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**COOKE AQUACULTURE UK HOLDINGS LIMITED**

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**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 DECEMBER 2020**

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**Employee involvement**

The Group continues to operate policies which are designed to help and encourage, wherever possible, all members of staff to realise their potential within the wide range of roles available throughout the organisation. Wherever suitable, vacancies arising are filled internally, and we encourage skills development through both external training course providers and internal training programmes.

The principle of equal opportunities in employment is supported throughout the Group, and we oppose all forms of unlawful or unfair discrimination on whatever grounds – race, nationality, religion, age, ethnicity, sexual orientation, gender or gender reassignment.

**Greenhouse gas emissions, energy consumption and energy efficiency action**

The following information is disclosed in accordance with the requirements of the streamlined energy and carbon reporting for large companies for the year 2020.

Energy usage: 34,215,779kWh  
Scope 1 greenhouse gases 7,920 tCO<sub>2</sub>e  
Scope 2 greenhouse gases: 672 t CO<sub>2</sub>e  
Total greenhouse gases: 34,368 tCO<sub>2</sub>e

This equates to 1.31 kWh per Kg of salmon processed

Data is being collated using the Financial reporting software which identifies by relevant supplier, expenditure and quantity of energy purchased. There are various projects being undertaken to improve energy efficiency. Specifically, renewable, environmentally friendly and more efficiency types of energy are being introduced where feasible. In addition, equipment has been installed to minimise biomass waste and recycling opportunities are being identified where equipment has needed to be replaced.

**Disclosure of information to auditor**

The directors confirm that:

- so far as each director is aware, there is no relevant audit information of which the Company and the Group's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the Company and the Group's auditor is aware of that information.

**Auditor**

The auditor, Grant Thornton UK LLP, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

This report was approved by the board on 9/12/2021 and signed on its behalf.

*Colin Blair*

**C I Blair**  
Director