



TASSAL GROUP
a better tomorrow

BEYOND SUSTAINABILITY

1H22 SUSTAINABILITY HIGHLIGHTS



FARMERS OF THE OCEAN & LAND

About us

Tassal is Australia's Blue AgTech Leader and the largest vertically integrated seafood producer in Australia.

We are a purpose driven company, and we know that being a responsible business is more than sustainability and routine disclosure - it's about learning from the past, innovating and evolving in to the future.

Our purpose ignites and inspires us...

A prosperous, healthy planet for future generations.

Our ambition fuels us...

Sustainably produced and accessible food, clean water, and a healthy planet.

Our pledge drives us...

As Australia's Blue AgTech Leader, our people proudly believe in our responsibility to ensure water is a sustainable, and prosperous resource for all.

Our shared values are an essential part of our business and culture – they define us.

They underpin and guide our commitment, attitude, how we work and the quality of our products.



PASSIONATE

We are committed in heart and mind to the work we do, we care and our energy is infectious.



ACHIEVE TOGETHER

We believe together we can achieve more, we motivate, care for and support each other – to be the best in our field.



WE OWN IT

We take responsibility for our decisions, performance and safety. We care and never want to let our team down.



CAN DO - SAFELY

We care and are courageous and loyal in our commitment to achieve.

Responsible growth for today and future generations.

Our anticipated returns will come from innovating, value adding and capitalising on increased consumption of farmed salmon and prawns in kitchens and restaurants across Australia and overseas.

Over the past five years we have solidified our leadership position in the industry. Building on our salmon strengths and platform, through the acquisition of De Costi Seafoods, followed by our more recent prawn diversification.

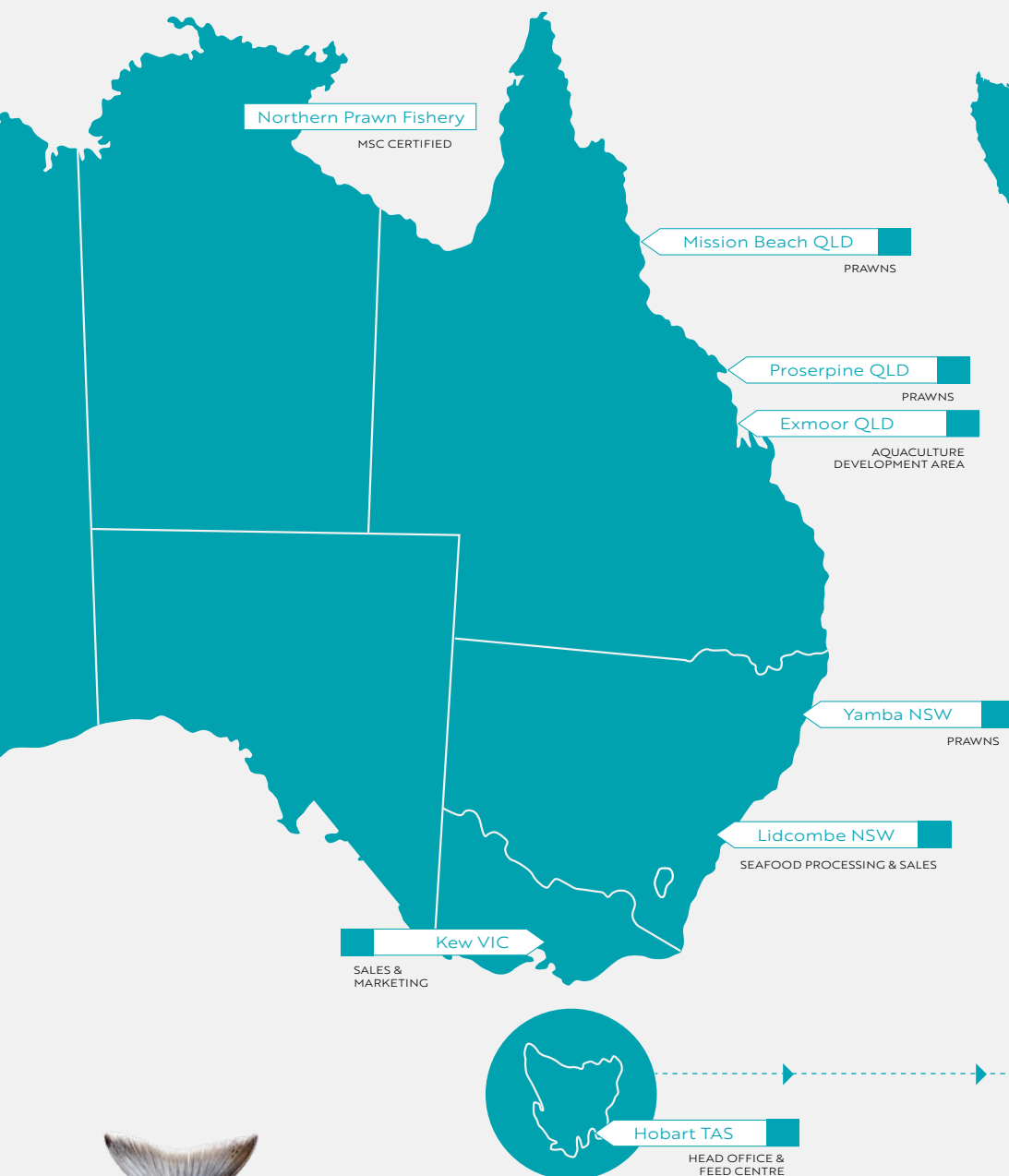
We have created new supply chain channels, introduced new sectors, and provided new seafood offerings to the Australian economy.

