

POLICY PLAN

OCEANS AT WORK FOUNDATION



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FOREWORD

OCEANS AT WORK FOUNDATION

Oceans at Work Foundation is committed to a healthy relationship between humans and the sea. Our focus is on the development of circular aquaculture - land-based seafood that is natural, waste-free, energy-efficient and animal-friendly.

Circular aquaculture is necessary to meet the protein needs of a growing world population. And for the future of the oceans, so that natural fish populations are no longer overfished.

Our foundation has the ANBI status for charities and focuses on promoting the ideas of circular aquaculture, the development of innovative techniques and their implementation in practice.

August 2021
The board of Oceans at Work Foundation

MISSION, VISION AND STRATEGY

CIRCULAIRE AQUACULTURE

The 21st century is a time of transition. Worldwide, society is moving from linear to circular. Instead of using resources only once and throwing them away after a certain time (linear), resources in the circular economy are used again and again. Waste is transformed into the new resource material.

An important part of the circular economy is the way we produce our food. Oceans at Work Foundation's mission is to make a difference by developing circular fish farming on land. Oceans at Work Foundation's mission is to make a difference by developing circular fish farming on land. We apply innovative techniques that are unique worldwide: ecological, energy-efficient, antibiotic-free, with a closed water system, waste-free and animal-friendly. We do this together with our knowledge partner [Blue Linked](#).

NATURE-INCLUSIVE FOOD PRODUCTION

It is the vision of Oceans at Work Foundation that circular aquaculture techniques are not only the sustainable answer to the growing demand for high-quality proteins for a growing world population. They also meet the need to prevent overfishing and to restore a healthy relationship between humans and the sea.

With circular aquaculture, Oceans at Work Foundation wants to contribute to nature by (at a later stage) releasing cultured fish into the sea to strengthen natural populations and increase biodiversity.

We see circular aquaculture as the way to produce nature-inclusive food. A valuable contribution to the food transition that is necessary for a healthy future for humanity and the planet.

OUR AIM

The aim of Oceans at Work Foundation is to contribute to a healthy relationship between humans and the sea. We do this by contributing to a new, sustainable vision of cultivating sea fish and other marine life, as an alternative to the heavy fishing pressure on the oceans and traditional aquaculture. We promote our vision on a wide scale and share our knowledge and expertise with other interested parties.

SOCIETAL RELEVANCE

The motto of the Oceans at Work Foundation is: 'many drops make one ocean'. With this, we refer to the fact that an all-inclusive approach is needed to enable a transition in today's

aquaculture: we do not do this alone. Therefore, we cooperate closely with other interested partners, such as with Blue Linked - pioneer in circular culture techniques for marine organisms. Only through collaboration is it possible to solve complex social issues such as the food transition.

The fish cultured using circular techniques have a high genetic diversity. The ecological culture methods ensure healthy fish that - just like their counterparts in the wild - are resilient to changing environmental conditions. This makes them suitable not only for human consumption, but also for release into the sea, for example to strengthen natural populations and as a boost to biodiversity. For this reason, Blue Linked works with the motto '1 fish on your plate, 1 fish in the sea', which fits well with the ideas of the Oceans at Work Foundation. Based on this motto, the techniques are continuously developed and refined.

In order to achieve a sustainable transition, it is necessary that a new generation of professionals is introduced to the circular way of thinking so that it can be taken to the next, higher level. Oceans at Work Foundation is making every effort to train young people for this and we consider inclusiveness of high importance. Young people from all backgrounds and educational levels are welcome to further develop their talents at Oceans at Work. In this way, we offer new generations the opportunity to make the world a better place.

SHORT TERM AMBITION AND MULTIANNUAL PLAN 2021-2023

In March 2021, the Wadden fund granted a subsidy to the 'Blauwe Polder 1' project. Within this project, Oceans at Work Foundation is working on the 'Sea farm on land', together with [Blue Polder Foundation](#) and [Salt Farm Foundation](#).

The aim of the project is to use a circular cultivation system and a groundwater seaweed cultivation system on land to cultivate sea organisms, such as turbot, cod, oysters, mussels, cockles, seaweed, glasswort, crabs and shrimp, in the Wadden Sea area that is less suitable for agriculture. The lessons learned and the processes developed from this innovative concept can be applied elsewhere on a larger scale.

