

Performance Data

The index on the [next page](#) presents an overview of our performance on key environment, social and governance (ESG) dimensions, including select measures from the SASB Processed Foods Standard. We see transparency in reporting ESG performance — as well as management approaches and priorities — as a fundamental element of our sustainability commitment.



PERFORMANCE DATA

ESG Performance Metrics	2021	2020	2019	2018	SASB Code
Responsible Sourcing					
Top species percentage of sales – Shrimp	21.20%	20.50%	21.70%	27.70%	
Top species percentage of sales – Cod	20.50%	22.60%	30.20%	27.30%	
Top species percentage of sales – Salmon (Wild & Farmed)	14.30%	11.50%	13.20%	14.10%	
Top species percentage of sales – Haddock	11.50%	12.00%	11.10%	10.60%	
Top species percentage of sales – Pollock	14.10%	15.20%	9.70%	6.90%	
Top species percentage of sales – Tilapia	7.30%	6.80%	6.00%	4.60%	
Top species percentage of sales – Sole	2.90%	2.50%	3.30%	3.30%	
Percent of seafood responsibly sourced	98%	96%	96%	95%	FB-PF-430a.1
Percent of raw material responsibly sourced from audited suppliers	98%	98%	98%	98%	FB-PF-430a.1
Percent of wild-caught seafood sold	76%	74%	77%	75%	FB-PF-430a.1
Percent of farmed seafood sold (2018 includes Rubicon sales)	24%	26%	23%	25%	FB-PF-430a.1
Percent of all seafood purchases covered by required social audit	98%	98%	98%	98%	FB-PF-430a.2
Percent of all required social audits approved with no conditions	100%	100%	100%	100%	FB-PF-430a.2
Our People and Communities					
Number of regular full-time and regular part-time employees	1,102	1,124	1,136	1,259	
Number of salaried employees	459	668	450	482	
Number of hourly employees	643	456	686	777	
Number of unionized employees	233	233	226	240	
Percent of workforce that is female	49%	36.1%	35.7%	35%	
Percent of Board members who are female	30%	30%	40%	30%	
Percent of combined executive and senior leadership teams who are female (ELT & SMG)	34%	28.6%	26.7%	23%	
OSHA incident rate (Canada/US till 2019; combined in 2020)	1.4	1.7	0.7	1.1	
Donated products and financial support (financial value)	\$252,750	\$1,671,428	\$214,341	\$80,079	
Number of meals provided for local communities since 2015	9,484,926	8,758,702	6,381,537	N/A	
Protecting the Environment					
Energy usage (kWh)	45,373,075	45,530,108	43,466,932	N/A	FB-PF-130a.1
Energy intensity	294,937	295,958	290,166	280,019	FB-PF-130a.1
Water usage (gallons)	107,424,891	104,602,741	107,923,940	N/A	FB-PF-140a.1
Water intensity	698,290	679,945	720,454	791,274	FB-PF-140a.1