

J K THOMSON

Sustainability Report

Our commitment to responsible, sustainable seafood

2026

Musselburgh, Scotland · Family-run since 1962

Contents

A Message from JKT

J K Thomson (JKT) has processed seafood from the Scottish coast for over 60 years. As a family business, we have always understood that our future depends on the health of the seas we source from, the wellbeing of the people who work in our supply chain, and the trust of the customers and communities we serve.

This report sets out our sustainability commitment: what we already do to reduce our environmental impact, source responsibly and support our people, and the targets we are working towards over the coming years. It draws together our environmental management practices, our approach to responsible sourcing and supplier welfare, and our ongoing investment in our workforce and local communities.

We recognise this is a journey. Some of the actions in this report are already established practice; others are commitments we are actively working towards. We will continue to review and update this report as our programme matures and as more data becomes available.

“*Deliver healthy, sustainable and high-quality food for a growing population.*” — *Our Purpose*

About J K Thomson

Who we are

J K Thomson is a family-run seafood processor based in Musselburgh, Scotland. Established in 1962 in Port Seton, the business has grown from a small local fishmonger into a modern seafood processor supplying customers across the UK and internationally.

Today the company employs over 150 staff and continues to invest in technology, training and quality assurance systems to maintain the high standards expected by our customers.

What we do

Our operations include the handling, processing, smoking, freezing and packaging of seafood products for customers across the retail, wholesale and foodservice sectors.

Our product range

- **Fresh Seafood** – fresh fish sourced from trusted suppliers and fishing ports, prepared and processed to maintain quality and freshness.
- **Frozen Seafood** – a variety of frozen seafood products designed to provide a longer shelf life while maintaining product quality and traceability.
- **Smoked Products** – traditionally smoked fish products, using traditional smoking methods to ensure distinctive flavour and quality.

Our commitment

JKT is committed to operating responsibly and sustainably, minimising the environmental impacts associated with fish processing activities. We aim to continually improve our environmental performance across all areas of our operations, and we are committed to minimising waste generation and promoting reuse and recycling wherever possible.

Our Purpose and Values

Our purpose

Deliver healthy, sustainable and high-quality food for a growing population.

Our values

How we create value for society – the principles that guide the way we do business:

- **Respect** – valuing people, communities, and the environment.
- **Trust** – acting transparently and building lasting relationships.
- **Reliability** – delivering consistent, dependable performance.
- **Honesty** – communicating openly and truthfully.
- **Integrity** – consistently adhering to strong moral and ethical principles.
- **Commitment** – driving responsible and sustainable progress.

Our Approach to Sustainability

Adopted by the United Nations in 2015, the 17 Sustainable Development Goals (SDGs) provide a global framework for promoting social, environmental and economic sustainability by 2030. JKT has identified the six goals most relevant to our business, and we focus our efforts where we believe we can make the greatest contribution.

Goal	Focus area	How JKT contributes
SDG 3	Good Health and Well-being	Providing safe food products, maintaining high hygiene standards, and supporting employee wellbeing.
SDG 8	Decent Work and Economic Growth	Promoting safe working conditions, fair employment, staff training, and supporting the local economy.
SDG 9	Industry, Innovation and Infrastructure	Investment in modern processing equipment, operational efficiency, sustainable infrastructure and energy-efficient refrigeration and production technology.
SDG 12	Responsible Consumption and Production	Efficient use of raw materials, reducing food waste, recycling packaging, and improving resource management in production.
SDG 14	Life Below Water	Supporting sustainable fisheries and responsible sourcing practices to help protect marine ecosystems and the long-term availability of seafood resources.
SDG 17	Partnerships for the Goals	Working closely with suppliers, certification bodies and industry partners to promote responsible seafood sourcing and strengthen sustainability across our supply chain.

Creating value for our stakeholders

Sustainability at JKT is about more than compliance – it is about the value we create for everyone connected to our business.

