



Commit- ment

ICELAND SEAFOOD INTERNATIONAL
ENVIRONMENTAL, SOCIAL
AND GOVERNANCE 2020





ICELAND SEAFOOD INTERNATIONAL ENVIRONMENTAL, SOCIAL AND GOVERNANCE 2020

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Streitisviti Lighthouse (1984)
64°43'48.1"N 13°59'05.0"W

Introduction

Iceland Seafood International is adopting a systematic, comprehensive approach to sustainability work. This effort is shaped to support the achievement of the UN's global goals. This report is the third ESG report that the company publishes. The scope of the report for 2020 is broader than before and it shows the development of key metrics in the last three years. For the first time the report includes upstream and downstream emissions as a part of further development of the understanding of total effect that the group's operations have.

This report is the result of the continued implementation of a data capture process across the group to record the key sustainability metrics of the operations. These metrics are according to the second version of voluntary non-financial guidelines for Environmental, Social, and Corporate Governance (ESG) disclosure issued by Nasdaq's Nordic and Baltic stock exchange, but not restricted to it. With the emphasis that the company puts on sustainable seafood that the topic is covered in the report and is included in the environmental chapter.

The governance of sustainability within the company is built on local regulations, international agreements and internal values, policies and code of conduct.

An objective for 2021 is to improve both measurement and internal and external reporting of metrics in relation to sustainability factors as well as define clear objectives for key factors. Emphasis will be put on the following factors for 2021:

- Develop group code of conduct in relation to sustainable sourcing. Individual subsidiaries have implemented their supplier code of conduct, but an overall group code of conduct is not in place.
- Define clear objectives when comes to Greenhouse gas emissions and energy intensity.
- Identify opportunities for developing packaging solutions with the aim of reducing non-recyclable waste.

The report reflects the current understanding of the company's social responsibility. With the publication the company is not declaring full understanding of the effect its operations have but rather it is a step in an ongoing process towards better understanding the opportunities and challenges within its operations.



Environmental

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Klofningsviti Lighthouse (1927)
65°22'23.2"N 22°57'01.6"W

Sustainability



The key environmental aspects of Iceland Seafood are sustainable fisheries, energy use, greenhouse gas emissions, water use and waste. For the purpose of this report the scope for environmental metrics, apart from sustainable fisheries, are the value added factories within the Iceland Seafood group. These sites represent the great majority of Iceland Seafood's direct environmental footprint.

The continuing operations of the Group are the focus and the Ecomsa subsidiary is excluded from the report. Carr & Sons were acquired in November 2020 and will be included in the report for 2021.



Sustainable fisheries

Iceland Seafood International has always recognized the need for managing fish stocks in a responsible way. Since FAO adopted the FAO Code of Conduct for responsible fisheries in 1995 it has been the blueprint for responsible fishing nations on how to manage fish stocks.

Various projects have been based on the guidelines presented in the FAO Code of Conduct and Iceland Seafood supports initiatives that support sustainable fishing practices.

The company has based its sourcing policy on the following principles:

- Source from fisheries that are administrated in conformance with FAO Code of Conduct for responsible fisheries and have proper fishery management systems.
- Support independent and credible standards that are set to audit and approve fisheries that are well managed and will wherever possible promote these fisheries to its customers.
- Committed to working with industry on fishery improvements and best practices.

- Help and support customers to make the right choice to source sustainable seafood.
- Committed to supply sustainable seafood to its customers.

Certification of sustainable fisheries and aquaculture

Various credible standard schemes are certifying fisheries and seafood. The third-party certification that has the biggest global success is maintained by Marine Stewardship Council, MSC. They certify the wild caught fish stocks and individual levels of the value chain to ensure traceability from catch to consumer. For a company to be able to distribute certified fish it must have a third party audited system to ensure traceability and adherence to the standard.

This system has clear benefits but recently there have been developments where

international politics are causing stocks losing their certification when agreement cannot be reached regarding sustainable utilization.

This can affect large fish stocks and can reduce the level of certified product traded, due to factors that are outside the company's control i.e. forces in the operational environment. This does not indicate a policy change of companies but is rather an indication of the bigger forces in the operational environment.

All the subsidiaries of Iceland Seafood have a valid chain of custody certification towards the MSC standards.

A certification for responsible aquaculture is maintained by the Aquaculture stewardship council, ASC.

A part of the trade in aquaculture products within Iceland Seafood are certified towards ASC chain of custody.

