

Skretting Australia Impact Report 2025



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O1 — Introduction

From our General Manager

In 2025, Skretting Australia continued to embed sustainability into how we operate—bringing together our commitments to People, Planet and Performance, and aligning them with our global pillars of High Performance Culture, Customer Intimacy, Sustainability, and Innovating with Impact.

Across our business, we made meaningful progress while also gaining clearer insight into where further focus is required.

For our people, we strengthened safety engagement and capability across the organisation. Recordable injuries reduced significantly, and an increasing number of our employees are now supported by professional development plans, strengthening both individual growth and our long-term capability. At the same time, employee engagement softened compared to last year, reinforcing the need to continue building connection, recognition and visible leadership across our teams.

For our planet, we delivered measurable improvements in our operational footprint, including a 45% reduction in Scope 1 and 2 emissions

intensity since 2023 through the electrification of our boilers and green electricity purchases and strong progress in circular packaging outcomes through the Big Bag Recovery program. We are also seeing early results from site-based efficiency initiatives across energy, water and waste. However, our greatest impact remains within our value chain, and improving the quality, consistency and influence of Scope 3 data will remain a priority moving forward.

For our performance, we achieved key milestones, including ASC Feed Certification across both production sites—strengthening our approach to sourcing, traceability and supply chain due diligence. We also continued to progress our Operational Excellence maturity and deliver new product innovations that support healthier fish, stronger performance and improved environmental outcomes.



Melissa Abbott - General Manager, Skretting Australia

2025 has also been a year of learning. As expectations continue to evolve—through regulatory change, global standards and customer demand—we are strengthening the rigour, transparency and accountability of our disclosures. As a Group 3 entity under the Australian Sustainability Reporting Standards, we have commenced the work required to prepare for mandatory reporting obligations from FY28.

Looking ahead, our ambition remains clear. Through our Courage to Care commitments, we will continue to embed sustainability into decision-making—ensuring it delivers value for our business, our customers and the broader aquaculture industry.

Everything we do is guided by our purpose of Feeding the Future. This report reflects both the progress we have made and the responsibility we carry to continue delivering meaningful, long-term impact.

Melissa Abbott
General Manager
Skretting Australia



Skretting Australia employees celebrating the production of our first bag of ASC certified feed.

About Skretting Australia

As part of the global Skretting and Nutreco family, Skretting Australia is built on the expertise, dedication, and diverse talents of our team. With 25 years of heritage in Tasmania, we are the industry leaders in providing high quality, sustainable, and innovative feed solutions to the Australian and New Zealand aquaculture industries.

The knowledge, passion and commitment held by our small team of approximately 110 people has been key to our success in delivering excellence across our commitments to people, planet, and performance. We strive to be a workplace where the best in the industry want to build their careers—one that fosters collaboration, growth, and inclusion. Regardless of background or experience, we value our people for their skills and contributions, ensuring everyone has the opportunity to thrive.

About this report

Our approach

Skretting Australia is committed to reporting on the progress we make on our sustainability journey. We have issued sustainability reports since 2013. Our sustainability initiatives support our business operations and priorities.

Scope of this report

The quantitative data reported here outlines our main sustainability activities and achievements during the calendar year from January 1 to December 31, 2025, unless otherwise stated. This Impact Report focuses on a more story-driven perspective, highlighting the initiatives, progress and impact of our aquaculture feed business, rather than financial information.

Assuring our disclosures

Skretting Australia does not have external verification of the disclosures made in this report.

Skretting Australia is a Group 3 company according to the mandatory Australian Sustainability Reporting Standards (ASRS) requirements, and as such have set in motion a plan for engaging the leadership team and preparing for the upcoming mandatory reporting period obligations in FY28.



Our impact

In 2025, Skretting Australia's feed production of over 117,000t helped to contribute to the production of over 1.4 million seafood meals per day across Australia and New Zealand.

Double materiality assessment

At a global level, Nutreco carried out a double materiality assessment refresh in 2025, in accordance with the European Sustainability Reporting Standards (ESRS). This ensures that our global sustainability approach is based on a clear understanding of our impacts, stakeholder expectations and the sustainability-related risks and opportunities that affect our business.

Skretting Australia has not conducted a separate local materiality assessment, but we do align with the global framework. Although we have unique geographical challenges, the material issues we face in our industry are highly comparable across geographies where we operate.

By leveraging Nutreco's comprehensive approach, we maintain a strong foundation for sustainability actions and reporting in Australia, focusing on the most relevant challenges and opportunities for responsible aquaculture production.

In 2026, in preparation for the Corporate Sustainability Reporting Directive (CSRD) regulatory expectations, the Global team is reviewing the previous materiality assessments and analysis outcomes from external advisors, which will support our upcoming Australian requirements for ASRS climate reporting and strengthen our local approach.

[For further insights into Nutreco's double materiality assessment, please refer to the 2026 Skretting Global Impact Report.](#)



02 — People

Our People goals

Target
**Everyone
home safe
and well
everyday.**

2025 progress
**1 SIF¹
7 PSIF²**

Target
**Engagement
score in
top 25%
of global
benchmark
results.**

2025 progress
**7.6, 0.4
behind
target.**

Target
**Achieve
employer of
choice award**

2025 progress
**On track
for 2027
completion.**

Target
**33% of
Leadership
roles held by
women.**

2025 progress
50%

Target
**Professional
development
plans
held by all
employees**

2025 progress
100%

Target
**100%
ingredients
low risk for
social risk
factors**

2025 progress
100%³

1. Serious injury.

2. Potentially serious injuries.

3. As defined by the ASC Feed Standard.

Employee engagement

We focus on building a high performance culture through engagement results, recognition, leadership diversity, and meaningful development plans. A key part of this is ensuring that every team has the support, clarity, and capability needed to thrive.

As a measure of employee engagement, we undertake an annual engagement cycle consisting of a pulse survey in May and a full survey in October. The survey is led by our parent company, Nutreco, giving us the added benefit of access to a broad global dataset and benchmarking with colleagues across the world.

In 2025, our full year participation rate decreased slightly from 87% to 83%, and our engagement score shifted from 8.1 to 7.6. The mid year pulse survey results were higher than the full year results, reflecting the dynamic nature of the workforce at a moment in time. Importantly, when compared to our 2024 results, we continue to see steady progress toward our strategic goals and our ambition to be an Employer of Choice.

We place particular emphasis on areas where engagement and participation are low. These teams receive intensive support through targeted action plans, including:

- Facilitated workshops to understand root causes
- Clear definition of improvement areas
- Co designed actions that reflect what employees say they need
- A focus on creating the conditions that lift engagement sustainably

This ensures that every team—regardless of starting point—has a pathway to improvement and a voice in shaping it.

After each survey, and in consultation with employees, Engagement Action

Plans are revised or created. These plans use survey insights to guide next steps and build a more connected, inclusive, and energised workplace. In the year ahead, we will continue to focus on:

- Recognition
- Visible and accessible leadership
- Collaboration across teams
- Clear and consistent communication

A highlight of engagement in action comes from our Quality and Maintenance teams. Through weekly quality meetings dedicated to progressing engagement actions, the team achieved an outstanding engagement score of 9/10. This demonstrates the impact of consistent follow through, open dialogue, and shared ownership of improvement.

PASSION
INCLUSIVITY
INTEGRITY
TRUST
CURIOSITY

Recognising our people

Recognition is how we reinforce the culture we care about. In 2025, we continued to recognise our people for both long term service and the everyday behaviours that bring our values to life.

On a day to day basis we run a shout-outs program, linked to our Values, where individuals can recognise each other locally and congratulate them for a job well done, monthly these shout-outs are recognised and the top five celebrated. These results are used in our Annual Values Awards. A Values Award recognises individuals who consistently demonstrate passion, inclusivity, integrity, trust, and curiosity in how they work with others.

Our 2025 Values Awards recipients:

- Jenny Mak: the trusted face of supply chain for Humpty Doo
- Geoff Stevenson: bringing inclusivity into everyday work
- Sachith Amarakoon: incredible ability in systems control and compliance
- Nick Parkinson: his curious mindset enhances feed performance improvements
- Chris Harris: goes above and beyond to meet customer demands

Annual tenure milestones:

Twenty years of service represents more than tenure — it reflects deep expertise, trust, and a lasting contribution to our culture. In 2025, we proudly recognised three colleagues for reaching or exceeding this milestone, acknowledging the experience, commitment, and leadership they have brought to Skretting Australia over two decades.