Stakeholder	Value we provide	How
Consumers & customers	Sustainable, safe food	Over 17 million meals supplied by JKT annually; annual customer survey planned for publication on our website.
Employees	A safe, supportive working environment	New facilities; on-site canteen providing nutritious meals at subsidised prices; ongoing training and development.
Local communities	Community engagement	Working closely with local organisations, including The Village, The Bakery, and First Step.
Suppliers	Collaborating on more sustainable solutions	Site visits, supplier meetings and joint improvement projects.

Environmental Performance

Energy

We are committed to reducing energy use across all production and storage areas.

- LED lighting systems are used throughout the business.
- PIR (motion-sensor) lighting systems are in use across the canteen, main corridor, reception building, Unit 2, the corridor linking Unit 1 to Unit 2, offices and toilets – except where switching lights off would pose a safety risk, such as main production areas where machinery is in use.
- Refrigeration and processing machinery are regularly maintained to ensure they continue to operate effectively and efficiently.
- Staff are expected to follow energy-saving practices, such as switching off unused equipment.
- Rapid doors and freezer timers have been installed to minimise heat loss from chilled areas.
- A solar panel installation is in use on Unit 1, a new one to be installed in unit 2 this year with a battery.

Water

We aim to reduce water consumption through efficient use, monitoring, and maintenance of our water systems.

- High-pressure, low-volume cleaning equipment is in use across the site.
- Staff are expected to follow water-saving practices; signage is being introduced to reinforce this.
- All water is connected to the mains, with a reserve tank in place in the event of a supply disruption.
- Water usage is a standing agenda item, with managers regularly reminded to reduce consumption during meetings.

Waste and Co-Product Management

All fish waste is put to further use – for either human consumption or animal feed – and is managed responsibly, including separation for animal feed and composting.

- Trimmings are processed into high-value feed ingredients, including fishmeal and fish oil. Global fishmeal production is approximately 5.5 million metric tonnes annually, of which around 36% is now derived from by-products and trimmings such as those we supply.
- At our partner Pelagia's Aberdeen facility, approximately 80% of raw material intake consists of fish trimmings, with the remaining 20% comprising whole fish not suitable for human consumption.
- In Scotland, the primary end users of this fishmeal are the salmon farming industry, the pet food industry (which requires premium ingredients for cat and dog nutrition), and the UK agricultural sector, which incorporates fishmeal into pig and poultry starter feeds.
- Fishmeal and fish oil produced from fish trimmings represent valuable, sustainable feed ingredients – contributing to resource efficiency, waste reduction and the circular use of marine materials.
- General waste is handled by our waste contractor, Hamilton, and passed through a Material Recycling Facility (MRF) to recover recyclables; any unrecovered material is turned into a fuel source, for example to power kilns such as those operated by Tarmac.
- Food waste: 0% sent to landfill. Our canteen food waste is handled by Hamilton and tipped at BioGen Millerhill, where it is processed via anaerobic digestion.
- Drain waste is sent to Borders Knackery, where it is transformed into renewable fuel (biodiesel) and meat and bone meal.

Recycling Programme

JKT operates a structured recycling programme, with dedicated facilities on site: bins for general waste, paper and food waste in our offices; bins for general waste in production; paper and cardboard collection points in some offices; and 14-yard skips for cans, paper, cardboard, oil, poly boxes, metal, wood and food waste.

- Poly boxes used at JKT and by our customers are crushed on site and sent to our recycling partner, Volker. Polystyrene packaging (EPS) is reprocessed and re-manufactured into a polystyrene (XPS) building product.
- Poly boxes are being replaced by recycled Tripack boxes (lid and base) for some customer orders.
- Reusable plastic pallets are used instead of wood pallets wherever possible.
- Packaging materials are assessed for recyclable content, in partnership with our suppliers and customers.
- Plastic cups in our canteen have been replaced by paper cups, and plastic containers by recyclable cardboard boxes.
- We will explore fully reusable or 100% recycled packaging alternatives for 2029, with the exception of poly boxes, which are addressed through our reuse and specialist recycling route above.

Table 1: current recycling performance and 2026 targets by waste stream.

