

Sealord Sustainability Policy

1. Introduction

Seafood from well managed sources provides a healthy food sustainable for generations to come. Sealord is active in all stages of the seafood value chain, from harvest to marketing. We proudly act in environmentally and socially responsible ways ensuring we are well positioned to meet growing worldwide demand for healthy foods.

We believe in meeting the needs of today's population without damaging the ability of future generations to meet their needs also.

At Sealord we are all on a sustainability journey. We work hard to do the right thing and we always look for ways to do things better. We know a sustainable business is a successful business in the long term.

All food production – on land or at sea – impacts our environment in some way. Our goal is to ensure our seafood production has less impact than most other types of food production.

Sealord is focused on our provision of healthy seafood, whilst minimising our impact on the environment.

2. Key Sustainability Topics

In developing the Sealord's sustainability framework we involved our employees and our stakeholders, asking which sustainability topics are of greatest importance to them.

The following were most highly ranked :

- Health and safety
- Healthy fish stocks
- Marine animal interactions
- Financial performance

These matters are embedded into the way Sealord operates its business. We also have various activities targeting other topics of relevance alongside these top four.

3. Sealord Seafood

Our fish should always come from **well managed fisheries** where:

- Stock assessments are carried out
- Quality scientific data are used
- Fish stocks are healthy, or a strategy is in place to rebuild stocks to long term levels
- Research is undertaken to improve knowledge and practices

The **methods** we use to fish and farm:

- will always be managed to ensure adverse impact to the environment is minimised
- ensure we use as much as possible of the fish caught to minimise waste
- avoid significant adverse impact on young (juvenile) fish
- use technology and proactive plans to reduce the risk of incidental mortality of marine animals and seabirds

Our policies and practices will ensure our business does not have a significant adverse impact on any **endangered or threatened species**. In particular by:

- Using new technology, undertaking our own research and mitigation programmes
- Supporting Benthic Protection Areas to maintain and protect biodiversity

We ensure Sealord products are **traceable** from harvest to plate.

4. Sealord Shore Based Operations

Sealord's commitment to sustainability and corporate social responsibility goes beyond the way we fish. We imbed our policies into our practice from the ocean to the market place. We focus on measurement, improvement targets, monitoring, reviewing and reporting in all aspects of our business. We strive to reduce the negative and increase the positive impacts of our business.

5. Sealord People

Sealord is committed to acting ethically and with integrity in all our business relationships.

Sealord acknowledges our **people** and their contribution to our success. Sealord is committed to providing our employees with a safe working environment, fair remuneration, learning and development, workplace diversity and equal opportunities.

Sealord and our people have signed up the industry wide Seafood NZ Code of Conduct – making a public promise to:

- Not condone illegal behaviour
- Work with Government and other interested parties to develop and implement principled and practical policies to ensure the use of fisheries resources is sustainable
- Continue to actively minimise our impacts on the marine environment and encourage others to act similarly
- Continue to invest in science and innovation to enhance fisheries' resources and add value
- Look after our people and treat them fairly
- Be accountable for delivering on Our Promise and will support increased transparency

6. Energy and resource usage

Sealord is committed to responsible use of energy. We work to improve our energy efficiency and reduce our use of both natural resources and emissions throughout our operations. We will:

- Continue to reduce our **energy** footprint
- Continue to reduce **waste** in our operations
- Measure and reduce **emissions**
- Continue to reduce **water** usage in our operations

7. Supply Chain

Sealord is committed to working only with **suppliers** and partners who recognise and mirror our commitments to our own employees. We are committed to taking all reasonably practicable steps to ensure that modern slavery (slavery servitude, forced or compulsory labour and human trafficking) is not taking place across our supply chains.

We will only buy goods and **ingredients** from companies that share our approach to sustainability, and who measure and reduce their environmental impacts; and we ensure we can source all ingredients back to the primary supplier. For more information in relation to the sourcing of tuna please refer to our *Sustainable and Equitable Tuna Procurement Policy*.

Our **packaging** strikes the right balance between meeting consumers' demands for safe, high quality, convenient food and the principles of reduce, reuse and recycle.

8. Community Engagement

Sealord is proud to be a part of the communities in which we operate. We will continue to support our communities with meaningful commitments and contributions to initiatives where these align with our strategies and values.