



2025 Benefit Corporation Impact Assessment Report for Skipper Otto Community Supported Fishery

Vancouver, BC

[Certified B Corp™ since November 2023](#)

Executive Summary

At Skipper Otto, we are committed to building a sustainable, transparent, and community-oriented business that creates lasting positive impacts on our staff, our fishing families, the environment, and the communities we serve. As a women-led, -owned, and -operated seafood company based in Vancouver, BC, we are proud to have earned B Corp™ certification in November 2023. This achievement reflects our ongoing dedication to high standards of social and environmental performance, accountability, and transparency.

In our journey to earn this certification, we scored an impressive 109.6 on the B Impact assessment—well above the required 80-point threshold for certification. We are especially proud to be recognized as the highest-scoring certified B Corp™ in the seafood industry in North America and among the top B Corps™ globally. This score is a testament to our commitment to putting people and the planet first in every decision we make.

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Through our continued efforts to ensure equitable practices, support sustainable fisheries, and foster community well-being, we aim to set an example of how business can be a force for good. Skipper Otto is not just about selling seafood; we are about creating lasting change in the way seafood is sourced, shared, and enjoyed while uplifting our workers and communities along the way.



1. Governance

Our governance approach is rooted in transparency, accountability, and a deep commitment to social and environmental responsibility. We believe that a company's success is measured not just by its financial results but by the positive impact it has on people and the planet.

- **Mission & Engagement:**

As a **Benefit Corporation** and a **certified B Corp™**, we consider the needs and well-being of all our stakeholders—whether it's the fishers we work with, our employees, our members, or the environment—when making decisions. Our founder and CEO, Sonia, and Chief Operating Officer, Chris, are actively engaged in a multi-year program mentoring four direct-to-consumer organizations annually through **Local Catch** in the U.S., helping to strengthen local and traceable food systems. We're proud to be a part of the growth of this movement.

- **Impact Accountability:**

We believe in being open and honest about our impact. This is why our long-standing partnership with **OceanWise** is so important to us. We are thrilled to see that many of the BC salmon runs we have continually supported have been re-recognized as "Ocean Wise Recommended" after previous MSC certification changes affected them through a province-wide, blanket reclassification. The change by Ocean Wise is a vindication of our unwavering commitment to sustainable seafood sourcing and responsible environmental stewardship.

- **Ethics & Transparency:**

At the heart of our company, we operate with integrity. Our compensation for fishers is consistently higher than industry averages—recent data shows that, depending on the species, we pay between 12-70% more than the industry average. We're proud of this because it reflects our belief in fair wages for the people who help bring sustainable seafood to our customers.

2. Workers

We strive to create an environment where our employees feel valued, supported, and engaged. Our commitment to fair wages, professional development, and health and wellness goes beyond just meeting basic requirements—we aim to make our workplace one that helps people thrive.

- **Financial Security:**

We continue to operate as a certified **Living Wage Employer**, ensuring that all of our employees earn a fair and sustainable income. Our commitment to fair pay extends to the fishers we work with, who receive some of the best compensation in the industry—helping to ensure that their livelihoods are as sustainable as the seafood we sell.

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- **Health & Wellness:**

We recognize the importance of our employees' well-being, which is why we offer comprehensive healthcare coverage, wellness initiatives, and an **Extra Days Off (EDO)** program for our team. It's our way of supporting the health and happiness of the people who make our work possible.

- Our EDO program creates a 4-day workweek on alternating weeks for our full-time staff, allowing them additional time off for mental and physical wellness.
- For part-time employees, we offer paid break times as part of their daily routines. We also offer health benefits to those who work at least three days a week.
- All employees receive free and discounted seafood to ensure they are able to enjoy the benefits of a healthy seafood-forward diet.

- **Career Development:**

Investing in our employees' growth is key to creating a thriving workplace. We offer ongoing training opportunities, a thoughtful review process, and career development programs.

- **Engagement & Satisfaction:**

We truly value the voices of our team members and encourage active involvement in decision-making processes. This participatory approach not only empowers our employees but also fosters a strong sense of engagement and satisfaction.



3. Community

Our company is deeply rooted in the communities we serve, and we take great pride in the positive impact we can have, both locally and beyond. We are committed to equity, diversity, and ensuring that our actions benefit everyone we work with.