We are driven to keep improving and finding ways of doing what we do better, operating responsibly now and into the future to ensure we maintain relevance in an ever-evolving global context.

Sustainable Development Goals

Our values and Responsible Business accelerators are aligned with the United Nations Sustainable Development Goals (SDGs). The SDGs, set by the United Nations in 2015, define global sustainable development priorities, seeking to mobilise global efforts around a common set of goals and targets.





Our footprint

OUR FOOTPRINT: SEAFOOD & PRAWNS

Northern Prawn Fishery - Xanadu
Mission Beach QLD - Prawn farm, hatchery & processing facility
Proserpine QLD - Prawn farm, hatchery & processing facility
Exmoor Station QLD - Aquaculture Development Area
Yamba NSW - Prawn farm & processing facility
Lidcombe NSW - Seafood processing facility

OUR FOOTPRINT: SALMON

MARINE FARMING ZONES

1. Eastern Zone
Okehampton Bay & Port Arthur
2. Channel Zone
D'Entrecasteaux Channel
3. Southern Zone
Dover & Huon River
4. Western Zone
Macquarie Harbour
5. Storm Bay Zone
Nubeena & West of Wedge

FRESHWATER HATCHERIES

1. Rookwood I & II
Ranelagh
2. Russell Falls & Karanja
Mount Field
3. SALTAS (industry hatchery)
Wayatinah
4. HRAS (future development)
Hamilton

PROCESSING FACILITIES

1. Huonville
Salmon processing
2. Margate
Salmon processing
3. Dover
Salmon processing
4. Triabunna
Rendering facility

OVER
35 YEARS
OF BEST PRACTICE
AQUACULTURE
EXPERIENCE

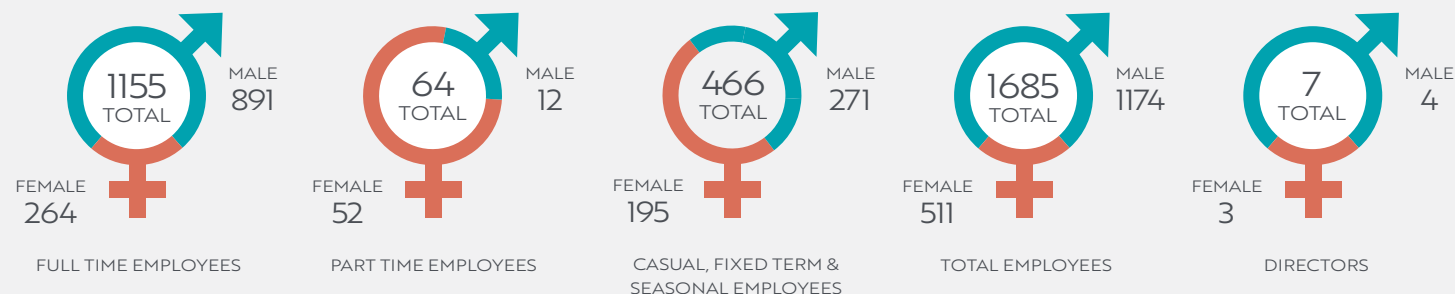
IN 1H22
WE PRODUCED
23,992t SALMON
822t PRAWNS

