



# **The Sustainable Barramundi Farming in Srilanka -Oceanpick**

**ESMS DISCLOSURE 2023**

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## INTRODUCTION:

### SUSTAINABLY CULTIVATING BARRAMUNDI IN SRI LANKA

Aquaculture has emerged as a critical player in meeting the world's growing demand for seafood. Among the pioneers in sustainable aquaculture is Oceanpick, the leading barramundi farm in Sri Lanka. In this, we delve into the purpose of establishing an Environmental and Social Management System (ESMS) at Oceanpick, emphasizing its commitment to sustainable practices that set it apart in the aquaculture industry.

With our state-of-the-art hatchery, the Alain Michel Hatchery, and our innovative sea cages facility, we take pride in providing our customers with high-quality barramundi while minimizing our environmental impact.

#### 1. Alain Michel Hatchery:

At Oceanpick, sustainability is at the heart of our operations. We begin our journey towards sustainable barramundi farming at the renowned Alain Michel Hatchery. With careful attention to detail, we ensure that our barramundi receives the best start in life. Our experienced team of aquaculture experts meticulously monitors water quality, temperature, and nutrition to create an optimal environment for the barramundi fry to thrive.

#### 2. Fish Farm:

Once our barramundi reaches an appropriate size, we transfer them to our Fish farm, sea cages situated in the pristine waters Trincomalee, Sri Lankan coastal regions. These sea cages provide a carefully balanced environment that replicates the barramundi's natural habitat while incorporating innovative design elements.

By leveraging the natural ocean currents, our fish farm, sea cages ensure a constant flow of fresh seawater, preventing waste buildup and maintaining ideal water quality for our fish. This thoughtful approach minimizes our impact on local ecosystems while maximizing the growth potential of our barramundi.

The core purpose of establishing an ESMS at Oceanpick is to formalize and strengthen the company's commitment to sustainability. This system serves as a comprehensive framework that not only guides day-to-day operations but also sets the stage for continual improvement in environmental and social performance.

The Company's ESMS includes the following parts:

- **Water Quality Management**
- **Waste Management/Pollution Control**
- **Conserve Natural Habitat, Local Biodiversity, Ecosystem Structure & Function**
- **Protect The Health & Genetic Integrity of Wild Populations**
- **Control of Escapes**
- **Feed Management**
- **Animal Health Management & Welfare**
- **Legal Rights and Regulatory Compliance**
- **Stakeholders' Engagement & Effective Conflict Resolution**
- **Workers Policy, Rights & Employee Relation**
- **Health & Safety Management**
- **Crisis Management & Emergency Preparedness**

## CHAPTER 1: ENVIRONMENTAL AND SOCIAL POLICY STATEMENT

At Oceanpick, we, as the leading barramundi farm in Sri Lanka, are deeply committed to championing sustainable practices that set us apart in the aquaculture industry. Our dedication to environmental responsibility forms the bedrock of our operations, showcased through our state-of-the-art facilities – the Alain Michel Hatchery and our cutting-edge sea cages.

Oceanpick proudly leads the way in barramundi cultivation through sustainable methods, guided by a robust commitment to environmental conservation and social responsibility. Recognizing our pivotal role in meeting global seafood demands, we actively minimize our ecological footprint.

The journey towards sustainable barramundi farming commences at our renowned Alain Michel Hatchery. Here, our experienced aquaculture team meticulously tends to every detail, ensuring optimal conditions for the early life stages of barramundi. We prioritize water quality, temperature, and nutrition to provide the best start in life for our fish, reflecting our commitment to ethical and responsible aquaculture.

Our dedication to sustainability extends to our innovative sea cages facility, located in the pristine waters of Sri Lanka's coastal regions. These cages are designed to replicate the natural habitat of barramundi, incorporating cutting-edge features. By leveraging natural ocean currents, we maintain an ideal environment for our fish, minimizing waste buildup and reducing our overall impact on the local ecosystem.

Oceanpick takes pride in delivering high-quality barramundi to our customers while actively minimizing our environmental impact. We understand the importance of balancing seafood demand with the preservation of our oceans, and our practices reflect this commitment. Recognizing that sustainability is a continuous journey, not a destination, Oceanpick is devoted to ongoing improvement and innovation in our aquaculture practices. Through continuous research and development, we strive to adopt the latest advancements in sustainable aquaculture, ensuring that we remain at the forefront of environmental stewardship.

Oceanpick values the communities in which we operate. We actively engage with local stakeholders, supporting initiatives that promote social well-being and economic development. Our operations are designed to be socially responsible, contributing positively to the livelihoods of those around us.

