origin. No infringements.

## YEAR THREE

- Tassal Ocean Guardian program to become a more recognised community/industry program
- Continue inspections, preventions and retrieval activities routinely
- Development of an impactful activity to influence other sources of marine debris
- Work together with community groups to implement activities which will assist preventing other debris at the source, under the Ocean Guardian banner
- September 2021 undertake marine debris survey for all areas and compare with 2020 data
- 2021 Survey: no more than 10% of debris is of Tassal origin. No infringements.

## TOWARDS ZERO

Tassal's dashboard can be viewed here: <http://dashboard.tassalgroup.com.au/>

Tassal's 2018 Sustainability Report highlights can be viewed here:  
[https://issuu.com/tassal/docs/sustainability\\_highlights\\_2018\\_-\\_oc](https://issuu.com/tassal/docs/sustainability_highlights_2018_-_oc)

Tassal's 2018 Full Sustainability Report can be viewed here:  
[https://issuu.com/tassal/docs/sustainability\\_report\\_2018\\_final\\_hr](https://issuu.com/tassal/docs/sustainability_report_2018_final_hr)

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For all Media / analyst queries please contact Mr. Mark Ryan, Tassal Managing Director and CEO on Phone: 0414 729 101.

Yours sincerely



Monika Maedler  
Company Secretary

## About Tassal

Tassal Group Limited (ASX: TGR) is a vertically integrated Salmon grower and Salmon and Seafood processor, seller and marketer. The Company produces and sells premium Salmon and Seafood products for both the Australian domestic and export markets. Tassal grows delicious, fresh and healthy Atlantic Salmon in Tasmania's fresh waters and through its De Costi Seafood business sources and processes a wide range of Seafood. Tassal is committed to taking a leadership role in sustainability in aquaculture and Seafood sourcing. The company employs over 1,300 people. Visit [www.tassalgroup.com.au](http://www.tassalgroup.com.au) for more information.

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