OVER
1600
EMPLOYEES
ACROSS
AUSTRALIA

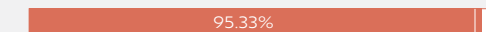
AQUACULTURE
IS ONE OF THE
MOST EFFICIENT
FORMS OF PROTEIN
PRODUCTION

AUD
\$284
MILLION INVESTED
IN AUSTRALIAN
SUPPLIERS
IN 1H22

People & communities



WHS COMPLIANCE SCORECARD



(95% target)

DRIVING SAFETY CULTURE SCORECARD

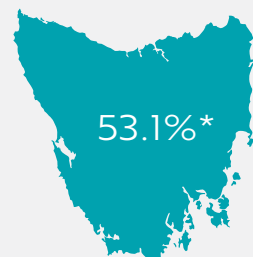


(95% target)

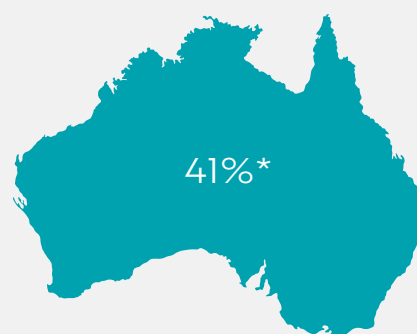
TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR)

FY18	FY19	FY20	FY21	1H22
12.18	12.05	8.03	14.13	14.21

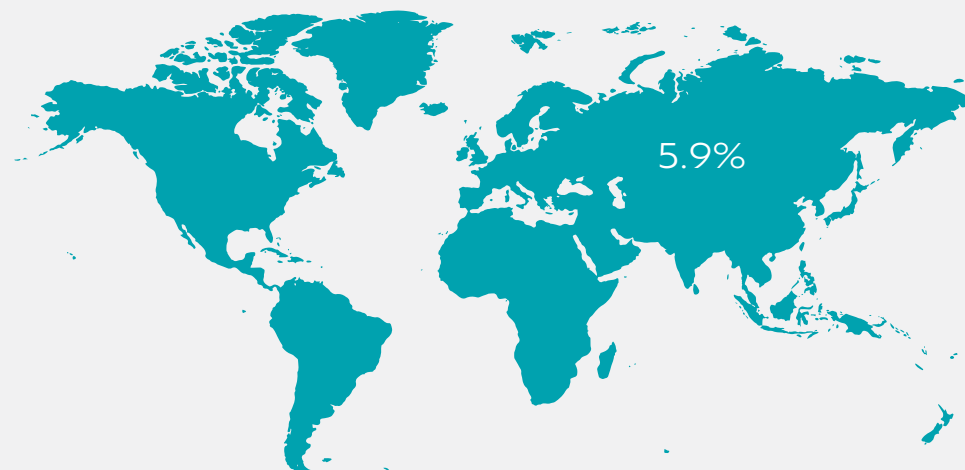
Direct spend on local suppliers
\$160m Tasmanian suppliers



Direct spend on local suppliers
\$124m mainland suppliers



International suppliers

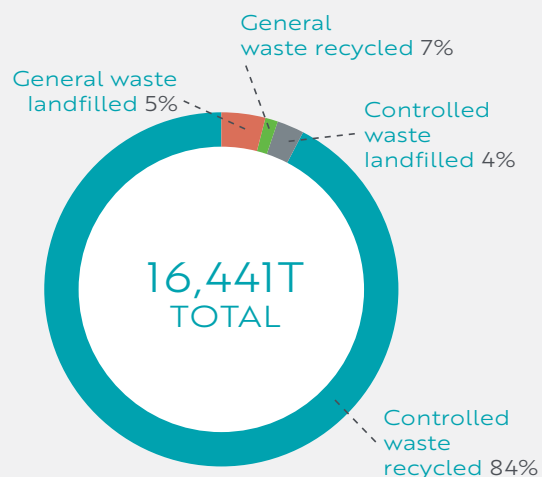


Planet

THIRD-PARTY SUSTAINABILITY ACCREDITATIONS



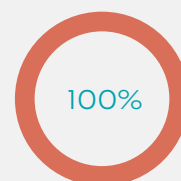
WASTE PROFILE



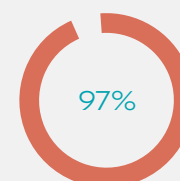
SUSTAINABILITY INITIATIVES



SALMON
HATCHERY
COMPLIANCE



SALMON
PROCESSING
COMPLIANCE



PRAWN
OPERATIONS
COMPLIANCE

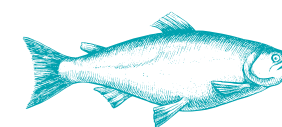
MARINE FARMING COMPLIANCE

	FY18	FY19	FY20	FY21	1H22
Remote Operated Vehicle (ROV) dives completed	182	373	210	328	256
Number in compliance	179	350	200	306	250
Compliance (%)	98.4	93.8	95.2	93.3	97.66