Oceanpick is committed to transparency and accountability in all aspects of our operations. We openly communicate our environmental and social performance, inviting feedback and collaboration from stakeholders as we work towards shared goals of sustainability and responsible aquaculture.

## CHAPTER 2: IDENTIFICATION AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS

Oceanpick is committed to proactively addressing challenges to ensure the long-term health and sustainability of its barramundi farming operations. As the aquaculture industry undergoes evolution, Oceanpick's steadfast commitment to sustainable practices establishes it as a frontrunner. The risk assessment carried out by Oceanpick is founded on evaluating the level of risk associated with each activity, coupled with the implementation of appropriate mitigation measures. Moreover, the identified risks are systematically categorized based on their likelihood and consequences, ranging from Minor to Severe.

In this comprehensive analysis, we delve into the identification of key environmental and social risks and their potential impacts on our hatchery and farm. The critical issues and consequences that have surfaced from this thorough risk assessment encompass:

1. Environmental Risk
2. Social Risk
3. Operational Risk
4. Legal Rights and Regulatory Risk
5. Health and Safety Risk

These identified issues and impacts constitute the cornerstone of Oceanpick's commitment to responsible and sustainable aquaculture practices.

### 1. ENVIRONMENTAL RISK MANAGEMENT

Recognizing the delicate balance between progress and environmental conservation, Oceanpick places significant emphasis on identifying and mitigating environmental risks. These risks span from water quality management to the potential impacts on local ecosystems. Through rigorous assessments, Oceanpick is not just meeting regulatory standards but surpassing them, setting a benchmark for sustainable aquaculture practices in Sri Lanka and beyond.

Oceanpick stands as a beacon of commitment to not just productivity but environmental stewardship. As proud owners of a fish hatchery responsible for larvae production, Oceanpick acknowledges the delicate balance between progress and environmental preservation. This commitment extends to a comprehensive evaluation of operational risks, particularly those tied to environmental considerations.

- **Water Quality Management**

Water quality management is at the forefront of Oceanpick's environmental risk mitigation strategy. The health and vitality of barramundi depend significantly on the quality of the water they inhabit. Through advanced monitoring systems and regular assessments, Oceanpick ensures that parameters such as pH levels, dissolved oxygen content, and nutrient concentrations are maintained at optimal levels. This proactive approach not only safeguards the well-being of the barramundi but also contributes to the overall health of the aquatic ecosystem.

- **Waste Management/Pollution Control:**

Recognizing the potential impact of aquaculture on the surrounding environment, Oceanpick places a significant emphasis on waste management and pollution control. Rigorous protocols for waste disposal, coupled with state-of-the-art pollution control measures, are integral components of Oceanpick's operational strategy. By exceeding regulatory standards, Oceanpick sets a benchmark for responsible aquaculture practices, ensuring that its operations leave a minimal ecological footprint.

- Conserve Natural Habitat, Local Biodiversity, Ecosystem Structure & Function:**  
 Oceanpick commitment to environmental conservation goes beyond meeting minimum requirements. The farm actively engages in the preservation of natural habitats, local biodiversity, and the overall ecosystem structure and function. Through partnerships with conservation organizations and community involvement, Oceanpick contributes to the broader health of the aquatic environment. This holistic approach is not just a responsibility; it's a demonstration of Oceanpick dedication to being a sustainable force in Sri Lanka's aquaculture industry.
- Protect The Health & Genetic Integrity of Wild Populations:**  
 Understanding the interconnectedness of aquaculture and the broader ecosystem, Oceanpick takes a proactive stance in protecting the health and genetic integrity of wild populations. Beyond regulatory compliance, the farm invests in research initiatives that contribute to the overall well-being of the aquatic ecosystem. This commitment is a testament to Oceanpick ethical stewardship and its role in fostering a harmonious coexistence between farmed and wild aquatic populations.
- Control of Escapes:**  
 The escape of farmed fish into the wild can have detrimental effects on local ecosystems. Oceanpick addresses this environmental risk by implementing stringent measures to control escapes. Advanced containment systems, coupled with constant monitoring, ensure that the barramundi population remains within the confines of the sea cages, preventing unintended ecological consequences. This commitment underscores Oceanpick responsibility not just to its operation but to the broader aquatic environment.
- Feed Management:**  
 A crucial aspect of Oceanpick environmental risk mitigation strategy is feed management. The farm is dedicated to sourcing and utilizing sustainable feed options, minimizing the environmental impact of barramundi farming. Through continuous research and development, Oceanpick ensures that the nutritional needs of the fish are met without compromising the delicate balance of the surrounding ecosystem. This sustainable approach sets Oceanpick apart as a leader in environmentally conscious aquaculture practices.
- Animal Health Management & Welfare:**  
 Oceanpick extends its commitment to environmental preservation to the health and welfare of its barramundi. Rigorous animal health management protocols are in place to minimize disease outbreaks and prioritize the overall welfare of the fish. This not only aligns with ethical aquaculture practices but also safeguards the integrity of the aquatic environment. Oceanpick approach is not just about productivity; it's about fostering a symbiotic relationship between aquaculture and the environment.
- Research and Development:**  
 Oceanpick commitment to sustainable aquaculture extends to ongoing research and development initiatives. By investing in innovative solutions and practices, the farm aims to address emerging environmental challenges. This pioneering spirit not only keeps Oceanpick at the forefront of the industry but also sets a precedent for others to follow in the pursuit of environmentally conscious aquaculture.