	2018	2019	2020
Total products sold (tonnes)	84,426	100,128	77,765
Certified sustainable seafood (Tonnes)	22,004 26%	21,210 21%	33,043 42.5%

Environmental

Energy use

The total energy use within the group has been calculated and sources mapped. In the last three years there has been a reduction in fossil fuel use within the group. The subsidiary in Spain switched completely over to the use of renewable sources

in 2019 and renewable energy sources represent a greater portion of purchased electricity in other subsidiaries. 68% of the electricity used in 2020 was from renewable sources.

The renewable energy intensity (Renewable energy/Non-renewable

energy) for 2020 is 0,9. Direct comparison can only be made with the value of 2019 when reporting was improved from 2018 and on-site energy use of trucks and forklifts was reported. The same applies for comparison of the top 5 sources of energy for the last three years.



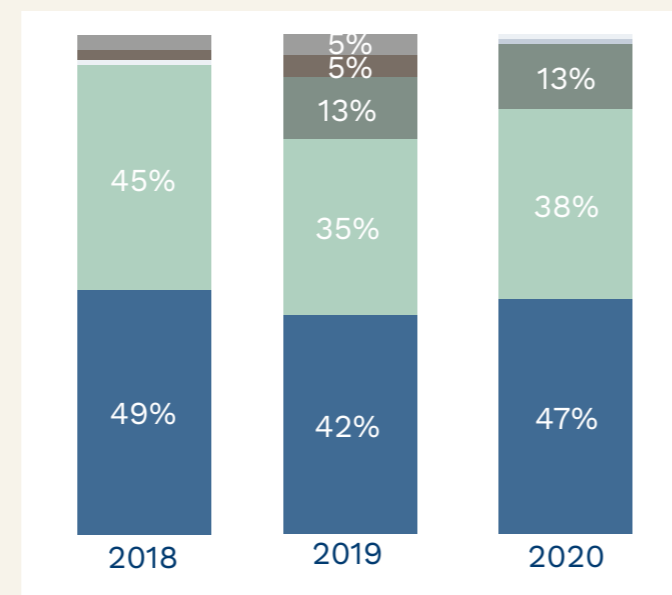
Energy intensity

Energy intensity of the operations have also decreased in the last three years as can be seen by studying total energy use in relations to number of employees and revenue.

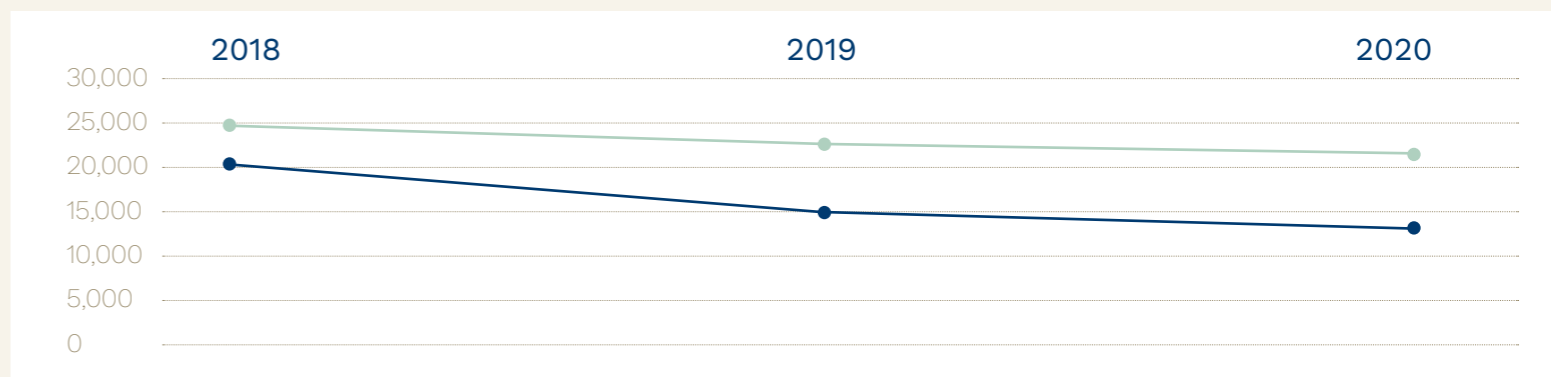
Renewable energy/Non-renewable	2018	2019	2020
	0,95	0,69	0,9

E5 Energy mix - top 5 (KWh)