Waste stream	Source	Current status	Action	2026 target
Food waste	Fish trimmings, canteen	140 kg recycled (0.34%)	Dedicated bins in processing areas and offices	10%
Cardboard	Packaging	6,280 kg recycled (15.32%)	Dedicated, uncontaminated collection points	30%
Plastic film / wrap	Packaging	Not yet measured	Segregated bins	20%
Poly boxes	Packaging	20,300 kg recycled (71.6%)	Reused on site where possible; excess sent to a specialist recycler	90% reused / recycled
General waste	Offices	34,580 kg recycled (84.34%)	Continued recycling; improved staff training on segregation	Maintain >85%

Bin and signage system

- Grey – general waste
- Black – general waste (canteen)
- Red – cans / plastic bottles
- Green – food waste
- Clear signage is displayed at all waste points.

Collection frequency

- Cardboard – every three weeks
- General waste – every two weeks
- Paper, cans and bottles – monthly
- Oil – twice yearly

Chemicals and Cleaning Agents

- Only approved chemicals that meet environmental and food safety standards are used on site.
- Usage is controlled and monitored to avoid overuse or spillage.

- Staff are trained in safe chemical handling, storage and disposal procedures.
- The environmental impact of all cleaning products is reviewed regularly, in consultation with Scottish Water, and low-impact alternatives are sourced where possible.

Responsible Sourcing and Marine Stewardship

Certifications and standards

We source fish from sustainable fisheries and certified suppliers, and our purchasing decisions are made to support the conservation of marine ecosystems and avoid endangered species (guided by the Marine Conservation Society rating system). We engage regularly with our suppliers and industry stakeholders to promote sustainable fishing practices. Certifications recognised across our supply chain include:

- MSC – Marine Stewardship Council (wild-caught fisheries)
- ASC – Aquaculture Stewardship Council (farmed seafood)
- RSPCA Assured – farmed animal welfare
- BRCGS – food safety and ethical trade
- GlobalG.A.P. and IFFO RS (Responsible Supply Standard for fishmeal and fish oil)

Wild-caught traceability

We maintain documented traceability from vessel to factory for our key wild-caught suppliers, summarised below.

Table 2: wild-caught supplier traceability summary. Full detail is held in our supplier folder.

Supplier	Landing / origin	Certification	Traceability
Simpson	Shetland port	MSC approved	Full vessel-to-transport traceability statement on file.
Norscot	Kinlochbervie auction / vessels	MSC approved	Fresh white fish landed and auctioned locally.
Peter & Johnstone Ltd	Peterhead market	MSC approved	JKT staff purchase directly at Peterhead fish market and online; a JKT card is placed on each box and product is transported to JKT with label identification. An invoice is raised showing the vessel name for full traceability.
The Don Fishing Co Ltd	Peterhead market	MSC approved	JKT staff purchase directly at Peterhead fish market; trader approved via Supplier Approval Questionnaire (SAQ).
Seahawk	Wild-caught, landed and processed in China (King Bay), imported, stored and distributed in the UK	MSC and BRC approved	Product is not currently sold onward as MSC-certified.

Farmed salmon welfare

JKT does not farm salmon. We buy farmed salmon from third-party farms, and we hold those suppliers to welfare standards through our supplier approval process and ongoing assessment, rather than through our own farming operations. Before approving a farm as a supplier, and at regular intervals afterwards, we require evidence against an RSPCA/GG/ASC covering:

- Farm certification – we verify that the supplier holds current certification and review their most recent third-party audit report.
- Stocking density – we require evidence that the farm keeps fish at densities of 10–15 kg/m³ or below, checked against the farm's own density logs.

- Water quality – we review the supplier's oxygen, ammonia, pH and temperature records against acceptable ranges.
- Health and welfare – expected of regular health checks and documented protocols for disease management, including sea lice and gill disease.
- Humane slaughter – we require percussive stunning or equivalent humane techniques, carried out by trained staff at the supplier's site.
- Mortality rates – expected annual mortality data from the supplier and expect this not to exceed 10%, with 5–8% considered indicative of higher welfare standards; we review the causes reported, such as disease, environmental factors and predation.
- Sustainable feed – we require evidence that the feed used minimises fishmeal content (preferably below 25%), with alternative proteins used and MSC/ASC/IFFO RS-certified sourcing.