## 2. SOCIAL RISK MANAGEMENT AND STAKEHOLDER ENGAGEMENT

Understanding that aquaculture doesn't exist in isolation, Oceanpick keenly assesses social risks tied to its operations. This includes evaluating the potential impact on local communities, addressing concerns related to employment, and actively engaging with stakeholders. By prioritizing community relations, Oceanpick ensures that its aquaculture practices not only contribute to economic development but also foster a positive social impact.

- **Community Engagement:**

Central to Oceanpick social risk mitigation strategy is active and transparent community engagement. The farm prioritizes building trust and understanding among local communities, fostering an environment where concerns and feedback are valued. Regular dialogue sessions, community meetings, and collaboration initiatives create a platform for open communication, ensuring that Oceanpick remains attuned to the needs and aspirations of the communities surrounding its sea cage barramundi farming operations.

- **Stakeholder Engagement:**

Oceanpick recognizes that successful aquaculture is a collaborative effort. Social risk mitigation involves actively engaging with stakeholders, including governmental bodies, non-governmental organizations, and other industry players. By fostering collaboration, Oceanpick ensures that its operations align with broader societal goals and expectations. This approach not only mitigates potential conflicts but also positions Oceanpick as a responsible and accountable player in the sea cage barramundi farming sector.

- **Employment Impact:**

The potential impact on employment is a crucial aspect of social risk in aquaculture. Oceanpick takes a proactive stance by thoroughly evaluating and addressing concerns related to employment. This includes creating opportunities for local employment, offering training programs, and implementing fair labor practices. By prioritizing the well-being and livelihoods of the local workforce, Oceanpick not only mitigates social risk but contributes to the economic empowerment of the communities it operates within.

- **Labor Practices and Ethical Employment**

Our commitment to social responsibility extends to our workforce. Oceanpick adheres to ethical labor practices in accordance with the SMETA international standards and covering the local regulatory requirements, ensuring fair wages, safe working conditions, and continuous training for our employees. This approach not only benefits our team but also contributes to the overall social well-being.

- **Cultural Sensitivity:**

Understanding the cultural fabric of the communities surrounding its operations is paramount for Oceanpick. Social risk is mitigated by respecting local values, traditions, and practices. The farm incorporates cultural sensitivity into its operational practices, ensuring that its presence complements rather than disrupts the local way of life. By aligning with cultural values, Oceanpick fosters a positive relationship with communities, minimizing potential social tensions.

- **Education and Awareness Programs:**

Oceanpick commitment to social risk mitigation goes beyond immediate concerns. The farm invests in education and awareness programs to empower local communities. These programs encompass environmental education, sustainable practices, and skill development initiatives. By enhancing the knowledge base and skill sets of the local population, Oceanpick contributes to the long-term resilience and well-being of the communities.