	2018	2019	2020
● Renewable sources (hydro, geothermal, solar, wind)	49%	42%	47%
● Natural Gas	45%	35%	38%
● Oil		12%	13%
● Other	1%		1%
● Peat			1%
● Nuclear	2%	5%	
● Coal	3%	5%	



E4 Energy Intensity



	2018	2019	2020
● Total energy consumed/FTE (KWh/FTE)	20,453	15,270	13,569
● Total energy consumed/Revenue (KWh/EUR m)	24,970	22,452	21,673

Greenhouse gas emissions

Emissions from factories within the group are both direct (Scope 1: Emissions from owned and operated assets) and indirect (Scope 2: Emissions from purchased energy). 2020 marks the beginning of Iceland Seafood expanding the report to include emissions upstream and downstream in its value chain (Scope 3).

In this year's report, the Scope 1 calculations include emissions from company vehicles and losses of coolants in cooling equipment

for the second year. Coolants are powerful greenhouse gasses and contribute to total emissions accordingly.

In addition to these sources, some direct emissions of greenhouse gasses are the results of usage of the production sites themselves, i.e. oil burnt for water heating.

Total on-site emissions correspond to 1.034 MT of greenhouse gases. Refills of coolants contribute to 44% of those. There is a substantial change between years, largely explained by the discontinued operation of

the Ecomsa. In 2019 Ecomsa was included in the report and total on-site emissions were 2.511 MT and coolants contributed 71% of that. Direct emissions in 2019 from those subsidiaries that are included in this years report were 1.416 MT. The reduction between years is 27%. Emissions from coolants in those current subsidiaries went down from 907 MT to 452 MT.

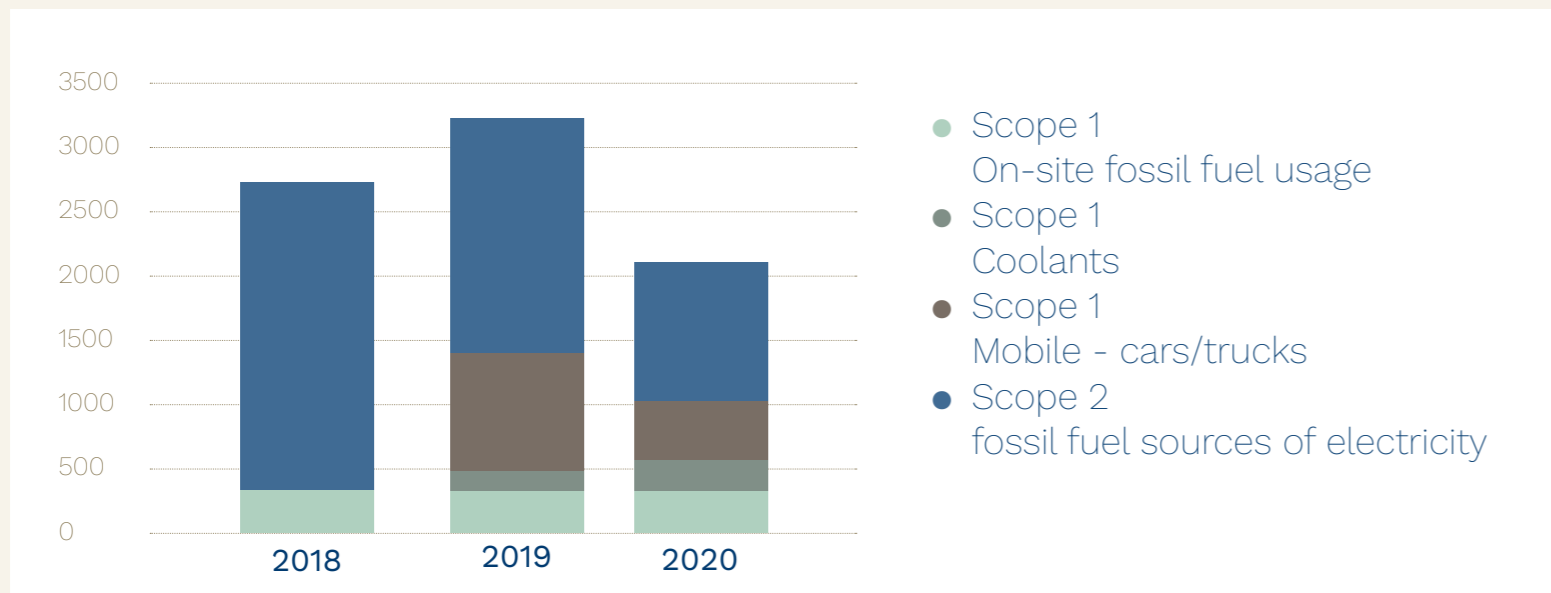
The ratio of energy from non-renewable sources in 2020 was 53% of total usage. Indirect emissions (Scope 2) correspond to 1.092 metric tonnes ("MT")

of greenhouse gases. As described previously this is due to discontinued operations and increased ratio of renewable sources of electricity.