In the period 2021-2022, a hatchery will be set up to culture fish fry using circular aquaculture techniques. This will happen in the hatchery of our knowledge partner Blue Linked (Hazerswoude-dorp); supplier of the required expertise. Initially, the focus lies on the production of turbot and cod.

Subsequently, during the period 2022-2023, we will focus on the development of a breeding facility for the fish fry produced in the hatchery. We will use innovative techniques, also based on circular principles (closed water system, no waste, no antibiotics, animal friendly, energy efficient). The location for this is Texel.

During the aforementioned period, the necessary techniques will be further developed and applied in practice.

ORGANISATION

BOARD

Oceans at Work Foundation was founded in 2011 and has the ANBI status for charities. The foundation is registered at the Chamber of Commerce under number 53289420.

As of May 2021 the board of Oceans at Work Foundation consists of the following members:

Chair	Eric Heres
Treasurer	Frans van der Veer
Secretary	Renate van der Veer-van der Geest
General member	Michaël Laterveer
General member	Manon Laterveer-de Beer

All board members work on a voluntary basis and do not receive any compensation.

For financial transactions, Oceans at Work Foundation has chosen Triodos Bank: a bank known for its sustainability.

Triodos Bank: NL32 TRIO 0254529402

DUTCH LAW

As of 1 July 2021, Dutch law ('Wet Bestuur en Toezicht Rechtspersonen' or WBTR) requires that the same rules apply for board members and supervisors of associations and foundations as for other legal entities with regard to the performance of duties, multiple voting rights and liability.

To this end, Oceans at Work Foundation is following the corresponding roadmap and we are publishing the corresponding documents via a public dashboard.

The roadmap includes the following aspects: good governance / board member liability / conflict of interest / absence of one or more board members / multiple voting rights / supervision / resignation of board members / internal safeguards and articles of association.

CURRENT SITUATION

After its establishment in 2011, Oceans at Work Foundation did not develop concrete activities during the first years. With the granting of a subsidy by the Wadden fund in March 2021 for the project Blauwe Polder 1 - sea farm on land, the foundation is making every effort to make this project a success, together with its partners.

ACTIVITIES

Achieved objectives 2020

- Writing a grant application for the Wadden fund.
- Establishing collaboration with the Salt Farm Foundation and the Blue Polder Foundation.
- Setting up a partnership with Dutch Maritime Productions for filming cultured marine life.

Our partners



Objectives 2021-2023

- Setting up and maintaining algae and zooplankton culture.
- Maintaining a breeding system with innovative water purification for culturing marine fish fry.
- Construction and setup of microscope chamber.
- Training and education of trainees.
- Carrying out literature research with HBO and university students.

N.B. All above mentioned activities take place in the hatchery for circular aquaculture, in collaboration with knowledge partner Blue Linked.

Outreach

Oceans at Work Foundation uses the website <https://www.oceansatwork.org/> (Dutch: <https://www.oceansatwork.net>) to communicate about the progress of developments and new partnerships. We also provide insight into our annual financial results on the website. In 2021 we will start posting messages on LinkedIn and Twitter on a regular basis. In this way, we will build a community of potential partners and donors.

THE WAY THE FOUNDATION FUNDS ITS ACTIVITIES

When the foundation was established and during the first years, donations were the main source of income.

In 2020, a start was made on raising funds by applying for grants. In March 2021, this resulted in a grant from the Wadden fund for the period 2021-2023.

With the appointment of new board members in May 2021, the board has set itself the aim of paying more attention to fundraising in the near future.

THE WAY THE FOUNDATION MANAGES ITS ASSETS

The assets are managed by the treasurer and audited annually by a cash committee. Expenses above EUR 5,000 can only be made with the signature of two board members, mentioning them in the periodic minutes of the board.

Applications for grants and other fundraising activities are carried out after approval by the board and under the supervision/accountability of at least two board members. Ongoing activities related to the management of assets are a regular agenda item of the board meetings. The financial annual results are published on the website of Oceans at Work Foundation.