From left to right: John Mulligan – Operations Manager, Skretting Australia; Gary Heywood – Extruder Operator; Melissa Abbott – General Manager, Skretting Australia; and Havard Walde – Managing Director, BU Salmon.

Safety performance

Our overall safety trend was a strong improvement in proactive safety engagement (more observations and safety walks), coupled with a notable reduction in incidents and recordable cases, however, we did have one serious injury (SIF) occurring in 2025.

The serious injury involved the partial amputation of a contracted employee's thumb whilst undertaking the removal of waste into a skip bin. A root cause analysis was conducted to identify the gap and implement actions to prevent recurrence. Equipment design and work practices were the two main root causes. A risk assessment was completed, an SOP developed and an upgrade of the locking mechanisms across the bins was the primary mitigation response to prevent re-occurrence.

Health, safety and environmental performance KPIs

	2024	2025
SIF	0	1
PSIF	20	7
Lost time injuries	3	2
Hours lost to injury	252	84
Environmental incidents	16*	21
Hazards identified	161	328
Recognitions	192	215
Safety Walks	95	120
Food safety incidents	0	0

* No environmental incidents were required to be notified to authorities.

During 2024, there was a changeover in the global safety system that Skretting uses globally, therefore 2024 numbers are updated and will be slightly different to that reported in 2024 Impact Report. Primarily due to definition changes and reporting maturity

Safety highlights

NuSAFE award

We had two major safety highlights in 2025. The first being the 2025 Nutreco NuSAFE award winner for the introduction of Rapid Global system, to tackle the lack of real-time oversight and control over contractor compliance and site access, and the second being the implementation of the remaining four life saving rules (LSR's) ahead of the other operating companies in the group, setting a benchmark for safety leadership within Skretting.

LiFE Mental health award

We were nominated, and were the winners, in the category for Best Practice in Suicide Prevention in a Workplace at the Tasmanian Suicide Prevention Community Network (TSPCN) 2025 LiFE Awards last year. This came off the back of an invitation for us to present our experience at a Board meeting for TSPCN. We put a lot of focus on supporting mental health and suicide prevention in our workplace, so we were very proud of this recognition and the positive impact we have had within our business and community. The award was dedicated to our late colleague Sandy Cowen and our ultimate aim is to ensure that we have the support and tools in place for an industry that is heavy with all the risk factors; shift work, higher percentage of men and age range. We are continuing the mature our psychological safety risks through a comprehensive risk review of psychological safety, which will in turn create a Psychological Safety Action Plan, to address any weaknesses over 2026-27.



Members of the Skretting Australia team at the Tasmanian LiFE Awards, celebrating our recognition as winners of the Best Practice in Suicide Prevention in a Workplace category.

Diversity and inclusion

Our workforce now represents more than 15 different nationalities, across a range of ages, bringing together diverse backgrounds, experiences and perspectives. On the other hand, as a manufacturing business, we are typically dominated by male, blue collar roles, so we are starting to work towards creating more pathways for women to join and thrive in our operational teams.

Aside from HR talent developmental pathways, to support this diversity, we also continue to provide meaningful educational opportunities and social activities that help people connect, feel included and build a sense of belonging – especially for those who may be far away from their home countries or families. Strengthening these connections remains a core part of how we foster an inclusive, supportive workplace culture for everyone.

Diversity and inclusion KPIs

	2024	2025
Women in leadership roles %	63	50
Number of nationalities	18	15
International workforce %	26	28
Average age	42	43
Inclusion rating index	8.2	8.2
Speak up incidents	0	0



Community development

Engagement and transparency remain central to how we operate, with a continued focus on opening our doors and building meaningful, two-way connections with the communities around us.

In 2025 we expanded local engagement at our Cambridge site, by hosting targeted community tours and the establishment of a dedicated community working group to support ongoing dialogue and feedback.

Alongside this, supporting the development of the next generation of aquaculture professionals remains a priority. In partnership with Seafood Industry Tasmania and the Institute for Marine and Antarctic Studies (IMAS), we have provided first-hand insight into aquaculture practices through tours, presentations, and direct engagement - helping to educate and inspire the next generation of industry professionals.

We have also continued our contribution to industry capability through feed donations to the Huonville Trade Training Centre. This centre plays an important role in developing local talent, offering high school students practical, hands-on learning in a purpose-built facility, and strengthening clear pathways into aquaculture careers within the region.



Nutrition Manager, Wesley van den Herik, presenting to a group of University students at the Cambridge site.

Developing our people and building a connected team

It is important to ensure that our team have the capabilities to serve our customers better. This year, we targeted (and achieved) 100% of all employees within a certain job grade to have an individual development plan created for them. This supports how our employees can develop as individuals as well as ensure we are developing our succession pipeline for critical roles and future opportunities.

As part of our 25-year celebration as Skretting Australia, we launched a new career development initiative to support the next 25 years of Skretting Australia. The Future Leaders Scholarship, is a targeted development opportunity for employees to accelerate their career and support their skills and readiness for a larger contribution or role. The first recipients of the annual scholarship will be awarded in early 2026, and they will undertake their development experience and share with the rest of the business to inspire the next round of employees to apply.

As part of a global company, we have the benefit of participating in global training programs offered by our parent company, Nutreco. In 2025, we had several employees participate in global training courses and meetings, which enables us to strengthen our networks and bring back valuable knowledge to our business and industry.

Learning and development KPIs	2024	2025
Individual development plans	53	100
Total employee training hours	3660	3054



Dave Cooper, Maintenance Officer - recipient of the 2025 Skretting Australia Future Leaders Scholarship.

Annual whole of business workshop

Our 2025 whole-of-business workshop brought the Skretting Australia team together for a day of learning, connection, and inspiration. The event featured a strong safety focus, team-building exercises, and networking sessions that reinforced our inclusive, high-performance culture. All employees shared experiences and celebrated milestones, strengthening trust and pride across the business.

Industry leaders provided valuable perspectives: Luke Martin, ex-CEO of Salmon Tasmania, presented to the team, sharing insights on industry trends and best practices. Luke Cordwell from Tassal offered an in-depth look at salmon farming operations, helping us better understand client needs. Adam Blake, Joint-CEO of Blundstone gave a candid account of their history and challenges as a long-standing Tasmanian business, including their brand journey and continuous innovation focus. We also celebrated the launch of a new feed product, Australis, our key product for the salmon industry, highlighting its benefits and impact for clients and the sector.

These activities deepened our knowledge, fostered collaboration, and strengthened relationships with clients and industry partners—ensuring we are well-equipped to deliver value and support our customers.



TOP: Luke Martin, former CEO of Salmon Tasmania, presenting to Skretting Australia employees.
BOTTOM: Skretting Australia employees observing a salmon farm.

Strengthening our social due diligence to those in our supply chain

In 2025, we achieved our goal for all ingredient purchases across the year, above a 1% total purchased volume threshold, to be assessed as having a permissible level of social risk, according to the Aquaculture Feed Mill Standard requirements. An improvement in our social risk profile from 2024.

However, it is important to note that in 2025, ASC put in place an interim measure on the primary raw material due diligence that allows a medium risk rating for social criteria until February 2029. During 2025, we purchased from three ingredient combinations that were assessed as having a medium social risk. We will continue to conduct social due diligence and further improve our risk management in 2026.

Social Due Diligence assessment status of purchased ingredients, %

	2024	2025
Ingredients low risk (%)	83	100*
Ingredients medium risk (%)	6	0
Ingredients high risk (%)	11	0
Total (%)	100	100

**5.8% of our ingredients, in scope, have a "medium risk" due diligence outcome for social risk factors. Under ASC Feed Standard V1.2, and based on direct ASC guidance, this is considered a permissible outcome during a three year transitional period from February 2026, provided legal and environmental risk factors remain assessed as low risk.*



Our role in Tassal's accelerate program for new employees

Over the past two years, Skretting Australia has contributed to Tassal's Accelerate program by delivering an on-site educational session to each new employee cohort at our feed manufacturing site in Cambridge.

The Tassal Accelerate Program is a six-week, hands-on onboarding program designed to set new operations employees up for success. The program focuses on developing practical skills in the field, while also providing recruits with exposure to different areas of the business and a broader understanding of how Tassal operates as a whole.