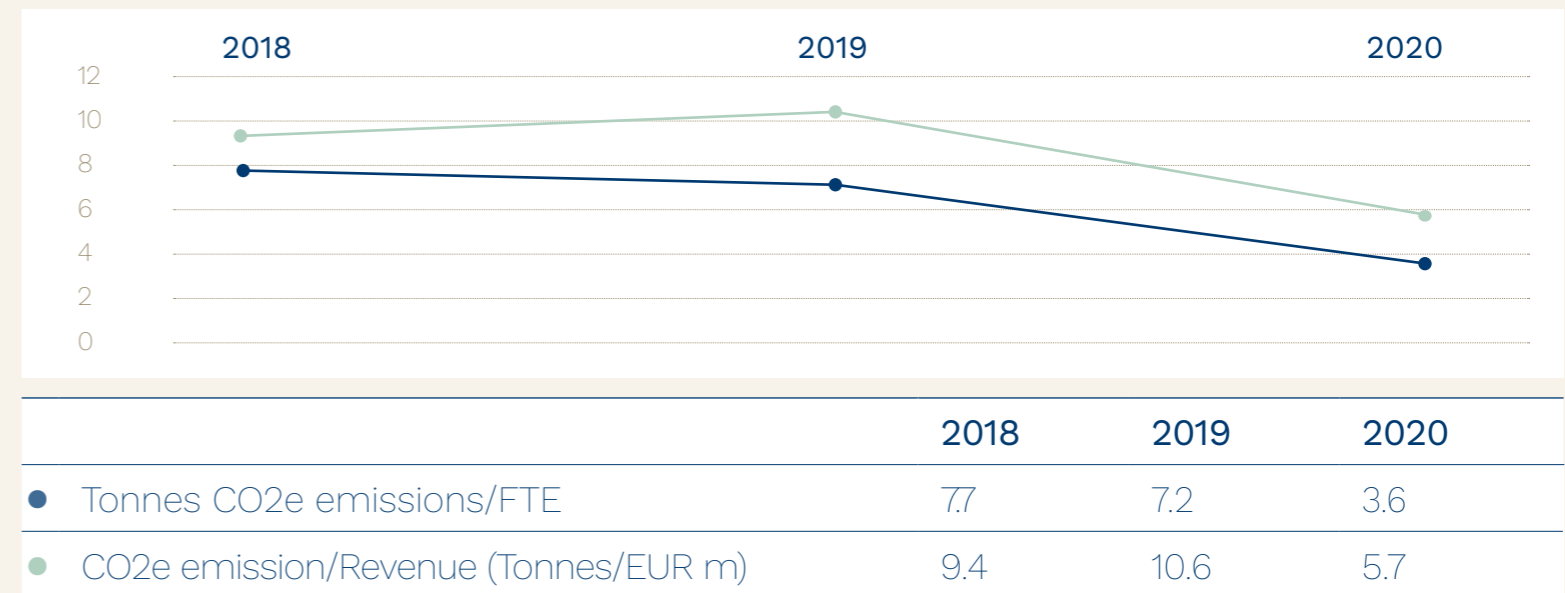
Carbon intensity

This reduction can be seen by studying total emissions in relations to number of employees and revenue. Scope 1 and 2 are used in this report to calculate carbon intensity and other ratios.

Emissions Scope 1 and 2 - 2018 to 2020



E2 Carbon Intensity - 2018 to 2020



Scope 3 emissions

By gathering information on shipments to and from the company and using estimates for CO2 emissions for different modes of transport, Iceland Seafood emissions from 95% of directly upstream (purchases) and downstream (sales) transportation is reported. The company recognizes that this represents only a part of the total scope 3 emissions, by including this in

the report a step is taken to measure and positively impact the factor that has a large environmental footprint in the value chain. The reported emissions from transport are ten times more than both direct emissions and emissions from purchased electricity combined, or 27.931 MT against a total of 2.126 MT. The tables below show the emission of both upstream and downstream transportation and by transportation methods.

