

2012 GRI Indicator Index

The table below outlines the Sanford 2012 compliance to the Global Reporting Initiative (GRI) G3.1 and Food Processing Sector Supplement indicators. The table should be read in conjunction with our 2012 Sustainable Development Report and Annual Report. More information on the GRI is available at www.globalreporting.org

Key:

Food Processing Sector Supplement Indicators	Not Reported/Applicable	Core Indicators
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1.2	Key impacts, risks and opportunities	Managing Director's Review	3	
		Chairman's Review and Directors' Report	Annual Report, 3	
		Our Resources, Non Renewable	11	
		Stakeholder Engagement	8	
		Our Operations, Environmental Management Systems	30	
		Our Impacts, Environmental	34	
	ORGANISATIONAL PROFILE			
2.1	Organisation name	Front cover	Front cover	
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		Marketing and Development	Annual Report, 15	
2.3	Operational structure	Introducing Sanford	1	
		Business System	5	
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2.4	Headquarter location	Back cover	Back cover	
2.5	Countries operating in	Introducing Sanford	1	
2.6	Nature of ownership	Chairman's Review and Directors' Report	Annual Report, 3	
		Statutory Information	Annual Report, 87	
2.7	Markets served	Introducing Sanford	1	
		Marketing and Development	Annual Report, 15	
2.8	Scale of organisation	Our Resources, Our People	14	
		Key Performance Table	7	
		Our Outputs, Financial Position	40	
		Five Year Financial Review	Annual Report, 45	
2.9	Significant changes	Managing Directors Review	3	
		Our Resources, Aquaculture Farms	22	North Island Mussel Processors Limited
		Our Impacts, Communities	33	Kaeo Closure
2.10	Awards received	Our Resources, Aquaculture Farms	22	Ted Culley
		Our Impacts, Protected and Vulnerable Species	36	Zak Olsen

	INDICATORS	SECTION	Page	Comments
REPORT PARAMETERS				
3.1	Reporting period	About this Report and Reporting Scope	4	
3.2	Date of previous report	Chairman's Review and Directors' Report	Annual Report, 3	
3.3	Reporting cycle	About this Report and Reporting Scope	4	
3.4	Contact point	About this Report and Reporting Scope	4	
		Response Form	47	
3.5	Process for defining report content	About this Report and Reporting Scope	4	
		Stakeholder Engagement Table	9	
3.6	Report boundary	Introducing Sanford	1	
		About this Report and Reporting Scope	4	
		Key Performance Table	7	
3.7	Report boundary limitations	About this Report and Reporting Scope	4	
		Our Operations, Environmental Management Systems	30	
3.8	Reporting of structure changes that might significantly affect comparability	About this Report and Reporting Scope	4	
		Our Resources, Our People	15	
3.9	Data measurement techniques and calculations	Our Resources, Non Renewable	11	
		Our Impacts, Environmental	35	
3.10	Explanation of restated information	Key Performance Table	7	
		Our Resources, Our People	15	
		Our Impacts, Greenhouse Gas Emissions	35	
3.11	Significant reporting methodology change	About this Report and Reporting Scope	4	
		Our Operations, Audit	30	
		Our Impacts, Spills	35	
3.12	GRI content table	This document		
3.13	External assurance	Assurance Statement	44	
GOVERNANCE, COMMITMENTS AND ENGAGEMENT				
4.1	Governance structure	Chairman's Review and Directors' Report	Annual Report, 4	
4.2	Status of chair	Chairman's Review and Directors' Report	Annual Report, 5	Board Membership
4.3	Independent or non-executive directors	Chairman's Review and Directors' Report	Annual Report, 5	Board Membership
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the board	Response Form	47	
		Stakeholder Engagement	8	
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, 6	Board Committees
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	Board of Directors	Annual Report, 6	
4.7	Process for determining the qualifications and expertise of the members of the board	Board of Directors	Annual Report, 2	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance	Business System	5	
		Sustainable Policy	6	
		Chairman's Review and Directors' Report	Annual Report, 7	Code of Ethics
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance	Performance	Annual Report, 3-40	