Delivered by Communications and Sustainability Specialist, Ryan Stallard, this session provides an introduction to topics including Skretting's role within the value chain, responsible ingredient sourcing, feed sustainability, and environmental management. It also helps participants understand how industry expectations

continue to evolve and the role that feed has in delivering responsible outcomes across the aquaculture sector.

Through this engagement, around 50 new Tassal employees have been supported to build their understanding of feed and feed management from the perspective of a feed supplier.

This knowledge helps employees make more informed decisions in their roles, builds confidence in understanding the critical role feed plays in day-to-day operations, and supports the development of a more connected and informed industry workforce.

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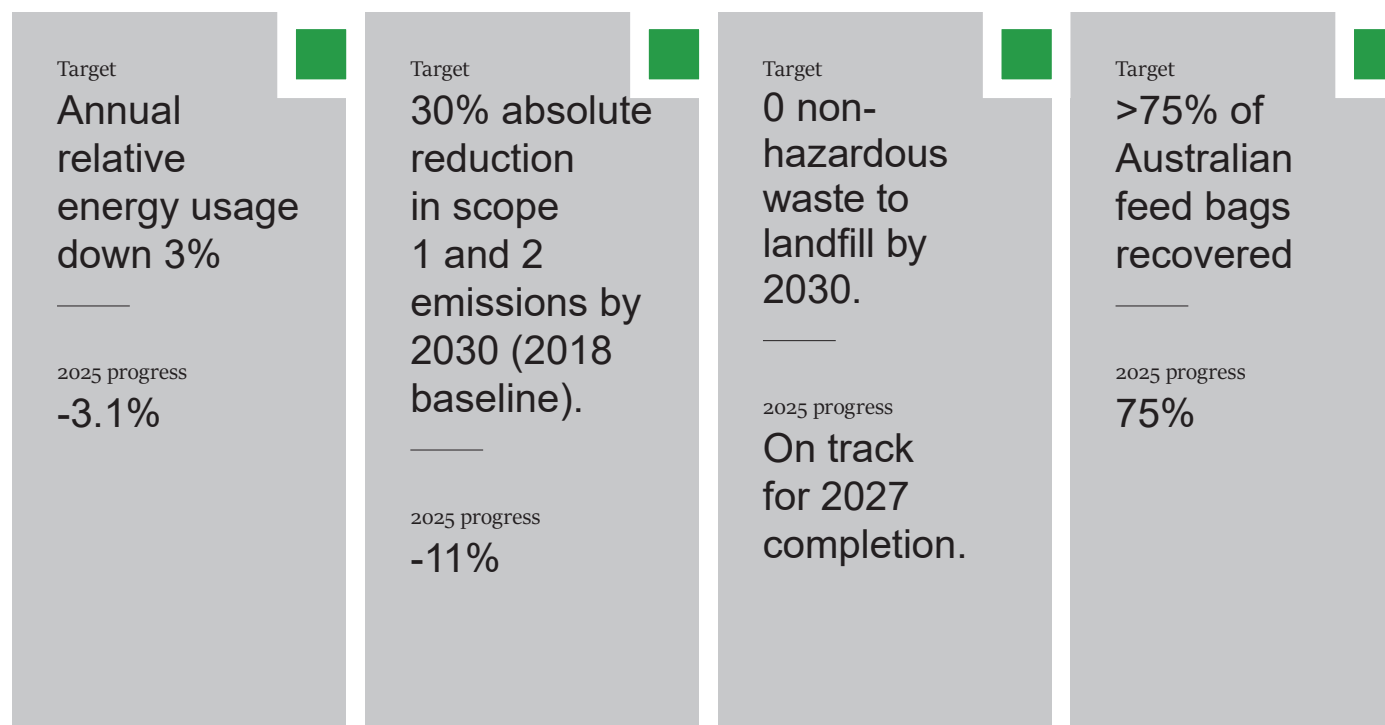
Visiting Skretting as part of the Accelerate Program gives our new team members valuable industry-wide perspective. It helps build a clearer understanding of the role feed plays in aquaculture systems and ensures they leave with a greater appreciation for its importance, alongside a broader view of how the industry operates.

Peter Cheesman

National Manager Safety Training & Inductions

03 — Planet

Our Planet goals



Continuing to close the loop on bag recycling with Petuna

We continued to strengthen collaboration with our customers through the Big Bag Recovery (BBR) program, which supports the collection and recycling of used feed bags across the Australian aquaculture value chain. This initiative not only reduces waste but also helps our customers meet their own sustainability commitments by improving packaging recovery outcomes.

During the year, Petuna joined the program, marking an important step in expanding participation and impact. Reflecting on this progress, Johnny de Deuge, Head of Biological Planning and Performance at Petuna, noted, “It’s a fantastic outcome to see our feed bags move from being a waste stream to being recycled into new materials and products. It shows how

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It’s a fantastic outcome to see our feed bags move from being a waste stream to being recycled into new materials and products. It shows how effective industry partnerships can be in driving positive change when we come together with a shared goal.

Johnny de Deuge
Head of Biological Planning, Petuna



Baled bulk bags, prepared for collection

Partnership with 15 trees

For more than 13 years, we have partnered with Fifteen Trees, an organisation that connects businesses with grassroots community groups to deliver locally led tree planting projects. Through this model, funding is directed to Landcare groups, schools, and volunteer networks who plan and carry out revegetation activities in their own communities - ensuring outcomes are both practical and place-based.

Together, we have supported the planting of more than 11,000 trees across Tasmania and mainland Australia, contributing to biodiversity, landscape restoration, and, in an unofficial capacity, helping to offset our flight emissions from corporate travel.

To read more about these projects search for Skretting on the [15 trees website](#).



A tree planting site in Coal River, made possible by our donations.

Circular thinking leading to environmental gains at our Westbury site

Water use and waste generation remain two of our most significant environmental impacts across our sites.

Water is a critical input to our operations and an important focus of our broader environmental management approach. It is used throughout the manufacturing process, as well as in supporting activities such as truck washing and biofiltration.

Waste is generated primarily through packaging materials and organic process waste, with several smaller waste streams contributing to our overall footprint.

Since the acquisition of our Westbury site in 2021, waste-related KPIs have fluctuated in response to increased production volumes. In 2025, however, waste generation per tonne of feed produced began to stabilise year-

on-year. This improvement is largely attributable to the ongoing benefits of the reinstated slurry system at Westbury.

Our focus is now shifting towards further optimisation of this system by reducing the generation of process waste at its source. By decreasing the volume of material entering the slurry system, we can improve operational efficiency and reduce the risk of overload.

Alongside this work, we are also examining other contributors to our waste footprint, including raw material packaging. An early win in this space was reviewing our operational processes at our Cambridge site, leading to a significant decrease in the amount of hazardous waste generated at this site.

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Across both our sites, control over our water consumption and therefore our liquid waste generation is a key opportunity for us in the next 12 months. This is both a cost saving initiative, but also a licence to operate within our community as good community partners.

John Mulligan

Operations Manager, Skretting Australia



In contrast, our water-use intensity has remained relatively stable over time, except where significant process or equipment changes have occurred. One example was the increase in water consumption at Cambridge in 2024 to support biofilter operations. While this stability reflects consistent efficiency, it also means that total water consumption is expected to increase as production volumes grow unless further action is taken.

To address this challenge, we initiated a project at Westbury to identify opportunities to treat and reuse water from trade waste streams within the manufacturing process. Commissioned in early 2026, the system is expected to reduce site water consumption by up to 70%.

Together with the slurry system, this investment represents a significant step towards a more circular operation, substantially reducing the site's environmental footprint in a relatively short period of time.

We look forward to reporting on the full-year benefits of this project in our next Impact Report.

Water consumption

	Annual water consumption m3/ MT sellable feed produced		Period change in water (Percentage change)
	2024	2025	2024 - 2025
Water	0.68	0.68	0%

Waste production

	Annual waste production tonnes/ MT sellable feed produced		Period change in waste (Percentage change)
	2024	2025	2024 - 2025
General landfill	6.1	6.4	+5%
Hazardous waste	4.7	1.0	-79%
Recycling & composting	0.6	0.4	-33%

* Liquid waste is not in scope of reporting.

Definitions

General landfill: Non-recoverable waste that cannot be recycled or reused.