- **Community Development Projects:**  
As part of its holistic approach, Oceanpick initiates community development projects. These projects aim to address specific needs identified through ongoing engagement and assessments. Positive it's infrastructure development, healthcare initiatives, or educational support, Oceanpick commitment to positive social impact is reflected in tangible contributions that enhance the quality of life for the communities intertwined with its sea cage barramundi farming operations.
- **Sustaining Communities:**  
Oceanpick dedication to social risk mitigation in sea cage barramundi farming goes beyond immediate measures; it is an ongoing commitment deeply embedded in the farm's ethos. As the farm evolves, it continually refines and expands its strategies to ensure that its operations not only thrive economically but also foster a positive and enduring social impact in Sri Lanka.
- **Empowering Women in Aquaculture**  
Recognizing the vital role women play in local communities, Oceanpick initiates programs to empower women in aquaculture. These efforts include training programs, skill development initiatives, and creating opportunities for women to actively participate in various aspects of barramundi farming. By fostering gender inclusivity, Oceanpick contributes to a more equitable and empowered community.
- **Health and Wellness Initiatives**  
Oceanpick understands that the well-being of communities is intricately linked to health. The farm proactively engages in health and wellness initiatives, including healthcare programs, access to clean water, and nutritional support. By prioritizing community health, Oceanpick not only mitigates social risks related to health issues but also contributes to the overall resilience and vitality of the communities it serves.
- **Transparent Communication Channels**  
In its commitment to social harmony, Oceanpick maintains transparent communication channels with local communities. Regular updates, feedback mechanisms, and accessible points of contact ensure that community concerns are promptly addressed and that Oceanpick remains a responsive and responsible partner. This transparency builds trust and minimizes the risk of misunderstandings or miscommunication.
- **Educational Partnerships**  
Oceanpick extends its commitment to education by establishing partnerships with local educational institutions. Collaborative initiatives, such as scholarships, mentorship programs, and educational outreach, contribute to the academic development of local youth. By investing in education, Oceanpick not only addresses social risk but actively participates in shaping a knowledgeable and skilled future generation.
- **Cultural Exchange Programs**  
To further strengthen ties with local communities, Oceanpick initiates cultural exchange programs. These programs provide opportunities for the Oceanpick team to immerse themselves in local cultures, fostering mutual understanding and respect. By celebrating diversity and embracing cultural exchange, Oceanpick mitigates social risks associated with cultural differences and promotes a harmonious coexistence.
- **Social Impact Assessments**  
As part of its continuous improvement process, Oceanpick conducts regular social impact assessments. These assessments help identify evolving social dynamics, potential risks, and opportunities for positive impact. By staying proactive in its approach, Oceanpick ensures that its operations align with the changing needs and expectations of the communities it collaborates with.



- **Innovation for Social Sustainability**

Oceanpick leverages innovation not just for operational efficiency but also for social sustainability. The farm explores creative solutions to address specific social challenges, whether through technology-driven community initiatives, eco-friendly practices, or inclusive business models. This innovative spirit ensures that Oceanpick remains at the forefront of socially responsible aquaculture practices.

In the intricate domain of sea cage barramundi farming in Sri Lanka, Oceanpick places the highest premium on the health and safety of both its dedicated workforce and the thriving barramundi population. The farm's commitment to safeguarding well-being extends beyond routine measures; it involves a rigorous evaluation of operational risks and the implementation of stringent safety protocols to create a secure environment for all stakeholders involved.

### 3. OPERATIONAL RISK MANAGEMENT

At the forefront of Oceanpick risk assessment is the operational risk, a category encompassing potential disruptions that might impact the day-to-day functioning of the aquaculture enterprise. From equipment malfunctions to supply chain interruptions, Oceanpick has methodically evaluated the likelihood and consequences of each operational risk, ensuring that mitigation measures are not just reactive but preemptive. This proactive approach ensures the uninterrupted and efficient operation of the hatchery and farm.

- **Equipment Malfunctions:**

One of the primary operational risks Oceanpick confronts is equipment malfunctions. Recognizing the critical role that machinery plays in the barramundi farming process, Oceanpick has implemented a proactive approach to evaluate and mitigate this risk. Regular maintenance schedules, real-time monitoring systems, and redundancy measures are in place to ensure that equipment malfunctions are not just addressed reactively but are prevented with precision.

- **Supply Chain Interruptions:**

In the intricate web of barramundi farming, supply chain interruptions can have far-reaching consequences. Oceanpick, with its forward-thinking operational risk mitigation strategy, has thoroughly assessed the likelihood and consequences of supply chain disruptions. Diversification of suppliers, strategic stockpiling of essential resources, and constant communication channels with suppliers ensure that the farm operates seamlessly, even in the face of external challenges.

- **Larvae Production:**

As the proud owner of a fish hatchery, Oceanpick recognizes the pivotal role larvae production plays in the entire barramundi farming process. Operational risks in the hatchery, such as disease outbreaks or water quality issues, are addressed through rigorous protocols. Regular health checks for larvae, advanced water quality monitoring systems, and contingency plans in case of unforeseen circumstances demonstrate Oceanpick commitment to ensuring a robust hatchery operation.

- **Climate Variability:**

Sri Lanka's climate variability presents a unique set of challenges for barramundi farming. Oceanpick navigates this operational risk by incorporating adaptive strategies. Climate monitoring systems provide real-time data, allowing the farm to anticipate and adapt to changes in weather patterns. Additionally, infrastructure enhancements, such as climate-controlled environments for the hatchery, showcase Oceanpick commitment to precision in the face of nature's dynamics.