	Transported goods, MT	Calculated emissions (tCO2e)	Transported distance, Weighted Average (km)
Upstream (Total)	43.086	10.601	
Container / Ship	22.546	6.491	5.758
Ex works	1.126	-	-
Truck	19.414	4.110	1.060
Downstream (Total)	75.988	17.329	
Air freight	2.042	5.374	2.632
Container / Ship	45.246	8.648	3.823
Ex works	3.407	-	-
Truck	25.293	3.307	654

Water use

Water is an integral part of food production and relevant hygiene. With the company's emphasis on food safety and quality the hygiene is of great importance. At the same time, the use of too much water is of concern due to negative effect on nature, factories and operational costs. The volume of water required depends on nature of the processing in each subsidiary.

Water usage	2018	2019	2020
Water (MT)	45.922	40.360	52.027

**Excluding Ecomsa*

In 2020 there were 52 thousand MT of water used in the production sites within Iceland Seafood. In comparison with previous years, we exclude the operations in Ecomsa. There is an increase of 29% between 2019 and 2020. This is caused by changes in production volumes of the subsidiaries.

Waste

It is the ambition of ISI to reduce and recycle waste as much as possible. These metrics are included in the report

even though they are not included in the disclosure guidelines.

In 2020 the level of recycled waste was 23%. Included in that figure is plastic, cardboard and biological waste from production that is sent appropriate waste management. The factories sent 216 MT of cardboard for recycling and 65 MT of plastic.

With more attention on waste handling, companies handling, processing and recycling waste are improving their measuring and reporting methods. This has resulted in some variations between reported annual figures. This year's figures are also affected by a big production increase in the Argentinian subsidiary Achernar, where bulk of the waste reported as "Landfill" is organic waste from shrimp processing. Achernar contributes 70% of the group's total reported waste.

Climate oversight

Both the management team of Iceland Seafood and the board of directors have environmental- and climate related risks and reports on their agenda. The Group is taking further steps to improve regular measurement and internal reporting on environmental metrics.

Environmental Metrics	2020
Full Time Equivalents (FTE)	591
Annual Revenue (EUR m)	370
E1 Direct & Indirect	
Scope 1 (on site fossil fuel usage) (MT CO2e)	1.034
Scope 2 (Energy use) (MT CO2e)	1.092
Scope 3 (MT CO2e)	21.517
E2 Carbon Intensity (scope 1 and scope 2)	
MTCO2e emissions/FTE	3,6
CO2e emission/Revenue (MT/EUR m)	5,7
E3 Direct & Indirect Energy Consumption	
E3.1 Total amount of energy directly consumed (MWh)	2,450,829
E3.2 Total amount of energy indirectly consumed (MWh)	5,568,171
Renewable Energy consumption (MWh)	3,789,601
Non-Renewable Energy consumption (MWh)	4,229,382

Environmental Metrics	2020	
E4 Energy Intensity		
Energy consumed/FTE (MWh/FTE)	13,6	
Energy consumed/Revenue (MWh/EUR m)	21,7	
E5 Energy mix - top 5		
Renewable sources (hydro, geothermal, solar, wind) (MWh)	3,789,601	47%
Natural Gas (MWh)	3,053,368	38%
Oil (MWh)	1,013,780	13%
Other (kWh)	76,972	1%
Peat (kWh)	51,927	1%
Renewable Energy Intensity		
Renewable energy/Non-renewable energy	0,90	
E6 Water usage		
E6.1 Total amount of water consumed (' 000 m3)	52.027	
E6.2 Total amount of water reclaimed (m3)	-	

Environmental Metrics	2020
E7 Environmental operations	
E7.1) Does your company follow a formal Environmental Policy?	Yes, see Iceland Seafood’s website for more details.
E7.2) Does your company follow specific waste, water, energy, and/or recycling polices?	No, there is currently not a company wide policy in place.
E7.3) Does your company use a recognized energy management system?	No, there is currently not a company energy management system in use.
Waste Management	
Waste recycled (MT)	872
Waste not recycled (MT)	2.849
Total waste (MT)	3.721
Total waste generated/FTE (MT/employee)	6,3
Total waste generated/Revenue (MT/EUR m)	10,1
% Recycled Waste	23%