FORAGE FISH DEPENDENCY RATIO (SALMON)

	CERTIFICATION REQUIREMENT	FY18	FY19	FY20	FY21	1H22
FFDRm	<1.2	0.31	0.37	0.40	0.27	0.15
FFDRo	<2.52	1.93	2.15	2.19	2.17	2.17

What's in our salmon feed



Land animal ingredients 34.1%
Agricultural ingredients 54.6%
Fish oil (reduction only) 8.0%
Fishmeal (all sources) 3.3%

What's in our prawn feed



Land animal ingredients 5.2%
Agricultural ingredients 59.4%
Fish oil (reduction only) 1.2%
Fishmeal (all sources) 34.2%

Planet

SEAL INTERACTIONS (SALMON)

The foundation of our wildlife management is exclusion of wildlife from our stock with an ongoing focus on the inspection and maintenance of infrastructure to further reduce risk of entanglements. We are continually improving existing mitigation technology and regularly assessing new strategies to improve on our current infrastructure and management practices.

YEAR	RELOCATION EVENTS	EUTHANISED	ACCIDENTAL DEATH (RELOCATION)	ACCIDENTAL DEATH (ENTANGLEMENT)
FY18	1344	1	0	6
FY19	0	0	0	14
FY20	0	0	0	5
FY21	0	2	0	5
1H22	0	0	0	2

BIRD INTERACTIONS (SALMON)

YEAR	ACCIDENTAL DEATH	ALIVE AND RELEASED
FY18	12	439
FY19	13	485
FY20	17	455
FY21	26	105
1H22	5	28

BIRD INTERACTIONS (PRAWNS)

Expanded operations increased bird interactions. A dedicated wildlife officer remains focused on reducing operations.

YEAR	MORTALITIES
FY20	23
FY21	58
1H22	68



GHG EMISSIONS

Tassal reports its energy consumption and greenhouse gas (GHG) emissions to the Commonwealth Government annually. By 31 October each year, Australian corporations that meet certain thresholds must report their emissions and energy information under the National Greenhouse and Energy Reporting scheme.

YEAR	SCOPE 1 (TONNES CO ₂ -e)	SCOPE 2 (TONNES CO ₂ -e)	TOTAL (TONNES CO ₂ -e)	NEW TO SCOPE
FY18	21,426	8,119	29,546	n/a
FY19	27,414	12,395	39,809	Prawn farm rehabilitation in QLD (on coal based grid) & NSW Additional energy sources required for Rookwood hatchery post an electrical fire
FY20	35,883	22,660	58,544	Prawn farm expansion and operations in QLD (on coal based grid) & NSW Introduction of the well boat to salmon operations
FY21	41,618	27,618	69,236	Expansion of POPS Proserpine (Stage 4 civil works) Overall increase in production

MARINE DEBRIS

YEAR	RUBBISH REMOVED (M ³)	HOURS COLLECTING	ATtribution TO TASSAL FARMS (%)
FY18	79.5	1776	27
FY19	218.9	3881	22.5
FY20	99.6	2268	15.3
FY21	110.2	2635	9.5
1H22	48.7	1636	5.3



Product

APPROVED SUPPLIERS THROUGH QUALITY APPROVED SUPPLIER PROGRAM



GLOBAL SEAFOOD SUPPLY

AUSTRALIA	VIETNAM	THAILAND	CHINA
87.57%	11.23%	0.64%	0.56%



Prosperity



Principles of Governance

Modern Slavery

We understand that our operations and supply chain have the potential to cause, contribute or be directly linked to adverse modern slavery risks and impacts.

Our aim is to reduce exposure to modern slavery risk, and work with suppliers and contractors to provide appropriate remediation of modern slavery risks in our supply chain. Our 2021 Modern Slavery Statement, including action plan to assess and manage identified risks, was lodged in December 2021 and can be accessed [here](#).

Our Responsible Business Roadmap launched in October 2021 includes modern slavery and responsible sourcing targets.

Risk and responsible business committee

In October 2021, a Risk and Responsible Business Committee of the Board was established.





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GET IN TOUCH

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