- **Disease Management:**

Operational risk within the hatchery and farm includes the potential for disease outbreaks among the barramundi fish. Oceanpick mitigation strategy involves stringent disease management protocols. Regular health screenings, quarantine measures, and collaboration with veterinary experts are integral components. This proactive stance not only protects the current barramundi population but also contributes to the overall health of the aquaculture industry in Sri Lanka.

- **Technological Integration:**

Oceanpick recognizes that technology is a powerful ally in mitigating operational risks. The farm embraces state-of-the-art monitoring and data analytics tools to enhance operational efficiency. Real-time data on water quality, equipment performance, and environmental conditions empower Oceanpick to make informed decisions swiftly, further fortifying its position as a leader in the barramundi farming industry.

- **Market Fluctuations:**

The aquaculture industry is not immune to market fluctuations. Oceanpick mitigates this operational risk through strategic planning and diversification. A keen understanding of market trends, coupled with proactive measures such as securing strategic partnerships and exploring new markets, positions Oceanpick as a resilient player in the face of economic uncertainties.

- **Data Security:**

In the digital age, data security is a critical operational consideration. Oceanpick prioritizes the safeguarding of sensitive information related to its operations. Robust cybersecurity measures, employee training on data protection, and regular assessments of digital vulnerabilities demonstrate Oceanpick commitment to ensuring the security and integrity of its operational data.

- **Sustainable Practices Certification:**

Oceanpick pursuit of operational excellence extends to achieving and maintaining certifications for sustainable practices. We are certified with BAP and SMETA international standards. These certifications, recognized on a global scale, not only validate Oceanpick commitment to responsible aquaculture but also mitigate potential risks associated with environmental concerns and market demands for sustainability.

#### 4. LEGAL RIGHTS AND REGULATORY RISK MANAGEMENT

In the dynamic landscape of sea cage barramundi farming in Sri Lanka, Oceanpick doesn't just navigate legalities and regulations; it leads with a commitment to unwavering compliance. The farm's meticulous evaluation of legal rights and regulatory risks is not merely a necessity but a proactive approach to ensure that every facet of its aquaculture operation aligns seamlessly with both local and international standards.

- **Regulatory Compliance:**

Oceanpick understands that adherence to regulatory standards is not just a legal obligation but a cornerstone of responsible aquaculture. The farm goes beyond meeting the minimum requirements, actively participating in the development of industry standards. Regular audits, robust documentation processes, and continuous education for its team members are integral components of Oceanpick approach to regulatory compliance, ensuring that the farm operates at the highest standards set by governing bodies.

- **Legal Rights Assessment:**

Legal rights are the foundation upon which Oceanpick builds its aquaculture practices. The farm conducts thorough assessments to identify potential legal challenges and risks. This anticipatory approach allows Oceanpick to proactively address issues related to land rights, water usage, and other legal aspects associated with sea cage barramundi farming. By staying ahead of potential legal hurdles, Oceanpick safeguards its operational continuity.

- **Environmental Compliance:**

Beyond mere legalities, Oceanpick acknowledges the importance of environmental compliance. The farm's commitment extends to ensuring that its aquaculture practices align with environmental regulations. Rigorous assessments and adherence to environmental impact assessments are inherent in the operational processes. This not only safeguards the natural ecosystem but also positions Oceanpick as a responsible steward of Sri Lanka's aquatic environment.

- **Transparency and Reporting:**

Oceanpick commitment to legal rights and regulatory compliance extends to transparent reporting practices. The farm actively communicates its adherence to legal and regulatory standards, not just internally but to external stakeholders as well. This transparency builds trust among regulatory bodies, local communities, and consumers, further solidifying Oceanpick position as a leader in the sea cage barramundi farming industry.

- **Stakeholder Collaboration:**

Recognizing that regulatory landscapes can evolve, Oceanpick engages in collaborative efforts with regulatory bodies. The farm actively participates in discussions, providing insights and perspectives to shape responsible and effective regulations. This proactive engagement not only positions Oceanpick as a collaborative industry player but also ensures that its operations align with evolving legal standards.

- **Continuous Legal Education:**

Oceanpick commitment to legal rights and regulatory compliance is reinforced through continuous legal education for its team members. Keeping abreast of legal developments, industry updates, and evolving compliance standards empowers the Oceanpick team to navigate legal complexities with precision. This investment in legal education is a proactive measure that minimizes the risk of inadvertent legal oversights.

- **Risk Mitigation Strategies**

Legal rights and regulatory risks are not static; they evolve with industry dynamics and external factors. Oceanpick employs dynamic risk mitigation strategies to anticipate and address emerging challenges. Regular risk assessments, scenario planning, and a proactive stance in adjusting operational practices contribute to the farm's ability to navigate legal complexities with agility and foresight.

