



SUSTAINABILITY POLICY

Sustainability sits at the heart of our business – it is fundamental to our connection with New Zealand and for the continuity and growth of our business. We understand our operations have environmental, economic and social impacts and that our decisions can influence those now and in the future. We are committed to a sustainable future for our business and stakeholders, our people, customers and communities. Sanford's vision is to be the Best Seafood Company in the World, we embrace the contribution we will make towards achieving the United Nations Sustainable Development Goals (UN SDGs).

Our sustainability agenda focuses on six performance outcomes, aligned with our business excellence framework and vision:



Enabling healthy oceans and protecting and enhancing the environment

We will lead by example in the management of the marine environment so that future generations can enjoy and benefit from our biologically diverse, safe, healthy, and dynamic oceans. We will work with our people, customers, and suppliers to lead the way in maximising resource utilisation, minimising our footprint and protecting the environment wherever we operate. We will do this by:

- Enhancing our role as a leader of positive transformation in our industry, applying influence to ensure the sustainability of ocean ecosystems, and maintaining zero tolerance for overfishing, under-reporting and discarding catch.
- Minimising environmental impacts from business operations, preventing pollution, ensuring efficient use of resources, and, where possible, enhancing the environment through mitigation, sound management, and continual improvement; striving to protect seabirds, marine mammals, and sharks through best practice farming and fishing operations.
- Demonstrating our commitment to climate change response by setting meaningful targets and actively reducing our energy consumption and emission of greenhouse gases and seeking to introduce and promote low carbon solutions within our value chain, where practicable.
- Complying with all relevant and applicable laws, regulations, and conventions governing our operations.



Creating a safe and high performing workplace culture

We recognise that people are integral to our business, and their skills, knowledge, and experience are essential to enabling our business to thrive. We will become an employer of choice by delivering industry leading safety risk management, ensuring a culture of high performance and personal growth, and living our values, through:

- Protecting our people from the risk of harm, whether it be operational or occupational injury or ill health.
- Ensuring every one of our people is skilled, empowered and engaged in contributing to the goals of the business and reaching their full potential.
- Encouraging gender equity, diversity, and inclusion throughout our business.



Leading the way to healthy food and marine extracts

We will contribute toward a food system supplying nutrition and marine extracts by driving sustainable performance across our value chain and positioning our brand at the industry partner and supplier of choice:

- Being recognised as a global leader in providing safe, high quality New Zealand seafood, built on a portfolio of brands that engage with consumers.
- Working with our supply chain to deliver mutually sustainable solutions that deliver value for money, and support our focus on health and safety, product quality, sustainability, continuous improvement and innovation.



Supporting enduring communities and partnerships

We will deliver significant and positive contributions everywhere we work, through:

- Creating meaningful employment and skills opportunities.
- Establishing strategic collaborative partnerships and opportunities that benefit the community, our partners, Sanford, and wider society in the short, medium and long term.



Delivering consumers' expectations

We will work with customers and consumers to bring them the best of our sustainably harvested seafood and marine extracts, demonstrating great care for our beautiful New Zealand products and achieving the optimal value for these precious resources by:

- Engaging with customers to understand their business relevant and material needs, preferences, values, issues and concerns.
- Offering quality seafood products within meaningful sustainability and provenance contexts.



Building a sustainable seafood business

We will deliver sustainable, profitable and socially beneficial outcomes through our people, sector leadership, approach to innovation, and risk management strategies by:

- Improving business margins, creating shareholder value in a sustainable way, understanding and managing our risk profile.
- Partnering and investing in technology, science, and innovation to improve efficiencies, diversify and build climate related resilience into our operations.
- Evaluating and transparently reporting performance against a broad range of measures to capture our effects across natural, human, social, and financial domains.
- Living our values throughout all our activities, demonstrating an ethical approach across all areas of corporate responsibility, proactively engaging with key stakeholders and communicating with clarity and transparency.

Sanford's Sustainability Policy encompasses activities that are wholly owned and operated by the Company. In operations in which Sanford has partial influence, through ownership stake or management collaboration, we aim to operate according to this Policy.

Signed:

Peter Reidie
Chief Executive Officer

Sir Rob McLeod
Chairman

Reviewed: May 2021
Next Review: May 2023