

2011 GRI Indicator Index

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The table below outlines the Sanford 2011 Sustainable Development Report compliance to the Global Reporting Initiative (GRI) G3 and Food Processing Sector Supplement indicators. More information is available at www.globalreporting.org

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		Chairman's Review and Directors' Report	Annual Report, p3
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		Social Sustainability	28
		Economic Sustainability	36
Organisational Profile			
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		Marketing and Development	Annual Report, p13
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Governance, Commitments And Engagement			
4.1	Governance structure	Chairman's Review and Directors' Report	Annual Report, p3
4.2	Status of chair	Chairman's Review and Directors' Report	Annual Report, p3
4.3	Independent or non-executive directors	Board of Directors Directors' Report	Annual Report, p2 Annual Report, p5
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the board	Response Form Stakeholder Engagement	47 42
4.5	Linkage between compensation for members of the board, senior managers, and executives and the organization's performance.	Chairman's Review and Directors' Report	Annual Report, p6
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Partially Reported – Board of Directors and Board Membership	Annual Report, p2-p5
4.7	Process for determining the qualifications and expertise of the members of the board	Partially reported - Chairman's Review and Directors' Report Board Membership	Annual Report, p3 Annual Report, p5
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance	Sustainability Policy	1
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance	Not Reported	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	Partially reported – Chairman's Review and Directors' Report	Annual Report, p3
4.11	Explanation of whether and how the precautionary approach or principle is addressed	Not Reported	
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	GHG Protocol Marine Stewardship Council Iwi Collective Partnership	17 18 7
4.13	Memberships in associations	Not Reported	
4.14	List of stakeholder groups engaged	Stakeholder Engagement	42
4.15	Basis for identification and selection of stakeholders	Stakeholder Engagement	42
4.16	Approaches to stakeholder engagement	Stakeholder Engagement	42
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded	Stakeholder Engagement	42
Sourcing			
FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy.	Not Reported	
FP2	Percentage of purchased volume which is verified as being in accordance with credible internationally recognized responsible production standards, broken down by standard	Marine Stewardship Council	18
Environmental			
EN1	Materials used by weight or volume	Key Performance Table	4
	Commentary added to specify wild caught and farmed seafood and other identified raw materials	Sustainable Aquaculture Economic Sustainability Suppliers	24 36 40
EN2	Percentage of materials used that are recycled input materials	Not Reported	
EN3	Direct energy consumption by primary energy source	Key Performance Table	4
EN4	Indirect energy consumption by primary source	Key Performance Table	4
EN5	Energy saved due to conservation and efficiency improvements	Environmental Sustainability	10
		Electricity	11
		Havelock Shutdown	11
		MoTeC	15
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	MoTeC	15
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Not Reported	
EN8	Total water withdrawal by source	Environmental Sustainability – Water	12
EN9	Water sources significantly affected by withdrawal of water	Not Reported	
EN10	Percentage and total volume of water recycled and reused	Not Applicable	
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Sustainable Aquaculture	24
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Fishing Sustainably	18
		Sustainable Aquaculture	24
EN13	Habitats protected or restored	Sustainable Coastlines Great Coromandel Beach Clean-Up	35
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	Marine Stewardship Council	18
		Partially Reported – Sustainable Aquaculture	24

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EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Not Reported	
EN16	Total direct and indirect greenhouse gas emissions by weight	Key Performance Table	4
EN17	Other relevant indirect greenhouse gas emissions by weight	Key Performance Table GHG Emissions	4 17
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Environmental Sustainability	10
EN19	Emissions of ozone-depleting substances by weight	Partially Reported – Refrigerants	16
EN20	NO, SO, and other significant air emissions by type and weight	Not Reported	
EN21	Total water discharge by quality and destination	Not Reported	
EN22	Total weight of waste by type and disposal method	Partially Reported – Waste	13
EN23	Total number and volume of significant spills	Environmental Compliance	18
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	Not Applicable	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff	Not Reported	
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Partially Reported – Fishing Sustainably	18
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	Not Reported	
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environmental Compliance	18
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	Not Reported	
EN30	Total environmental protection expenditures and investments by type	Not Reported	
Human Rights			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	Not Reported	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	Not Reported	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Not Reported	
HR4	Total number of incidents of discrimination and actions taken	Not Reported	
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	Not Reported	
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	Not Reported	
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour	Foreign Charter Vessels	23
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	Not Applicable	
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	Not Reported	
Labour Practices And Decent Work			
LA1	Total workforce by employment type, employment contract, and region	Social Sustainability – Sanford Team	28
LA2	Total number and rate of employee turnover by age group, gender, and region	Social Sustainability – Sanford Team	28
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	Social Sustainability – Superannuation Schemes	32
LA4	Percentage of employees covered by collective bargaining agreements	Not Reported	
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	Not Reported	
FP3	Percentage of working time lost due to industrial disputes, strikes and/or lock-outs, by country	Not Reported	
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes	Social Sustainability – Health and Safety	30
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	Key Performance Table Social Sustainability – Work Related Accidents	4 30
LA8	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases	Not Reported	
LA9	Health and safety topics covered in formal agreements with trade unions	Not Reported	