- **Equity, Diversity, and Inclusion:**

We are passionate about building an inclusive and diverse workforce. In 2025, over 25% of our individual fishers identify as Indigenous, and we also source directly from three communal Indigenous First Nation fisheries - the Nisga'a in British Columbia and Île-à-la-Crosse and Buffalo Narrows in Saskatchewan. In a heavily male-dominated industry, we make efforts to support female fishers, and in 2025, over 14% of our individual fishers were female. These statistics reflect our ongoing commitment to diversity in the fishing industry. It's important to us that our business decisions, from hiring to compensation, reflect a deep respect for people from all walks of life.



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- **Economic Impact:**

We proudly source all of our seafood from Canadian waters and use local processing facilities throughout BC for our locally caught seafood. We also work with Île-à-la-Crosse and Buffalo Narrows First Nations' indigenous-owned and run facility to process their community's catches of walleye and Northern pike caught in Northern Saskatchewan. By keeping our supply chain local, we not only support local economies but also reduce our carbon footprint. We also work hard to ensure that our fishers have access to the resources they need, such as transport, cold storage, and labelling support, to help them succeed in their own direct-to-consumer markets.

- **Civic Engagement:**

We believe in giving back to the communities that support us. Our CEO, Sonia Strobel, is actively involved in policy advocacy, particularly around salmon resiliency and the removal of open-pen fish farms from BC waters. Sonia is also actively involved in advocating for federal fisheries policy reform in the Pacific Region that would protect access to fisheries resources for West Coast harvesters in the same ways that federal policy does so in the Atlantic Region. Additionally, we are proud to contribute surplus seafood to local charities like the **Greater Vancouver Food Bank** and **Kilala Lelum**, an Indigenous health and healing cooperative. In 2025, we donated over \$30,000 worth of seafood to these two charities to help feed those in need.

- **Supply Chain:**

Sustainability doesn't just stop with us; we're committed to working with suppliers who meet high environmental and social standards. We prioritize local suppliers and remove barriers for our fishers to ensure they have everything they need to succeed.



4. Environment

We recognize the importance of preserving our environment for future generations, and we take a proactive approach to minimizing our ecological impact. From reducing waste to supporting sustainable fisheries, environmental stewardship is at the core of what we do.

- **Environmental Management:**

We take steps to reduce our environmental footprint at every stage of our operations. The vast majority of our shipments use minimal packaging of recyclable paper bags and cardboard boxes while consolidating shipments to reduce transportation costs and climate emissions. Our new home delivery service consists of recyclable paper/cardboard materials and reusable bags. Our partnership with UBC involves the elimination of single-use plastic in our bulk salmon fillets provided for on-campus dining. Every decision we make is with the goal of minimizing our impact on the planet.

- **Air & Climate:**

More than 50% of our full- and part-time staff choose sustainable transportation options, such as public transit, biking, or walking to work. This is just one example of how we're working to reduce our carbon footprint.



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5. Customers

Our customers are at the heart of everything we do. We strive to provide the best possible experience by offering ethically sourced, high-quality seafood while ensuring that our practices align with our customers' values.

- **Customer Stewardship:**

We have a dedicated customer service staff role who responds in a timely manner to all questions or concerns from members via email and phone. We proactively keep customers informed through email newsletters and social media posts of industry trends and issues in the fishing community, in addition to making it easier for them to support fishing families with convenient portion sizes and recipe ideas.

- **Customer Satisfaction:**

Our customers trust us to provide not only fresh, sustainable seafood but also to do so in a way that supports local communities and the environment. Our commitment to transparency, ethical marketing, and high-quality products helps us maintain strong, long-term relationships with our members, with a high year-over-year retention rate.

- **Data Security:**

Protecting our customers' privacy and data is a top priority for us. We ensure that all customer information is handled with the highest level of security and confidentiality.

Conclusion

As a Benefit Corporation and a certified B Corp™, we are committed to continuously improving our practices to create a positive impact across all areas of our business. From supporting sustainable fisheries and fair wages to promoting environmental stewardship and community well-being, we believe that business can be a powerful force for good. We're proud of the work we've done so far, and we know that there is always more to be done. Together with our dedicated team, our loyal customers, and the fishers who make it all possible, we look forward to continuing our journey toward a more sustainable, equitable, and just food system.



Skipper Otto

COMMUNITY SUPPORTED FISHERY