Hazardous waste: Waste requiring controlled handling and disposal due to risks to human health or the environment.

Recycling: Recoverable materials that are reprocessed into new products.

Composting: Biodegradable organic materials suitable for recovery through composting.

Process electrification supports a 45% reduction in emissions intensity at Cambridge

In 2025, Skretting Australia reached a major sustainability milestone with the successful commissioning of a new electric boiler system at its Cambridge plant in Tasmania. Fully operational following a scheduled 5-week shutdown in May-June, the project marked a decisive step in reducing operational emissions while strengthening long-term site reliability.

A team of over 25 people from both Skretting and external partners were engaged in the project, with the shutdown successfully completed without any safety incidents—a testament to the strong planning and collaboration across teams.

The project emerged in late 2022, sparked by a local operational challenge at the Cambridge site, where ageing gas boilers were nearing end of life and presenting increasing operational risk. Rather than pursuing a like-for-like replacement, Skretting Australia evaluated electrification as a lower-carbon alternative – an approach that helped inform a broader Nutreco policy requiring electric solutions to be prioritised where viable in comparable capital investment proposals.

The electric boilers, each rated at 1,700 kW, were selected for their efficiency, cleaner energy source, cost-effectiveness and compatibility with the existing plant footprint. The system also provides approximately 20% more heating capacity than the previous configuration. While the electric option carried a longer payback period compared to a gas-based replacement, it was a deliberate and necessary choice to reduce Scope 1 and 2 emissions, align with our science-based targets, and respond to evolving customer expectations around sustainability and climate action.

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This project demonstrates how sustainability and operational reliability can be delivered together. By challenging traditional frameworks and working closely across teams, we've implemented a system that strengthens our operations today while supporting our long-term climate commitments.

John Mulligan
Operations Manager, Skretting Australia

In parallel with this project, the Cambridge site maintained a strong focus on operational excellence, delivering further energy-efficiency improvements across the operation. By pairing the electric boiler installation with 100% certified green electricity, the team has achieved an approximate 45% reduction in scope 1 and 2 emissions intensity since 2023.

Looking ahead, 2026 will be the first full year of operation for the electric boiler. When combined with additional operational excellence initiatives, Skretting Australia is well on track to achieving its 2026 scope 1 and 2 emissions reduction target, a further 360 metric tons (MT) of CO₂e, positioning it to deliver continued progress toward our long-term climate commitments.



The Skretting Australia team alongside the new electric boiler system. From left to right: Kade Sacco – Maintenance Manager; Sidd Challagulla – Engineering Manager; John Mulligan – Operations Manager; and Gene Medlicott – Operational Excellence Manager.

Scope 3 emissions reduction plan in place for Australia – our ambition and by when

In 2025, we strengthened our approach to Scope 3 emissions, preparing for the same level of accountability as Scope 1 and 2 emissions.

Quantifying our Scope 3 emissions is inherently more complex. Unlike Scope 1 and 2, which come from sources we directly control, Scope 3 emissions are indirect, spanning multiple stages of the value chain with overlapping inputs and limited operational control.

This complexity increased in 2025 with the introduction of distinct reporting categories for FLAG (forestry, land and agriculture) and non-FLAG emissions. This required more detailed data, improved methodologies, and greater precision in how emissions are calculated and managed.

In response, we conducted a deeper analysis of our Scope 3 footprint, identifying emissions contributions at both ingredient and supplier level. This has provided a clearer understanding of where emissions are concentrated and where action will have the greatest impact.

From this, we developed a targeted action plan focused on collaboration with our highest-impact suppliers. Early insights show a consistent trend: while many suppliers are making progress in reducing their own operational emissions, reducing farm emissions remains a shared challenge across the value chain.

This is likely to support near-term reductions in non-FLAG emissions. However, meaningful progress on FLAG emissions will require closer collaboration, stronger alignment, and continued innovation across the supply chain.

For more in-depth reading on this topic, refer to our [2025 Skretting Global Impact Report](#).



Strengthening our supplier, manufacturer, and ingredient due diligence processes

The ASC Feed Standard has played an industry-leading role in establishing a robust framework for supply chain due diligence, extending well beyond the requirements of comparable standards. Historically, enhanced due diligence efforts were focused on ingredients associated with recognised global risks, particularly marine and soy-derived raw materials. The introduction of the ASC Feed Standard has required us to expand our risk assessment and mitigation processes to include all agricultural commodities*, addressing prescribed legal, social, and environmental risks throughout our supply chains.

The standard requires risk factors to be assessed at both the ingredient manufacturer and primary raw material level, with identified risks demonstrably mitigated to a low level. Failure to meet these requirements would result in a critical non-conformity during ASC certification audits.

Through ongoing engagement with suppliers, we have identified opportunities to reduce existing medium- and high-risk assessments by reviewing supplier-provided evidence and encouraging the adoption of recognised third-party assurance programs such as SEDEX and EcoVadis. In a small number of cases where a low-risk outcome could not be substantiated, we made the decision to minimise sourcing from those supply chains wherever practically achievable.

** Only ingredients which account for more than 1% of our total received volume for the calendar year are subject to due diligence*



Energy efficiency and scope 1, 2 & 3 emissions

Energy efficiency, per site

	Annual energy consumption kWh/ MT sellable feed produced			Period change in energy efficiency (Percentage change)	
	2018	2024	2025	2018 - 2025	2024 - 2025
Westbury	n/a	270	260	n/a	-3.7%
Cambridge	265	300	294	+10.9%	-2.0%
Total	265	293	284	+7.2%	-3.1%

Absolute greenhouse gas emissions, tonnes of CO₂ emissions

	Absolute emissions (MT CO ₂ e)			Period change in absolute emissions (Percentage change)	
	2018	2024	2025	2018 - 2025	2024 - 2025
Scope 1	3,332	5,476	3,955	+16%	-38%
Scope 2	1,102	0	0	-100%	0%
Scope 3	133,187	175,527	169,173	+21%	-4%
Total	137,621	180,965	172,955	+20%	-5%

*Scope 3 includes raw materials, packaging and inbound logistics

**It must be noted that 2018 Scope 3 data is taken from historical Skretting Global calculations and has not been recalculated for this report. Data may require adjustments in future reports.

Emissions intensity breakdown

Greenhouse gas emissions intensity by category - 2025

Emissions categories	% of total footprint	Emissions factor (MT CO ₂ e/ MT feed)
Land animal by-product meals	13%	0.21
Land animal by-product oils	6%	0.11
Marine meals - reduction	7%	0.12
Marine meals - by products	2%	0.03
Marine oils - reduction	4%	0.06
Vegetable meals	28%	0.47
Vegetable oils	14%	0.24
Carbohydrates	5%	0.08
Micro Ingredients	11%	0.18
Packaging	1%	0.01
Inbound transport	7%	0.12
Total	100%	1.67

Scope 1-3, relative, tonnes of CO₂ emissions per tonne feed

	Emissions intensity (MT CO ₂ e/ MT feed)				Period change in emissions intensity (Percentage change)
	2022	2023	2024	2025	2024 - 2025
Carbon footprint of feed	1.30	1.38	1.53	1.67	+9.2%

**In 2021 we shifted the calculation model from mass allocation to economic allocation to align with EU harmonised methodology, the Product Environmental Footprint (PEF) guidelines, therefore data before this date is not comparable, so not included.*

Over the past few years, there has been increasing focus on the data that makes up the multiple components of the footprint. While the footprint data shows an increasing value over time, some of this can be attributed to the increasing granularity of the data and reporting.

For example, a gap in the inbound transport emissions of ingredients transported from supplier gate to our gate was fully identified and now included into our global carbon footprint database.

04 — Performance

Our Performance goals

Target

Reach an operational excellence maturity score of 2.5 by 2025.

2025 progress

2.3

Target

Achieve ASC Feed certification.

2025 progress

Both sites successfully certified.

Target

Introduce three new products to the market.

2025 progress

3 products successfully launched.

Achieving ASC certification – Raising the bar on our sustainability performance in the market

In 2025, Skretting Australia became the first aquafeed producer in the country to achieve certification under the Aquaculture Stewardship Council (ASC) Feed Standard. This milestone covers our Cambridge and Westbury mills in Tasmania and reflects a step change in transparency, responsible sourcing, and environmental and social performance across our supply chain.