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LA10	Average hours of training per year per employee by employee category	Not Reported	
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Not Reported	
LA12	Percentage of employees receiving regular performance and career development reviews	Not Reported	
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	Partially Reported – Social Sustainability – Diversity	29
LA14	Ratio of basic salary of men to women by employee category	Not Reported	
Society			
SO1	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting	Stakeholder Engagement	42
FP4	Nature, scope and effectiveness of any programs and practices (in-kind contributions, volunteer initiatives, knowledge transfer, partnerships and product development) that promote access to healthy lifestyles; the prevention of chronic disease; access to healthy, nutritious and affordable food; and improved welfare for communities in need.	Iwi Collective Partnership Social Sustainability Update from the Auckland Seafood School	7 28 44
SO2	Percentage and total number of business units analysed for risks related to corruption	Not Reported	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures	Not Reported	
SO4	Actions taken in response to incidents of corruption	Not Reported	
SO5	Public policy positions and participation in public policy development and lobbying	Foreign Charter Vessels Quota Management	23 20
	Report the context of any lobbying activities related to subsidized or otherwise advantaged production	Not Applicable	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	Not Reported	
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	Not Reported	
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Partially Reported – Environmental Compliance	18
Product Responsibility			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	Not Reported	
	Include assessment of significant environmental and social impacts across the following life-cycle stages	Not Reported	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	Partially Reported – Sustainable Aquaculture	24
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	Not Reported	
FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars	Not Applicable	
FP7	Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fiber, vitamins, minerals, phytochemicals or functional food additives	Not Applicable	
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	Not Reported	
	Description of the importance of social and environmental product information and its communication to consumers	Not Reported	
	With regards reporting on social and environmental product information, reference is made to the use of logos as well as information that does not appear on packaging	Not Reported	
FP8	Policies and practices on communication to consumers about ingredients and nutritional information beyond legal requirements.	Not Reported	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	Not Reported	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Not Reported	
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	Not Reported	
	Description of the influence of food marketing on dietary habits Types of marketing communications employed Policies and guidelines related to marketing of product to vulnerable groups	Not Reported	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	Not Reported	

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PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Not Reported	
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Not Reported	
Economic			
EC1	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	Social Sustainability – Donations	34
		Economic Sustainability – Financial Summary	36
		Financial Indicators	38
	Specify the amount spent on the programs and practices to which the food processing sector is uniquely suited for contributing	Partially Reported – Auckland Seafood Festival	34
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Not Reported	
EC3	Coverage of the organization's defined benefit plan obligations	Partially Reported – Superannuation Schemes	32
EC4	Significant financial assistance received from government	Partially Reported – New Zealand Emissions Trading Scheme	40
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	Not Reported	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	Economic Sustainability – Suppliers	40
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	Not Reported	
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	Christchurch	8
		Havelock Shut-down	11
		Kiwi Can	34
		Sustainable Coastlines	35
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	Partially Reported – Suppliers	40
Animal Welfare			
FP9	Percentage and total of animals raised and/or processed, by species and breed type	Partially Reported – Sustainable Aquaculture	24
FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anaesthetic	Not Applicable	
FP11	Percentage and total of animals raised and/or processed, by species and breed type, per housing type	Not Reported	
FP12	Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments, by species and breed type	Partially Reported – Sustainable Aquaculture	24
FP13	Total number of incidents of non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling, and slaughter practices for live terrestrial and aquatic animals	Partially Reported – Sustainable Aquaculture	24