Environmental Metrics	2020
E8. Climate Oversight / Board	
Does your Board of Directors oversee and/or manage climate-related risks?	Yes
E8. Climate Oversight / Board	
Does your Board of Directors oversee and/or manage climate-related risks?	Yes
E9. Climate Oversight / Management	
Does your Senior Management Team oversee and/or manage climate-related risks?	Yes
E10. Climate Oversight / Management	
Total amount invested, annually, in climate-related infrastructure, resilience, and product development.	Solar cells generating 175,000kWh per annum part of the investment in the UK. Replacement value c.a. £140k

Environmental Metrics	2020
Certified Sustainable Seafood	
Total products sold (tonnes)	77,765
Certified sustainable seafood (Tonnes)	33,043 (42.5%)



Social

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Gender pay ratio	13

Responsibility

Hrólfsskersviti Lighthouse (1951)
N66° 5' 21" W18° 25' 5.4"



The social aspects of Iceland Seafood's operations are mainly towards its employees and their families. The key challenge is to stay a vibrant and safe workplace where discrimination is not tolerated.

A corporate social responsibility-policy (CSR-policy) was adopted by the board of directors in 2019. It describes the group's standards and guidelines regarding human rights, non-discrimination, global health & safety, child & forced labor and fair labor practices. It also contains a code of conduct for Iceland Seafood's personnel. This policy lays the foundation for the implementation of a uniform understanding within Iceland Seafood of the social responsibility of the company and its employees.

The policy describes the core principles of Iceland Seafood International and define a common standard for all group companies in relation to social responsibility and business integrity:

- We are committed to maintaining the highest standards of business conduct by using only legal and ethical means in all business activity.
- We are fair, equitable and respectful to employees, associates, competitors, customers, the public and all business or professional relationships.

- We treat all customers and suppliers honestly, fairly and objectively.
- We observe all applicable state, federal, foreign or international laws and regulations relating to the production, sourcing, processing, labelling, handling, importing, distribution, promoting and selling of seafood products.
- We are committed to maintaining the Group's financial books and business records with the highest degree of accuracy, completeness and integrity.

Managers at all levels have responsibility for employee health and wellbeing at the workplace. The company has zero tolerance against discrimination, victimization, harassment and bullying. Forced- or child labour is not accepted in any of the group's operations or at suppliers. The group has zero tolerance against bribery or corruption. Violations against group policies can lead to disciplinary actions, up to and including termination.

Occupational health and safety

Iceland Seafood wants to promote its employees good health. Local occupational health and safety requirements are applied in every country where the company

operates. There is systematic work in all production facilities to prevent injuries. Currently the reporting of incidents varies between subsidiaries but as the data capture develops within the group the aim will be that this variation is reduced. The incidents reported in the report are incidents that result in employee absence. Near accidents or minor cuts or other similar incidents are not included in this figure. Reported accidents go from 55 in 2019, down to 22 in 2020, or 0,04 per full time employee. More experience in the reporting and categorizing of accidents and incidents partly explain the development.

The Covid19 pandemic had a significant impact on Iceland Seafood's operation during the year. The Group and individual businesses took immediate actions in beginning of the pandemic with implementing appropriate contingency plans, focussing on health and safety of employees and securing the continuity of the operation.

Gender pay ratio

Iceland Seafood has operations of different nature in various economies and tracks this ratio in each location. In some cases there are only a few office employees behind the ratio, while in other the workforce of the subsidiary consists of factory workers, sales people and office staff. The broad range of

the ratio represents this variety. For total workforce the ratio between median male salary v.s. median female salary for each subsidiary varies from 1:1 (equal salaries) to 1,96:1 (median male salary 1,96 times higher than female salary). The difference is highest in subsidiaries with few office employees. For production staff, the ratio varies from 1:1 to 1,15:1.

The ratio of part time and temporary employees varies significantly between Group companies. In the operation of Achernar only 16% of the total staff works full time over the the year, but 84% of the workforce are either temporary and/ or part time employees. This is due to the seasonality of the Achernar operation, i.e. the main production period is from November to March. The large numbers of temporary/ part time employees for this one subsidiary have considerable impact on the reported figures for the Group.

In 2020 the company's operations in Iceland achieved an Equal pay certification under the Standard ÍST 85. The Standard ÍST 85 is a management requirement standard that ensures professional working methods in order to prevent direct or indirect discrimination. The certification confirms that when decisions on wage are taken they are based only on relevant consideration.