- **International Standards Adherence**

As a leader in sea cage barramundi farming, Oceanpick extends its commitment beyond local regulations to align with international standards. The farm actively seeks certifications and accreditations that demonstrate its adherence to globally recognized benchmarks for responsible aquaculture. This not only enhances Oceanpick credibility on a global scale but also mitigates potential risks associated with international market access.

- **Ethical Supply Chain Management**

Legal and regulatory compliance extend beyond the farm gates to Oceanpick entire supply chain. The farm rigorously evaluates and collaborates with its suppliers to ensure that ethical and legal standards are maintained throughout the production process. This comprehensive approach minimizes risks associated with the supply chain, fostering a network of partners committed to the same high standards of legal and regulatory integrity.

## 5. HEALTH AND SAFETY RISKS & EMERGENCY PREPAREDNESS AND RESPONSE

In the intricate tapestry of sea cage barramundi farming in Sri Lanka, Oceanpick stands as a beacon of commitment to the health and safety of its workforce and the barramundi population. The comprehensive approach to addressing Health and Safety Risks, coupled with a robust Emergency Preparedness and Response plan, reflects Oceanpick unwavering dedication to creating a secure and resilient environment.

### HEALTH AND SAFETY:

- **Rigorous Workforce Training**  
Oceanpick initiates its health and safety commitment with rigorous training programs for its workforce. From understanding the intricacies of sea cage operations to emergency response procedures, every team member is equipped with the knowledge and skills necessary to navigate potential risks with precision.
- **Hazard Identification and Mitigation**  
Through meticulous risk assessments, Oceanpick identifies potential health hazards associated with barramundi farming operations. Whether it's the handling of equipment, interaction with marine life, or emergency scenarios, the farm proactively addresses these risks, implementing mitigation measures to ensure a safe working environment.
- **Stringent Safety Protocols**  
Safety is non-negotiable at Oceanpick. The farm implements stringent safety protocols that not only meet regulatory standards but exceed them. Regular audits and inspections ensure the consistent implementation of these protocols, fostering a culture where safety is ingrained in every aspect of sea cage barramundi farming.
- **Health Monitoring of Barramundi Population**  
Beyond human safety, Oceanpick extends its commitment to the health of the barramundi population. Regular health assessments and monitoring protocols are in place to detect and address any potential risks to aquatic life promptly. This holistic approach ensures the well-being of both the workforce and the thriving barramundi.

### EMERGENCY PREPAREDNESS AND RESPONSE:

- **Comprehensive Emergency Response Plans**  
Oceanpick doesn't merely prepare for emergencies; it plans for them comprehensively. The farm has well-defined emergency response plans that cover a spectrum of scenarios, from health emergencies to unforeseen accidents. Regular drills and simulations ensure that the team is well-prepared to execute these plans with precision when needed.
- **Continuous Training for Emergency Situations**  
Recognizing the dynamic nature of aquaculture, Oceanpick invests in continuous training for emergency situations. This includes first aid training, evacuation procedures, and crisis communication. The goal is to empower the workforce to respond swiftly and effectively in the face of unforeseen events, minimizing potential risks to both human and aquatic life.
- **Collaborative Engagement with Authorities**  
Oceanpick actively engages with local authorities and emergency services to ensure a collaborative and coordinated response in times of crisis. This collaborative approach extends to community relations, emphasizing the interconnectedness of emergency response efforts with the broader community's well-being.

- **A Unified Approach: Integrating Health, Safety, and Emergency Preparedness**

At Oceanpick, health, safety, and emergency preparedness are not isolated elements but integral components of a unified approach to responsible sea cage barramundi farming. By proactively addressing health and safety risks, implementing stringent safety protocols, preparing for emergencies with comprehensive plans and continuous training, and leveraging technology for monitoring, Oceanpick ensures a secure and resilient environment for its workforce and the barramundi population.

In essence, Oceanpick commitment to health and safety, coupled with its proactive approach to emergency preparedness and response, reflects a philosophy deeply rooted in responsible and sustainable sea cage barramundi farming practices. This commitment not only safeguards the farm's operations but positions Oceanpick as a leader in setting industry standards for a secure and thriving aquaculture environment.



## CHAPTER 3: ORGANIZATIONAL CAPACITY AND COMPETENCY

Oceanpick is deeply committed to fortifying our organizational capacity and competency by establishing, maintaining, and enhancing a structured framework. This framework is meticulously designed to clearly define roles, responsibilities, and authority, ensuring the effective implementation of our Environmental and Social Management System (ESMS). While ultimate responsibility for the ESMS rests with our leadership, Oceanpick relies on a collaborative effort from a team of key senior managers across various departments. These departments encompass critical areas such as Fish Hatchery Operations, Sea Cage Farming, Quality Assurance, Human Resources & Administration, Supply Chain, and more.

