



Last Reviewed: 20-Nov-2025

Subject: Sharing GFSI Certification & Social Responsibility Verification for Compliance

Dear Sirs,

Thank you for your request to review our HACCP plan, Food Safety Audit report and/or social/labor compliance documentation.

To demonstrate our commitment to both food safety and responsible labor practices, we are pleased to share our **Global Seafood Alliance (GSA) Best Aquaculture Practices (BAP) certification** and validation letter.

Highland Farms Ltd. is certified to the Seafood Processing Standard, which includes:

- The Core Food Safety standard (GFSI-benchmarked)
- The Social Responsibility Module

This certification verifies **full compliance** with:

- All applicable food safety and regulatory requirements
- International labor and human rights standards

We are **unable to share the full audit report directly**, as it contains proprietary information (supplier/customer identities, production data, lot numbers, employee details, detailed processes, FDA findings, etc.) that is protected under NDAs and competitive considerations. Specific food safety management practices, which are *intended for internal use and regulatory oversight only*. Sharing this information could breach our contractual obligations and compromise our competitive position.

We believe our **BAP certification** (which is publicly listed on the GSA directory – Facility #RP10081) provides the highest level of third-party assurance accepted by major retailers for both food safety and ethical labor standards.

Should you require any additional clarification or wish to discuss our practices, we are happy to arrange a call or provide further summaries.

Thank you for your understanding, and we look forward to continuing our partnership.

Hamish Rose
Director of Food Safety
Vice President.