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Certification followed an independent audit by Bio.inspecta, confirming our systems meet ASC requirements for traceability, ingredient due diligence, and social responsibility. These sites supply feed across Australia and New Zealand, extending the impact of the standard across the Oceania aquaculture sector.

The ASC Feed Standard sets a high bar for ingredient sourcing, covering both marine resources and key agricultural inputs such as

wheat, canola, and soy. Meeting this standard supports our customers to manage supply chain risks while contributing to global efforts to address deforestation, biodiversity loss, and labour rights issues.

As General Manager Melissa Abbott noted, “this milestone is much more than a compliance exercise - it reinforces a purpose-led approach to responsible feed production.”

Skretting Australia is the tenth Skretting business globally to achieve ASC Feed certification, contributing to a broader ambition to strengthen industry standards and build trust in responsibly farmed seafood.

Certification is not an endpoint. It strengthens how we identify and manage risk, engage suppliers, and improve traceability and supply chain resilience - supporting a more accountable aquaculture sector over time.

“

For retailers, this means reduced supply chain risk, greater traceability, and alignment with consumer demand for responsibly sourced seafood. Skretting’s achievement shows how the sector is embracing positive change. It sets a high benchmark for others to follow.

Ellie Dixon
 Market Development Manager, ASC
 Australia

Defining our sustainability value proposition; ACT – Action Connection Transparency

Meeting sustainability targets in aquaculture requires more than ambition - it requires practical solutions, strong partnerships, and a clear focus on delivering value at the farm level. At Skretting Australia, our sustainability value proposition, ACT, is to help farmers and supply chain partners identify their sustainability ambitions, and together, turn those into practical outcomes that are both achievable and commercially viable.

ACT is built on the principle that sustainability delivers the greatest impact when the pathway is co-created with our partners. Rather than treating feed sustainability as a standalone initiative, we embed it within the operational realities our customers face, translating sustainability impacts into quantified business value. This ensures that sustainability improvements also support efficiency, resilience, and long-term profitability.

Throughout 2025, we focused on strengthening our understanding of how ACT can be effectively applied within the local aquaculture industry. This work centred on reviewing the sustainability challenges and opportunities most relevant to Australian producers and mapping these against our core competencies. In parallel, we refined our

thinking on how ACT can be operationalised in practice, ensuring it is grounded in both customer realities and measurable value creation.

The learnings generated throughout 2025 are now shaping the formal implementation of ACT in Australia in 2026. This transition marks a shift from development to market application, where we will begin actively testing the ACT model in real-world conditions. The 2026 launch represents a structured phase of discovery and validation, focused on understanding where and how the model delivers joint value, and how it can best support customers in practice.

“

Collaborative, cross-functional problem-solving consistently delivers more creative and effective outcomes than siloed decision-making.

Ryan Stallard

Communications and Sustainability Specialist, Skretting Australia



Ryan Stallard – Communications and Sustainability Specialist, Skretting Australia

Blue Economy CRC Workshop – supporting R&D into offshore aquaculture in Tasmania

Skretting Australia is the commercial feed partner in the Blue Economy Cooperative Research Centre (CRC) project to support the development of aquaculture into Commonwealth waters. We participated in the annual workshop in Devonport, Tasmania last year and our Marketing Manager, Rhys Hauler presented on the site commissioning and development process of the new R&D offshore site near Burnie, Tasmania. He also contributed to a panel discussion on decarbonisation, highlighting the role of technology, operational design, and collaboration in reducing emissions across emerging offshore aquaculture systems.

This involvement reflects our broader commitment to enabling sustainable industry growth through knowledge-sharing, innovation, and partnership. Through our partnership, we committed to supplying salmon feed in 2025/26, with kingfish feed to be supplied ahead of kingfish production later in 2026.



Rhys Hauler – Marketing Manager, Skretting Australia, presenting at the Blue Economy CRC Participants Workshop.

Operational excellence maturity building an aligned organisation

Skretting Australia continued its journey to strengthen Operational Excellence (OE), with our OE maturity score increasing from 2.0 to 2.3. While slightly below the target of 2.5, it represents meaningful progress and reflects deliberate effort to embed OE principles more consistently across the business, moving from pockets of good practice toward a more integrated, enterprise-wide approach.

The most significant uplift came from the aligned organisation dimension of the OE maturity model. This improvement was driven by the development of plant-level OE structures, providing clearer ownership and consistency in how OE is applied at site level, together with stronger OE support and sponsorship at a leadership level. These changes improved alignment between strategy, priorities, ways of working, and day-to-day execution, supported by clearer links between improvement initiatives and business objectives, stronger governance, and more consistent expectations around roles, decision-making, and accountability.

While progress has been made, there is still more to do. The ambition is to accelerate progress by achieving a further 0.5 increase in OE maturity in 2026, taking the overall target to 2.8. A dedicated OE Steering Committee has been established and will focus on further embedding OE behaviours into daily management and strengthening capability at all levels.

A more aligned organisation enables faster and better-quality decision-making, improved operational stability, and stronger engagement across teams. Ultimately, this maturity supports safer operations, improved efficiency, and more reliable outcomes for customers and stakeholders.



Gene Medicott – Operational Excellence Manager, Skretting Australia.

Pacific taskforce– sharing our expertise to support the Chilean Coho salmon industry development

Skretting Australia is playing an increasingly strategic role as a centre of excellence for Pacific salmon, helping transfer world-class expertise from Australasia to support the development of premium Coho salmon production in Chile.

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For many years, Skretting Australia has been a trusted supplier of aquafeed to the New Zealand King salmon industry, building deep technical capability across nutrition, feed performance and production systems tailored to this species of Pacific salmon. King salmon is a niche species globally, accounting for less than 1% of farmed salmon production worldwide. Of this, upwards of 75% of global King salmon production is concentrated

in New Zealand. Through our long-term partnership with this industry, Skretting Australia has developed a world-class understanding of the unique requirements of supplying this premium market segment.

As Chile's aquaculture sector expands its production of Coho salmon — a species closely related to King salmon — our experience is proving highly valuable.

Local Skretting experts are now supporting the transfer of knowledge and practical insights from Australia and New Zealand into Chile, helping address species-specific nutritional requirements, product development opportunities and manufacturing challenges.

“

The support we are providing to Chile reflects the depth of knowledge Skretting Australia has built over many years as a trusted partner to the New Zealand King salmon industry. It's a strong endorsement of the technical capability, practical experience and innovation developed here — and of the value that expertise can create for Pacific salmon producers globally

Pinar Demir Soker
Product Manager, Skretting Australia



Pinar Demir Soker, Product Manager —
Skretting Australia

This collaboration demonstrates the strength of Skretting's global network, where expertise developed in one region can be mobilised to create value in another. It also highlights the capability of Skretting Australia's people and operations, particularly the world-class Okiwi Bay Aquaculture validation station, which has been instrumental in developing advanced feed solutions for Pacific salmon over many years.

The work also reflects the momentum created by last year's Ministry for Primary Industries' Primary Sector Growth Fund announcement, which reinforced Skretting Australia's commitment to innovation, partnership and future-focused aquaculture

solutions for the New Zealand industry.

For our partners in New Zealand, this reinforces that the specialised expertise, technical capability and feed solutions supporting their operations are developed to a standard recognised internationally, with proven relevance across emerging Pacific salmon markets.



Primary Industry funding to boost knowledge in New Zealand

In 2025, Skretting Australia partnered with New Zealand's Ministry for Primary Industries through the Primary Industries' Primary Sector Growth Fund to advance feed innovation for the King salmon industry.

Building on long-term research at our Okiwi Bay validation station, this collaboration is focused on improving feed performance, growth, and survival of King salmon, while reducing environmental impact. By optimising feed formulations and exploring locally sourced ingredients, the program supports more efficient and sustainable production across the value chain.

This work also plays a critical role in enabling the next generation of farming systems in New Zealand. Tailored nutrition solutions help unlock the full potential of offshore and land-based aquaculture, supporting both environmental integrity and economic viability.

A key milestone from this research has been the validation of alternative ingredients, including algae oil, culminating in the world's first commercial King salmon feed formulated without fish meal or fish oil. This work contributes to the development of innovative feed concepts that reduce reliance on marine raw materials, strengthen supply resilience, and provide customers with greater flexibility and choice.