Social Metrics	2020	Comments
S1 CEO Pay Ratio	8,1	CEO salary / Company average
S2 Gender Pay Ratio		
Total work force:	From 1:1 to 1,96:1	IS has operations of different nature in various economies and tracks this ratio in each location. The broad range of the ratio represents this variety.
Production staff:	From 1:1 to 1,15:1	
Staff, other than production staff:	From 1:1 to 1,95:1	
S3 Employee Turnover Ratio – Year-over-year change		
S3.1) Full-time employees	7%	
S3.2) Part-time employees	6%	
S3.3) Contractors	0%	

Social Metrics	2020	Comments
S4 Gender Diversity	Men	Women
S4.1) Total enterprise headcount	57%	43%
S4.2) Entry- and mid-level	54%	46%
S4.3) Senior- and executive-level	77%	23%
S5 Temporary Worker Ratio		
	32,4%	
S6 Non-Discrimination Policy		
	In place	*
S7 Injury rate		
	0,04	(Total accidents / FTE)
S8 Global Health and Safety policy		
	In place	*
S9 Child & Forced Labor Policy		
	In place	*
S10 Human Rights Policy		
	In place	*

* See Company website for more details.

Awareness

Akranesviti eldri Lighthouse (1931)
64°18'32.6"N 22°05'31.5"W



Iceland Seafood International is a limited liability company operating under Act No. 2/1995 respecting Public Limited Companies. Under its Articles of Association, the Company is governed by shareholders’ meetings, the Board of Directors and the Chief Executive Officer.

Iceland Seafood’s corporate governance framework is defined by Act No. 2/1995 on Public Limited Companies (hereafter referred to as the “Act on Public Companies “), the Nasdaq Iceland Rules and is set out in the Company’s Articles of Association. The Company adheres to the principles set forth in the Corporate Governance Guidelines, published by the Iceland Chamber of Commerce in co-operation with SA Business Iceland and Nasdaq Iceland (hereafter referred to as the “Guidelines”). As of the date of this statement there two deviations from full compliance with the Guidelines.

The Company does not have a board nomination committee, due to the nature of the company and its close connection to the seafood sector it is considered important to have representatives from key seafood suppliers of the Company on its board. These board members bring both valuable sourcing capabilities and sector knowledge to the board of Iceland

Seafood. At the date of this report, three of five board members are directors and/ or owners of key suppliers of Iceland Seafood and are as such not independent from the company. These board members do not participate in dealings with items connected to their own business or business that is related to them, except from normal trading of seafood.

Under the Icelandic Accounting Act, Iceland Seafood is required to report on corporate responsibility and selected responsibility topics. An account of the company’s efforts to address the relevant topics in 2020 is included in the financial statement and described in more detail in this report.

A system to incentivize employees on ESG performance has not been established. The awareness of the company and its employees of the importance of environmental matters have steadily increased during the past few years and further steps are being taken when comes to regular measurement and reporting on these matters within the Group.

The percentage of collective bargaining is a new metric in this year’s report. At least 48% of employees are reported to have a contract that is either directly connected to a union agreement or is based on such

an agreement, as for example is common in Iceland. As with other metrics, the reporting is expected to become more accurate with more experience.

Unless otherwise stated, the key figures in Iceland Seafood’s ESG reporting cover all subsidiaries of Iceland Seafood group at 31 December 2020 and represent the previous 12 months. The key figures for emissions, energy, water consumption and waste are collected from the five

production sites, but other figures are collected from all subsidiaries of Iceland Seafood. The information in the report has not been validated by a third party.

Governance Metrics	2020	Comments
G1 Board Diversity		
G1.1) Total board seats occupied by women	40%	There are two women on the board.
G1.2) Committee chairs occupied by women	100%	Two of two committee chairs are occupied by women.
G2 Board Independence		
G2.1) Does company prohibit CEO from serving as board chair?	Yes	
G2.2) Total board seats occupied by independents	40%	Two of five boardmembers are independent.

Governance Metrics	2020	Comments
G3 Incentivized pay	No	Company's employees are currently not financially incentivized for ESG performance.
G4 Collective Bargaining Percentage	48%	
G5 Supplier Code of Conduct	No	Individual subsidiaries have implemented supplier codes of conduct but an overarching group CoC is not in place. Development of Group CoC is currently in process, with target completion before year end 2021.
G6 Ethics & Anti-Corruption		
G6.1) Does your company follow an ethics and/or Anti-Corruption policy?	Yes	See IS website for more details.
G6.2) Workforce formally certified compliance?		No certification has been implemented.