We support this with ongoing supplier oversight: annual reports and documentation renewal. Rely on independent third-party verification of compliance alongside our own checks.

Sustainable feed and deforestation-free sourcing

Feed composition has changed substantially across the industry: salmon diets now typically contain less than 20% fishmeal, compared with 60–70% in the 1990s, as plant-based proteins (soy, peas, rapeseed), algae-based proteins and insect meal are increasingly used. Essential omega-3s (EPA and DHA) are increasingly sourced from algae-based oils rather than solely from fish oil, and the natural pink pigment in salmon flesh (astaxanthin) is a carotenoid compound found naturally in krill and other small crustaceans.

Our farmed salmon suppliers hold feed certifications including MSC, ASC, GlobalG.A.P. and IFFO RS, working with recognised feed producers such as Skretting, Cargill, BioMar and ProTerra. Where soy is used in feed, it is sourced from Brazil under ProTerra certification, is deforestation-free, and is not grown in the Amazon; soy inclusion levels in feed sit between 0% and 30%.

Feed used across our salmon supply chain does not contain: marine ingredients derived from endangered fish species; raw material from farmed salmonids; blood, bone or meat of mammalian or avian origin; palm oil; or GMO raw material.

Our deforestation commitment

- While fish processing does not directly contribute to deforestation, we recognise that certain agricultural commodities – particularly palm oil and soy – carry deforestation risk, and we take steps to ensure our supply chain does not contribute to forest loss.
- We do not purchase or use palm oil.
- Where soy or soy-derived products are used in the feed of animals within our supply chain, we require certification under the ProTerra Segregated Standard, or an equivalent deforestation-free standard.
- We review supplier compliance with these requirements on an ongoing basis and update our sourcing criteria as best practice and certification standards evolve.

Our People

Employee wellbeing

Our people are central to our business. We continue to invest in modern facilities, training and quality assurance systems, and provide an on-site canteen offering nutritious meals to employees at subsidised prices.

Fishing crew welfare and ethical trade

JKT does not employ vessel crew directly, but as a processor sourcing from the wild-catch supply chain, we recognise our role in supporting fair treatment and welfare for fishing crews. We are linked to the ethical seafood supply chain through:

- Sourcing from vessels certified under recognised schemes such as RFVS, MSC or ASC.
- Complying with BRCGS Issue 9 requirements for ethical trading and labour risk assessment.
- Supporting Modern Slavery Act compliance through supplier due diligence.

Fishing crew in Scotland are protected under UK maritime law and international conventions, including the Maritime Labour Convention (MLC), which sets minimum standards for working and living conditions aboard vessels, and UK modern slavery legislation, which protects crew – including migrant workers – from exploitation and forced labour. Health and safety standards are enforced by the Marine and Coastguard Agency (MCA) and the Health and Safety Executive (HSE), including the Code of Practice for Small Fishing Vessels covering safety equipment, emergency training and onboard risk management.

Crews are entitled to safe, hygienic accommodation, access to potable water, adequate food and necessary medical care on board, with additional support available through charitable organisations such as the Fishermen's Mission. Scotland-specific initiatives, including those supported by the Scottish White Fish Producers Association (SWFPA) and Seafish, provide translated guidance and support to improve contract clarity, visa processes and welfare access for migrant fishers. Major Scottish ports, including Peterhead and Fraserburgh, have invested in welfare infrastructure such as rest areas and clean facilities, aligned with the Responsible Fishing Scheme (RFS).