In parallel, Skretting has also been developing nutritional solutions tailored specifically to the challenges faced within the King salmon industry, including low oxygen diet development and high temperature nutritional support. These diets are designed to strengthen fish resilience and maintain performance under sub-optimal farming conditions.

Alongside these innovations, Skretting has continued to focus on reducing customer cost of production while maintaining biological performance outcomes. In 2026, the program will take a further step forward through targeted work focused on unlocking improvements in feed conversion ratio (FCR) and growth performance in King salmon production systems.

Together, these efforts demonstrate how partnership and innovation are accelerating progress toward a more sustainable and future-ready salmon industry in New Zealand.



Members of the Skretting Australia team on site at the Owiki Bay Aquaculture Facility.

A new feed to improve nitrogen output and growth performance of the Tasmanian Atlantic salmon industry

Australis N applies advanced amino acid formulation principles to salmon feed production in Australia.

Rather than relying on higher crude protein levels to meet nutritional requirements, it is formulated to more closely match the amino acid needs of fish throughout their growth cycle.

In traditional feeds, amino acids that are not used for growth are excreted and ultimately released into the environment as nitrogen. By improving the balance of essential amino acids and reducing excess protein, Australis N helps fish utilise nutrients more efficiently while maintaining growth and feed performance.

For Australian salmon farming, this offers a practical way to address one of the key sources of nutrient emissions. By supporting lower crude protein diets without compromising production outcomes, Australis N helps reduce nitrogen discharge while continuing to deliver strong biological performance.



Insight into an integrated management approach to fish health

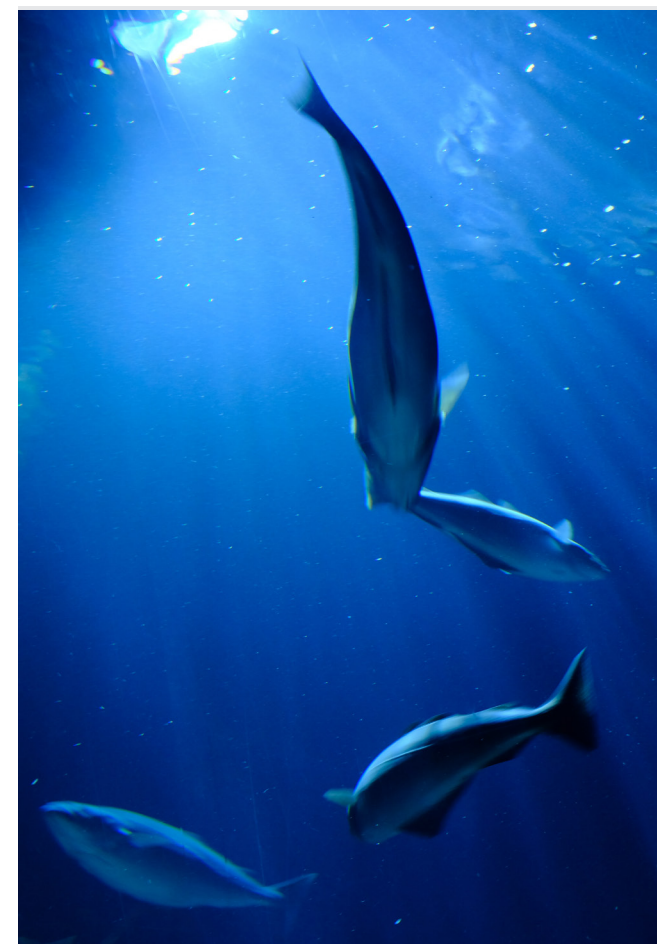
Across marine production systems, elevated health challenges can emerge when various detrimental system dynamics align. In response, feed management plays a critical role as a part of a wider whole-of-farm integrated management approach that reduces risk, improves resilience and supports better long-term outcomes.

Strong farm management begins with robust biosecurity, coordinated lease rotation and careful stocking strategies to reduce the introduction and spread of pathogens between sites. Environmental monitoring of key risk factors such as temperature, algal pressure and overall production health helps identify elevated-risk periods early, enabling proactive intervention. Optimised stocking densities and production planning further reduce stress and minimise disease transmission during vulnerable stages.

Health management remains central to this approach. Routine surveillance tools, including qPCR, histopathology and mortality trend analysis, support early detection and rapid response. Integrated vaccination

programs are used to maximise coverage and efficacy, while antimicrobial use is targeted and guided by diagnostic evidence and stewardship principles. Husbandry practices also play a critical role. Minimising handling, grading and transport stress, optimising smolt transfer timing and acclimation, and maintaining strong welfare standards through oxygen management and stable environmental conditions all help reduce susceptibility to disease.

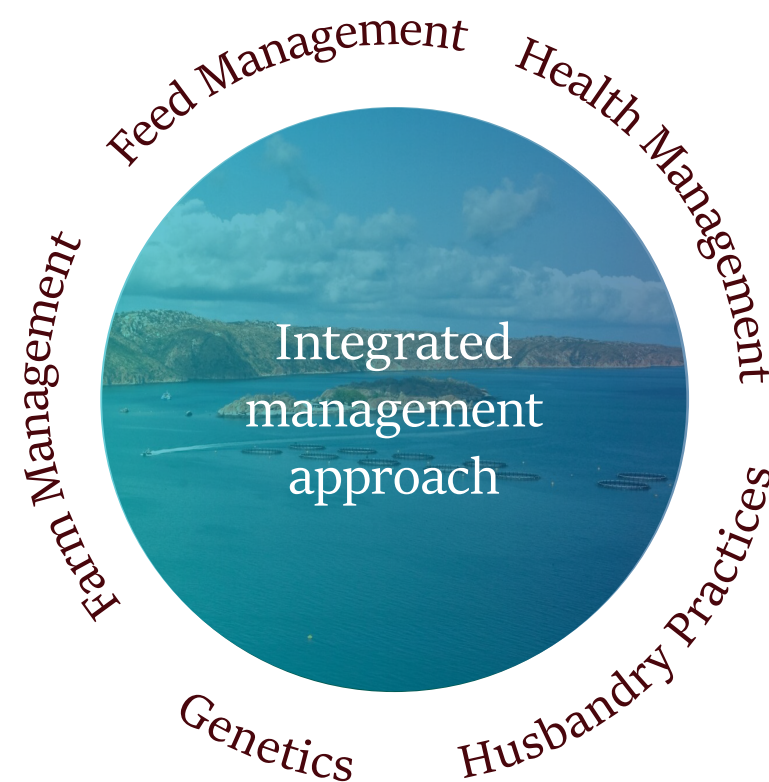
Functional feeds and generally optimised nutrition further support health and resilience, particularly during challenge periods, while selective breeding programs continue to strengthen resistance, robustness and performance across diverse production environments.





Recognising that effective fish health management requires a coordinated and site-specific approach, the Skretting team has continued to support the development of integrated farm management strategies across the industry.

Through participation in stakeholder health programs, on-farm technical engagement, and collaborative study tours to international aquaculture regions, we help facilitate the exchange of knowledge, emerging research and practical experience. These collaborative efforts support continuous improvement and contribute to stronger, more resilient farming systems capable of responding to evolving health challenges.



Necto - Our next-generation functional health feed concept to support fish resilience

Necto is Skretting's next-generation functional health diet, specifically developed to reduce the risk of inflammation and to build resilience in fish facing challenging conditions and environmental pressures.

Backed by years of research, Necto is the first Skretting product to commercially feature PhytoComplexes, marking a major milestone in Skretting's fish nutrition innovation journey.

These PhytoComplexes were developed specifically for aquaculture in partnership with Nutreco Exploration, a Nutreco division focused on plant research and novel ingredient development.