Governance Metrics	2020	Comments
G7 Data Privacy		
G7.1) Does your company follow a Data Privacy policy?	Yes	A Data Privacy policy was implemented for the group in 2020.
G7.2) Has your company taken steps to comply with GDPR rules?	Yes	Work on complying with GDPR rules was finished in 2020.
G8 ESG Reporting	No	In 2021 the company will align its continuing efforts with one or more of the UN Sustainable Development Goals (SDGs).
G10 External Assurance		
G6.1) Does your company follow an ethics and/or Anti-Corruption policy?	No	ESG metrics have not been validated by a third party.

Other support projects

Support

Svörtuloftaviti Lighthouse (1931)
N64° 51' 49.540" W24° 2' 21.017"



Other support projects

Though the focus of Iceland Seafood is on sustainable seafood the company also supports and participates in various projects related to sustainability and social responsibility in through its subsidiaries, including the following projects:

Origin Green – Ireland

Oceanpath participates in the pioneering national sustainability program in Ireland where government, private sector and food producers work together on sustainability targets that respect the environment and serve local communities. For more information go to: www.origingreen.ie.

Borneo Orangutan Survival Foundation

Iceland Seafood supports with donations their work to realize the conservation of the Bornean orangutan and its habitat with the local community's participation. For more information go to: orangutan.or.id

Rhino Foundation of Indonesia

Iceland Seafood supports with donations their vision of ensuring continuous living populations of Javan and Sumatran rhinos in a safe, sustainable habitat. For more information go to: badak.or.id.



Environmental metrics
Comparison,
2018 to 2020

Progress

Dyrhólaeyjarviti Lighthouse (1927)
63°24'12.0"N 19°07'51.3"W



Environmental metrics

Comparison, 2018 to 2020

Environmental Metrics	2018	2019	2020
Full Time Equivalents (FTE)	492	659	591
Annual Revenue (EUR m)	403	448	370
E1 Direct & Indirect			
Scope 1 (on site fossil fuel usage) (MT CO2e)	418	2511	1034
Scope 2 (Energy use) (MT CO2e)	3364	2369	1092
Scope 3 (MT CO2e)	-	-	21517
E2 Carbon Intensity (scope 1 and scope 2)			
MTCO2e emissions/FTE	7,7	7,2	3,6
CO2e emission/Revenue (MT/EUR m)	9,4	10,6	5,7
E3 Direct & Indirect Energy Consumption			
E3.1 Total amount of energy directly consumed (MWh)	2.074.742	3.185.508	2.450.829
E3.2 Total amount of energy indirectly consumed (MWh)	7.985.043	7.85.4513	5.568.171
Renewable Energy consumption (MWh)	4.899.823	4.506.420	3.789.601
Non-Renewable Energy consumption (MWh)	5.156.023	6.539.443	4.229.382

Environmental Metrics	2018	2019	2020
E4 Energy Intensity			
Energy consumed/FTE (MWh/FTE)	-	15.270	13.569
Energy consumed/Revenue (MWh/EUR m)	24.970	224.52	21.673
E5 Energy mix - top 5			
Renewable sources (hydro, geothermal, solar, wind) (MWh)	4.899.824 49%	4506420 41%	3.789.601 47%
Natural Gas (MWh)	4.559.792 45%	3666979 33%	3.053.368 38%
Oil (MWh)		1366162 12%	1.013.780 13%
Other (kWh)	69.670 1%		76.972 1%
Peat (kWh)			51.927 1%
Nuclear (kWh)	138.651 2%	519438 5%	
Coal (kWh)	289.866 3%	561649 5%	

Environmental metrics

Comparison, 2018 to 2020

Environmental Metrics	2018	2019	2020
Renewable Energy Intensity	0,95	0,69	0,9
Renewable energy/Non-renewable energy			
E6 Water usage			
E6.1 Total amount of water consumed (m3)	64.479	57.114	67.588
Waste Management			
Waste recycled (MT)	968	710	872
Waste not recycled (MT)	326	1.335	2.849
Total waste (MT)	1.294	2.045	3.502
Total waste generated/FTE (MT/employee)	3	3	6,3
Total waste generated/Revenue (MT/EUR m)	3	5	10,1
% Recycled Waste	75%	35%	23%
Certified sustainable seafood (Total for ISI)			
Total products sold (MT)	84.426	100.128	77.765
Certified sustainable seafood (MT)	22.004 26%	21.210 21%	33.043 42,5%



WE ARE ICELAND SEAFOOD
www.icelandseafood.com

Garðskagaviti Lighthouse (1897)
64°05'00.4"N 22°41'40.1"W