Our organizational structure is a testament to our commitment to a comprehensive integration of the ESMS throughout the entirety of our operations. The synergy among our diverse teams ensures that each department plays a vital role in supporting and advancing the principles of environmental and social responsibility.

Oceanpick recognizes the dynamic nature of our ESMS policies and processes, acknowledging their continuous evolution. This awareness fuels our dedication to the ongoing improvement of our Environmental, Social, and Governance (ESG) performance. Actively seeking opportunities for enhancement and innovation within our sea cage barramundi farming operations and associated practices, Oceanpick is steadfast in its commitment to remaining at the forefront of environmental and social responsibility within the aquaculture industry.

Our organizational capacity and competency extend beyond mere compliance; they are rooted in a proactive approach to sustainability. Through transparent communication, ongoing training programs, and a commitment to adaptability, Oceanpick ensures that our teams are well-equipped to navigate the complexities of our evolving ESMS. This proactive stance not only strengthens our internal processes but also positions Oceanpick as a dynamic force in shaping the future of responsible aquaculture.

## CHAPTER 4: EXTERNAL COMMUNICATIONS, GRIEVANCE MECHANISM, AND ONGOING REPORTING TO AFFECTED COMMUNITIES

In the expansive waters of sea cage barramundi farming in Sri Lanka, Oceanpick not only nurtures barramundi but fosters transparent relationships with external stakeholders and communities. With a dedicated fish hatchery for larvae production and advanced sea cage fish farming facilities, Oceanpick commitment extends beyond aquaculture to robust External Communications, a Grievance Mechanism, and Ongoing Reporting to the communities it affects.

### External Communications:

- **Open and Transparent Dialogue**

Oceanpick recognizes the importance of open and transparent communication with external stakeholders. The farm actively engages in a continuous dialogue through various channels, disseminating information about its barramundi farming practices, sustainability initiatives, and the broader impact on the environment. This commitment to openness builds trust and understanding within the communities and beyond.

- **Stakeholder Engagement**

External Communications at Oceanpick goes beyond information-sharing; it's about meaningful engagement. The farm actively seeks feedback, concerns, and suggestions from external stakeholders, including local communities, regulatory bodies, and environmental organizations. This two-way communication fosters a collaborative approach, ensuring that Oceanpick remains responsive to the needs and expectations of its stakeholders.

- **Educational Outreach**

Oceanpick utilizes External Communications as a tool for education. The farm disseminates information about responsible aquaculture practices, environmental conservation, and the socio-economic benefits of barramundi farming. By fostering awareness, Oceanpick contributes to a more informed community that understands the positive impact of sustainable aquaculture.

### Grievance Mechanism:

- **Accessible Reporting Channels**

Recognizing the importance of community input, Oceanpick has established a Grievance Mechanism that provides accessible reporting channels. This mechanism allows individuals and communities affected by the farm's operations to voice concerns, register grievances, and seek resolution. Oceanpick ensures that these channels are widely communicated and easily accessible to all stakeholders.

- **Responsive Resolution**

Oceanpick doesn't just establish a Grievance Mechanism; it ensures a responsive approach to addressing concerns. The farm has dedicated processes to promptly investigate and address reported grievances. This commitment to swift and fair resolution underscores Oceanpick dedication to accountability and responsible business practices.

- **Continuous Improvement**

The Grievance Mechanism at Oceanpick isn't static; it's a tool for continuous improvement. Feedback from the community, whether positive or critical, is analyzed to identify areas for enhancement. This iterative process ensures that Oceanpick operations align with community expectations and contribute positively to the socio-economic fabric.

**Ongoing Reporting to Affected Communities:**

- **Regular Updates and Reports**

Oceanpick believes in keeping affected communities informed about its activities and their impact. The farm provides regular updates and reports detailing its barramundi farming practices, environmental initiatives, and contributions to community development. This ongoing reporting ensures that communities are well-informed and engaged partners in Oceanpick journey.

- **Impact Assessment Communication**

As part of Ongoing Reporting, Oceanpick communicates the results of its impact assessments to affected communities. Whether it's the environmental impact of sea cage farming or the socio-economic benefits generated, the farm ensures that the information is accessible and understandable. This transparency fosters trust and allows communities to make informed assessments of Oceanpick contributions.