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Food Processing Sector Supplement Indicators	Not Reported/ Applicable	Core Indicators
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	INDICATORS	SECTION	Page	Comments
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	Chairman's Review and Directors' Report	Annual Report, 3-7	
4.11	Explanation of whether and how the precautionary approach or principle is addressed	Our Resources, Quota	20	
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	Sustainable Policy	6	
		Our Impacts, GHG Protocol	35	
		Our Operations, Marine Stewardship Council	31	
4.13	Memberships in associations	Our Outputs, World Ocean Council	43	
4.14	List of stakeholder groups engaged	Stakeholder Engagement	8	
4.15	Basis for identification and selection of stakeholders	Stakeholder Engagement	8	
4.16	Approaches to stakeholder engagement	Stakeholder Engagement	8	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded	Stakeholder Engagement	9	
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	Our Operations, Marine Stewardship Council	31	
ENVIRONMENTAL				
EN1	Materials used by weight or volume	Not reported		
	Commentary added to specify wild caught and farmed seafood and other identified raw materials			
EN2	Percentage of materials used that are recycled input materials	Not reported		
EN3	Direct energy consumption by primary energy source	Key Performance Table	7	
EN4	Indirect energy consumption by primary source	Key Performance Table	7	
EN5	Energy saved due to conservation and efficiency improvements	Our Resources, Non Renewable	12	Electricity
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	Our Operations, Fleet Management	25	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Our Resources, Non Renewable	12	Electricity
EN8	Total water withdrawal by source	Our Resources, Non Renewable	12	Water
EN9	Water sources significantly affected by withdrawal of water	Not reported		
EN10	Percentage and total volume of water recycled and reused	Not reported		
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not reported		
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Our Operations, Ross Sea Fishing	29	
		Our Impacts, Protected and Vulnerable Species	36	
EN13	Habitats protected or restored	Not reported		

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SUSTAINABLE SEAFOOD

	INDICATORS	SECTION	Page	Comments
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	Our Operations, Marine Stewardship Council	31	
		Our Impacts, Protected and Vulnerable Species	36	
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	7	
EN17	Other relevant indirect greenhouse gas emissions by weight	Key Performance Table	7	
		Our Impacts, Greenhouse Gas Emissions	35	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Our Impacts, Greenhouse Gas Emissions	35	
EN19	Emissions of ozone-depleting substances by weight	Our Resources, Refrigerants	13	
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 - KPI	7	
EN23	Total number and volume of significant spills	Our Impacts, Spills	35	
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	Not reported		
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	Our Operations, San Nikunau	26	
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		

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	INDICATORS	SECTION	Page	Comments
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	Our Operations, Foreign Charter Vessel	28	
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	Partial - Our Resources, Our People	14	
LA2	Total number and rate of employee turnover by age group, gender, and region	Not reported		
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	Our Resources, Superannuation and Health Insurance Schemes	18	
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	Not reported		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	Partial - Our Resources, Work Related Accidents and Lost-time Injury Frequency Rates	17	
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		
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	Our People, Training	18	
LA12	Percentage of employees receiving regular performance and career development reviews	Not reported		

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	INDICATORS	SECTION	Page	Comments
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	Our Resources, Our People	15	
		Our Resources, Our People	16	Women in Management
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	8	
FP4	Nature, scope and effectiveness of any programmes 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.	Not reported		
SO2	Percentage and total number of business units analyzed 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	Our Operations, Foreign Charter Vessels	28	
		Our Operations, Orange Roughy	21	
		Our Outputs, Sharks	37	
		Our Outputs, Maui Dolphin	37	
	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	Our Operations, San Nikunau	26	
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	Not reported		
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	Our Operations, Audits	30	
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		

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	INDICATORS	SECTION	Page	Comments
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	Not reported		
	Types of marketing communications employed Policies and guidelines related to marketing of product to vulnerable groups			
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		
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	Our Outputs, Financial Position	40	
		Our Impacts, Donations	33	
	Specify the amount spent on the programs and practices to which the food processing sector is uniquely suited for contributing	Partially reported - Our Impacts, Auckland Seafood Festival	33	
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	Our Resources, Superannuation and Health Insurance Schemes	18	

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SANFORD LIMITED
SUSTAINABLE SEAFOOD

	INDICATORS	SECTION	Page	Comments
EC4	Significant financial assistance received from government	Not reported		
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	Not reported		
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	Not reported		
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	Our Outputs, Financial Position	40	
ANIMAL WELFARE				
FP9	Percentage and total of animals raised and/or processed, by species and breed type	Our Operations, Aquaculture Farms	22	
FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anaesthetic	Our Operations, Aquaculture Farms	22	
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	Our Operations, Aquaculture Farms	22	
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	Not reported		

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