Within our own supply chain, vessel welfare is subject to independent oversight: the Maritime and Coastguard Agency carries out spot checks on vessel conditions and crew contracts, and vessels are covered by Seafarers/Sailors' Society wellness-at-sea support. A third-party audit – aligned with Fair Food Programme (FFP) principles – is carried out twice yearly, using a 30-point checklist, and crew rights are communicated through training films available in multiple languages, alongside induction information accessible via an app to every crew member.

We support wider industry initiatives to strengthen crew welfare, including Open Seas' work to protect the marine environment and promote sustainable fishing alternatives; Fisheries Improvement Projects (FIPs) to support fisheries working towards MSC certification; a worker-driven social responsibility (WDSR) grievance procedure; and the development, through the International Transport Workers' Federation (ITF), of a code of conduct for discussion across our partners. A third-party audit process operated through FLEX is being introduced, with a coordinator and the first auditor already in post, and SWFPA is working with the ITF and workers to develop a phone-based grievance reporting app and an initial pilot list of vessels.

Community engagement

We work closely with local organisations to support the communities around our sites, including The Village, The Bakery, and First Step, through site visits and regular engagement.

Governance and Management Systems

Waste management system

Our waste management programme is underpinned by clear roles and responsibilities:

- **Operations Manager** – maintains the waste register, coordinates with contractors, tracks recycling and disposal performance, and prepares management reports.
- **Department Managers** – ensure staff compliance, monitor bins, and report issues.
- **All employees** – follow segregation guidelines and report contamination.

Procedures

- Segregation at source – waste is sorted into the correct bin at the point it is generated.
- Temporary storage – secure storage areas are maintained for food waste, hazardous waste and recyclables.
- Collection – contractors collect waste according to an agreed schedule.
- Documentation – a logbook / spreadsheet records waste type, quantity collected (kg), destination or recycler, and date of collection.

Monitoring and reporting

The Operations Manager reviews waste performance and generates a quarterly report for senior management meetings. This is supported by monthly waste logs, contractor receipts for recycling and disposal, and management meeting minutes, and is integrated with our wider Environmental Management System.

Regulatory compliance

- Our Environmental Legal Register is maintained and updated to reflect the Waste (Scotland) Regulations 2012.
- Waste and recycling data is used to support wider sustainability reporting, including landfill diversion and future CO₂ reduction reporting.
- Our approach to responsible sourcing and labour standards is aligned with BRCGS Food Safety and Ethical Trade requirements (Issue 9).

Supplier engagement

We assess key suppliers – including packaging suppliers – through self-assessment questionnaires covering certifications, sustainable sourcing, recyclable or compostable content, and environmental improvement initiatives, so that sustainability considerations are embedded in our procurement decisions.

Our Targets and Roadmap

The table below consolidates the commitments set out across this report into a single roadmap.

Timeframe	Focus	Commitment
2026	Recycling	Increase food waste recycling from 0.34% to 10%.
2026	Recycling	Increase cardboard recycling from 15.32% to 30%.
2026	Recycling	Increase plastic film recycling to 20%.
2026	Recycling	Increase poly box reuse / recycling to 90%.
2026	Recycling	Maintain general (office) waste recycling above 85%.
2029	Packaging	Explore reusable or 100%-recycled packaging alternatives across the business, with the exception of poly boxes (addressed separately through reuse and specialist recycling).
2030	Global framework	Contribute to the UN Sustainable Development Goals most relevant to JKT (SDGs 3, 8, 9, 12, 14 and 17).
Ongoing	Sourcing	Maintain and extend MSC / ASC / RSPCA Assured certification coverage across our supply base.
Ongoing	Deforestation	Zero palm oil; 100% ProTerra-certified (or equivalent) deforestation-free soy where used in supply chain feed.

Looking Ahead

This report reflects where our sustainability programme stands today. We are continuing to develop our approach in a number of areas, including a fuller assessment of our carbon footprint, expanded supplier sustainability data (including packaging supplier responses to our self-assessment questionnaire), and a customer survey to help us understand and communicate the value our products provide.

We will review and refresh this report regularly as our data, targets and initiatives develop, and we welcome feedback from our customers, suppliers and colleagues on how we can continue to improve.