- **Collaborative Initiatives**

Ongoing Reporting at Oceanpick isn't a unilateral communication; it's a collaborative initiative. The farm actively seeks input from affected communities on the content and format of its reports, ensuring that the information provided is relevant, comprehensible, and aligns with the priorities of the communities it serves.

- **A Vision for Responsible Aquaculture**

As Oceanpick navigates the vast seas of barramundi farming, its commitment to External Communications, Grievance Mechanism, and Ongoing Reporting is not just a compliance measure; it's a vision for responsible aquaculture. The farm envisions a future where transparent communication, community engagement, and continuous improvement are integral to the sustainable and ethical practices of barramundi farming.

## CHAPTER 5: MONITORING AND REVIEW (OF ESMS)

Monitoring and review constitute fundamental pillars of Oceanpick Environmental and Social Management System (ESMS) as we engage in sea cage barramundi farming operations in Sri Lanka. The intricacies of our barramundi farming process, from the inception at our fish hatchery to the our customers, demand a meticulous approach to environmental and social responsibility. At Oceanpick, we recognize that effective monitoring and regular reviews are essential for ensuring the sustainability and integrity of our operations.

Our commitment to responsible aquaculture begins with the fish hatchery, a facility that plays a pivotal role in the early stages of barramundi development. Here, we take a proactive approach to monitoring, implementing stringent protocols to guarantee the production of healthy larvae while emphasizing genetic diversity. The fish hatchery is not merely a facility for the production of barramundi; it serves as a testament to Oceanpick dedication to sustainable aquaculture practices, setting the tone for responsible fish farming from the very outset.

The transition of barramundi from the fish hatchery to our sea cage fish farming facilities marks a critical phase in our operations. These facilities are meticulously designed to optimize barramundi growth while minimizing environmental impact. Monitoring water quality within the sea cages is of paramount importance, ensuring that the surrounding marine ecosystem remains in balance. By implementing advanced monitoring technologies and adhering to best practices, Oceanpick seeks to not only meet regulatory requirements but to surpass them, setting a standard for responsible sea cage barramundi farming in Sri Lanka.

The monitoring and review process within our ESMS extend beyond regulatory compliance; they are rooted in a commitment to environmental stewardship and continuous improvement. Regular assessments of water quality, fish health, and overall ecological impact within the sea cages are conducted. These assessments are complemented by ongoing evaluations of our fish hatchery processes, ensuring that our operations align with the highest standards of sustainability. Data collected during these assessments are not only crucial for our internal decision-making processes but also contributes to the transparency and accountability that Oceanpick upholds.

In parallel to our environmental focus, Oceanpick places considerable emphasis on social responsibility within the context of our ESMS. We understand that our operations impact local communities, and we strive to ensure that this impact is positive and sustainable. By engaging with local stakeholders, creating employment opportunities, and supporting community development initiatives, Oceanpick aims to be a responsible corporate citizen, contributing to the social fabric of the regions in which we operate.

The monitoring and review mechanisms within our ESMS are not static; they are dynamic and adaptive to evolving standards and best practices. Regular reviews of data collected from our operations allow us to assess the effectiveness of our environmental and social initiatives. These reviews serve as a catalyst for continuous improvement, enabling us to refine our practices, address emerging challenges, and stay at the forefront of sustainable aquaculture practices.

Oceanpick commitment to monitoring and review is deeply ingrained in our organizational culture. We view these processes not as obligations but as opportunities to enhance the sustainability and positive impact of our barramundi farming operations. As we strive for excellence in environmental and social management, we recognize that transparency and collaboration are key. Engaging with relevant stakeholders, including government agencies, environmental organizations, and local communities, is integral to our monitoring and review processes, ensuring a holistic and well-rounded perspective.

In conclusion, the monitoring and review of our ESMS at Oceanpick underscore our dedication to responsible sea cage barramundi farming in Sri Lanka. From our fish hatchery to our sea cage fish farming facilities, we remain committed to upholding the highest standards of environmental sustainability and social responsibility. As we navigate the complexities of barramundi farming, our monitoring and review processes serve as beacons guiding us toward a future where aquaculture harmonizes with nature, enriches local communities, and sets a benchmark for responsible industry practices.

## CHAPTER 6: CONFIDENTIALITY

The internal policies and procedures linked to Oceanpick Environmental and Social Management System (ESMS) are handled as confidential business information owing to the sensitive financial and proprietary nature of the data. The company acknowledges that the disclosure of this information has the potential to adversely affect its commercial and competitive standing in the market. For additional details or specific inquiries regarding the ESMS and its associated policies and procedures, individuals can contact Oceanpick through their web contact page at <https://www.oceanpick.com/contact-us/>. The Oceanpick team will offer the required information and assistance in accordance with your request.