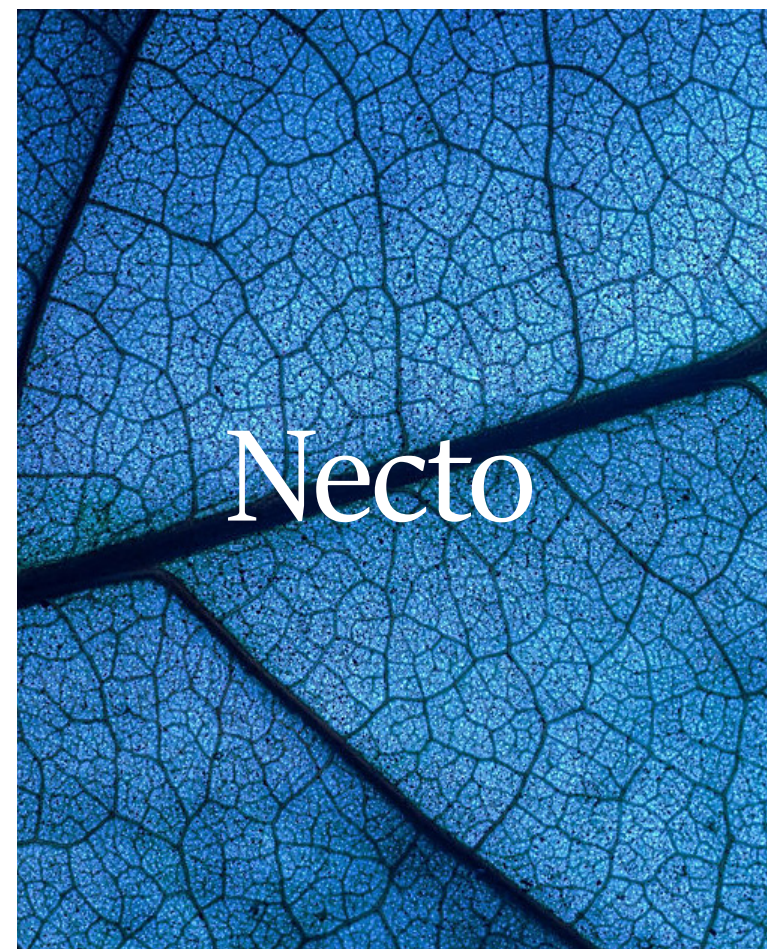
Improving fish and shrimp survival has always been a top priority for the aquaculture industry. As this can be impacted by a multitude of factors such as stress, environmental issues, and infections, the industry's focus has shifted from disease resistance towards welfare and well-being, with growing emphasis placed on resilience – the ability to withstand and cope with challenges.

With Necto, Skretting moves beyond traditional feed formulations to set a new benchmark in functional diets. Alongside the PhytoComplexes, Necto delivers an advanced blend of functional ingredients. Together, these components create a synergistic solution that targets multiple pathways to support fish resilience.

Necto enables fish to:

- Resist stressors affecting fish health and welfare
- Adapt to challenges and maintain performance
- Recover and return to normal function

Necto was formally launched in the Australian market in 2025, with on-farm validation trials taking place across multiple species in 2026.



Elevia – prawn hatchery feed validated at scale in Queensland to support performance and production

Elevia represents a new generation of prawn hatchery nutrition designed to better align with the natural feeding behaviour and nutritional requirements of larvae from zoea through to post-larvae.

Introduced to the Australian market in 2024, Elevia was first trialled at scale in prawn hatcheries across the Australian prawn industry in 2025.

Elevia reflects Skretting Australia's focus on delivering practical, high-performance solutions that support productivity, operational simplicity and improved environmental outcomes within local hatchery systems to support the sustainable development of the Australian prawn industry.

Unlike earlier approaches that relied on multiple specialised diets across life stages, Elevia provides a complementary, integrated nutrition solution that simplifies feeding programs and hatchery management.

At its core, Elevia combines hydrolysed marine proteins, algae-derived DHA, vitamins and minerals to support efficient nutrient uptake and strong early development.

This formulation supports improvements in muscle growth, gut integrity and lipid utilisation compared with conventional hatchery diets, resulting in more robust and resilient post-larvae at transfer.

Elevia also introduces advances in feed design and manufacturing. Low-temperature processing and precise particle sizing enhance feed stability and consistency, while encapsulation technology reduces nutrient leaching into the water column.

These improvements contribute to cleaner hatchery systems, better water quality, and reduced reliance on frequent water exchange.

The product is underpinned by extensive global research and validation, including more than six years of R&D and multiple commercial and research trials. Across these evaluations, Elevia has consistently demonstrated improvements in feed efficiency, survival rates and overall larval performance

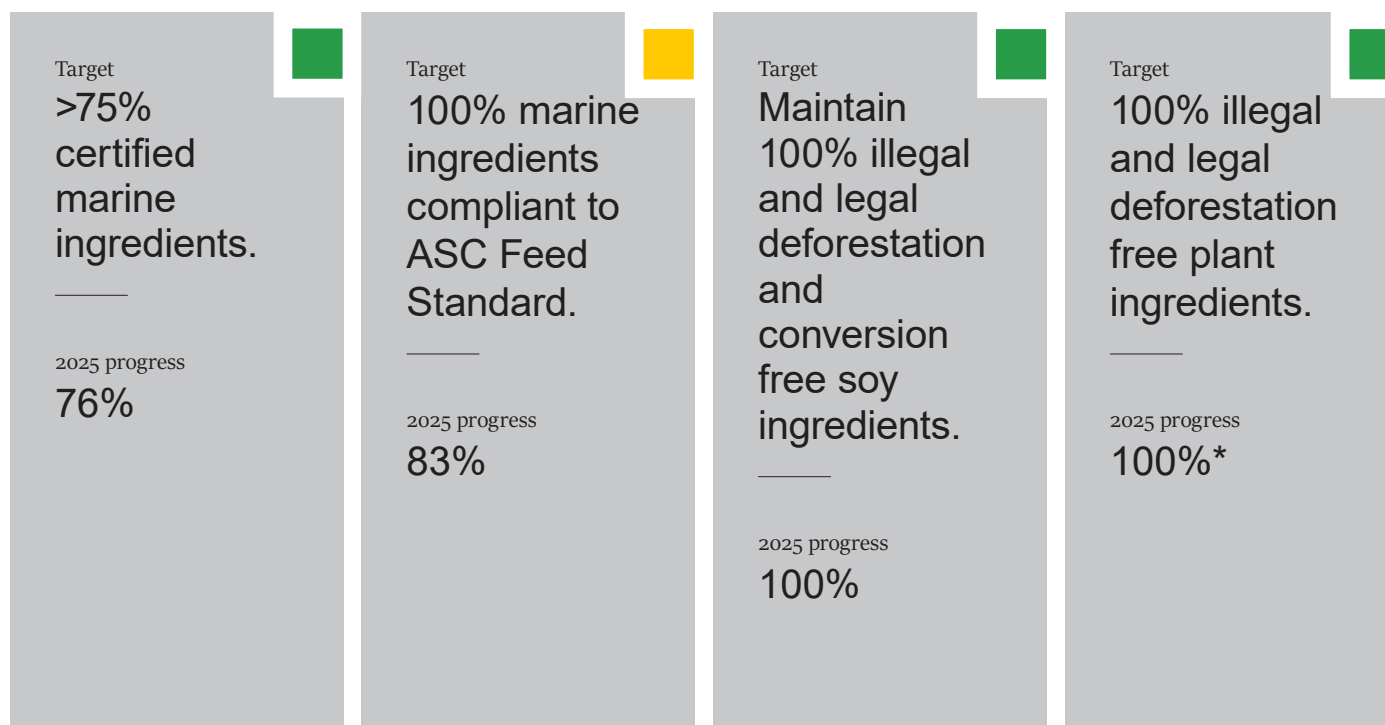


05 – Ingredients

Our Ingredient goals

Goals

Our progress 2025



* Only ingredients which account for more than 1% of our total received volume for the calendar year are subject to due diligence

Ingredient transparency and traceability data

Overview of Skretting Australia ingredient purchases in 2025.

Ingredient group	Ingredient	Average inclusion (%)	Primary raw material	Countries of primary production or cultivation
Vegetable	Wheat	10%	Wheat	Australia
	Wheat gluten meal	8%	Wheat	Australia & China
	Canola oil	8%	Canola	Australia
	Faba beans	5%	Faba bean	Australia
	Lupins	2%	Lupin	Australia
	Canola meal	1%	Canola	Australia
	Soybean meal	1%	Soybean	India
	Soy protein concentrate	1%	Soybean	Brazil
Land animal by-product	Poultry meal	11%	Chicken	Australia
	Poultry oil	7%	Chicken	Australia
	Feather meal	5%	Chicken	Australia
	Blood meal	1%	Cow	Australia
Marine	Fish meal from whole fish	16%	Fish	See page 54
	Fish meal from by-products	12%	Fish	See page 54
	Fish oil from whole fish	7%	Fish	See page 54
Micro ingredients	Vitamins and minerals	2%	n/a	Various
	Amino acids	1%	n/a	Various
	Functional ingredients	1%	n/a	Various
		100%W		

Plant ingredient classifications

Vegetable ingredients; country of cultivation and deforestation and conversion risk assessment pathway

Category	Ingredient	Country of cultivation	Illegal DCF assessment pathway	Legal DCF assessment pathway
Category 1	Soy protein concentrate	Brazil	Pathway 4 - Certification	Pathway 4 - Certification
	Soybean meal	India	Pathway 4 - Certification	Pathway 4 - Certification
Category 2	Wheat gluten meal	Australia China	Pathway 1 - Country of Origin Pathway 2 - Sub-sectoral assessment	Pathway 1 - Country of Origin Pathway 1 - Country of Origin
	Canola oil	Australia	Pathway 1 - Country of Origin	Pathway 1 - Country of Origin
	Wheat	Australia	Pathway 1 - Country of Origin	Pathway 1 - Country of Origin
Category 3	Faba beans	Australia	Pathway 1 - Country of Origin	Pathway 1 - Country of Origin
	Lupins	Australia	Pathway 1 - Country of Origin	Pathway 1 - Country of Origin
	Canola meal	Australia	Pathway 1 - Country of Origin	Pathway 1 - Country of Origin

All plant-based ingredients assessed in scope were demonstrated as low risk for illegal and legal deforestation and conversion through ASC-approved assessment pathways.

Certification status, classification, and traceability of marine ingredients in 2025, %

These tables show the share of marine ingredients sourced from whole fish and by-products, broken down by certification status. Further details pertaining to this topic can be found across the following pages.

Certification status of marine ingredients in 2025.

	FIP	MarinTrust	MSC	Certified and FIP	Uncertified
Whole fish	34%	7%	10%	51%	24%
By-products	-	-	25%	25%	-
Total	34%	7%	35%	76%	24%

Progress against our marine sourcing policy in 2025.

	Marine policy classes		Class categories
	2024	2025	
Class A+ and A	63%	42%	MSC, MarinTrust, MSC FIP
Class A-	17%	34%	MarinTrust FIP
Class C	20%	24%	None
Skretting total	100%	100%	

Skretting marine sourcing policy was under revision globally in 2025 and it will be re-published in 2026. The focus is to establish new targets for responsible sourcing and to further align with the definitions of global standards as updates have occurred since the policy's publication back in March 2022.

Whole fish volume and majority sustainability level (MSL) in 2025.

	Marine policy classes
	2025
Whole fish volume (t)	18,412
Category 1	43%
Category 2	9%
Category 3	3%
Category 4	14%
No certification	32%
Total	100%

Overview of species that make up 100% of the origin of marine ingredients in Skretting for whole fish and by-products (trimmings).

(0% means that the volume represents less than 0.5%).

Country of origin	Species	Latin name	Certificate	Whole fish	By-products	% of total fishmeal	% of total fish oil
American Samoa	Albacore tuna	<i>Thunnus alalunga</i>	MSC		Yes	7%	-
	Skipjack tuna	<i>Katsuwonus pelamis</i>	MSC		Yes	16%	-
	Yellowfin tuna	<i>Thunnus albacares</i>	MSC		Yes	2%	-
Antarctica	Antarctic krill	<i>Euphausia superba</i>	MSC	Yes		5%	-
Australia	Blue mackerel	<i>Scomber australasicus</i>	MSC	Yes		5%	2%
	Jack mackerel	<i>Trachurus declivis</i>	MSC	Yes		3%	1%
	Red bait	<i>Emmelichthys nitidus</i>	MSC	Yes		1%	0%
China	Chub mackerel	<i>Scomber japonicus</i>	None	Yes		-	4%
	Japanese anchovy	<i>Engraulis japonicus</i>	None	Yes		-	55%
	Japanese pilchard	<i>Sardinops melanostictus</i>	None	Yes		-	10%
India	Indian mackerel	<i>Rastrelliger kanagurta</i>	MT FIP None	Yes		13% -	10% 0%
	Fringescale sardine	<i>Sardinella fimbriata</i>	MT FIP	Yes		15%	3%
	Indian oil sardine	<i>Sardinella longiceps</i>	MT FIP None	Yes		14% -	6% 6%
Mauritius	Skipjack tuna	<i>Katsuwonus pelamis</i>	MSC		Yes	5%	-
	Yellowfin tuna	<i>Thunnus albacares</i>	MSC		Yes	0%	-
	Albacore tuna	<i>Thunnus alalunga</i>	MSC		Yes	1%	-
Mexico	Monterrey sardine	<i>Sardinops sagax</i>	MarinTrust	Yes		-	3%
Peru	Peruvian anchovy	<i>Engraulis ringens</i>	MarinTrust	Yes		9%	-
South Africa	Shallow-water cape hake	<i>Merluccius capensis</i>	MSC		Yes	5%	-
Total						100%	100%

MT FIP, MarinTrust Fishery Improvement Project; MSC, Marine Stewardship Council.

o6 – Organisational profile

Our operations & market

Name: Gibson's Ltd trading as Skretting Australia
Owner: Part of Nutreco, privately owned by SHV Holdings
Scale: > 117,000 metric tonnes
Period: Reporting Jan 1 – December 31, 2025

Species breakdown of feed production

Atlantic salmon 59%

King salmon 15%

Barramundi 16%

Giant tiger prawn 10%

Yellowtail kingfish 1%

Memberships

- Australian Barramundi Farmers Association
- Australian Packaging Covenant Organisation
- Australian Prawn Farmers Association
- Australian Renderers Association
- Chartered Accountants Australia and New Zealand
- Experimental Aquaculture Facility Advisory Committee
- Reconciliation Tasmania
- Stockfeed Manufacturer's Association
- Seafood Industry Australia
- Tasmanian Farmed Salmon Alliance
- Tasmanian Suicide Prevention Community Network
- Women in Seafood Australasia



Our certifications

ASC

The Aquaculture Stewardship Council (ASC) Feed Standard sets rigorous environmental and social requirements for the responsible production of aquaculture feed.

The standard covers responsible ingredient sourcing, environmental management, human and labour rights, due diligence, and traceability. Certification provides assurance that aquaculture feed is produced using responsible practices that support environmental stewardship, ethical supply chains, and transparency throughout the feed value chain.

ISO 45001

ISO 45001 is an international standard for occupational health and safety management systems. It focuses on preventing work-related injuries and illnesses by promoting a safe and healthy work environment.

This demonstrates a commitment to maintaining the highest levels of workplace safety and health, reducing the risk of incidents, and enhancing employee

BAP

Best Aquaculture Practices (BAP) Feed Mill Certification ensures that feed mills adhere to stringent environmental and social standards.

This certification covers food safety, environmental responsibility, animal welfare, and social accountability. It guarantees that the feed used in aquaculture operations is produced sustainably, with minimal environmental impact and adherence to high standards of worker welfare.

ISO 9001

ISO 9001 is a globally recognized standard for quality management systems. It outlines criteria for a quality management system focused on meeting customer requirements, enhancing customer satisfaction, and continuous improvement.

This ensures consistent quality in products and services, backed by a robust framework for managing and improving quality processes.

Global G.A.P

Global G.A.P. Compound Feed Manufacturing Certification ensures that compound feed is produced according to rigorous food safety, environmental, and animal welfare standards.

This confirms that the feed meets high safety and sustainability criteria, supporting responsible and safe food production practices.

ISO 14001

ISO 14001 is an international standard for environmental management systems. It provides a framework for organizations to manage their environmental responsibilities effectively, including reducing waste and energy consumption.

This reflects a strong commitment to environmental stewardship and sustainability, ensuring environmentally friendly practices and continuous improvement in environmental performance.

FeedSafe

FeedSafe Certification is a standard developed by the feed industry to ensure feed safety and quality. It covers the entire feed production process, from ingredient sourcing to manufacturing practices.

This ensures that feed is produced under stringent safety and quality controls, reducing the risk of contamination and ensuring the health and safety of livestock and aquaculture species.

HACCP

Hazard Analysis Critical Control Point (HACCP) is a systematic approach to food safety that identifies, evaluates, and controls hazards throughout the food production process.

This guarantees that potential food safety hazards are identified and mitigated, ensuring the highest standards of food

skretting.com/en-au