

# 2013 GRI Indicator Index

The table below outlines the Sanford 2013 compliance to the Global Reporting Initiative (GRI) G3.1 and Food Processing Sector Supplement indicators. The table should be read in conjunction with our 2013 Sustainable Development Report and Annual Reports. More information on the GRI is available at [www.globalreporting.org](http://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, 3–7	
		Our Resources, Non Renewables	11–13	
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		Our Operations, Environmental Management Systems	32	
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		Operations Overview	Annual Report, 19–37	
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		Business System	5	
		Our Resources, Our People	14	
2.4	Headquarter location	Back cover	Back Cover	
2.5	Countries operating in	Introducing Sanford	0–1	
2.6	Nature of ownership	Chairman's Review and Directors' Report Statutory Information	Annual Report, 3–7 Annual Report, 89–91	
2.7	Markets served	Introducing Sanford	0–1	
		Marketing and Development	Annual Report, 15–18	
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		Key Performance Table	7	
		Our Outputs, Financial Position	44–45	
		Five Year Financial Review	Annual Report, 45	
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<b>REPORT PARAMETERS</b>				
3.1	Reporting period	About this Report and Reporting Scope	4–5	
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		Managing Director's Review	3	
3.3	Reporting cycle	About this Report and Reporting Scope	4–5	
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3.5	Process for defining Report content	About this Report and Reporting Scope	4–5	
		Stakeholder Engagement Table	8–9	
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		About this Report and Reporting Scope	4–5	
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3.7	Report boundary limitations	About this Report and Reporting Scope	4–5	
		Our Operations, Environmental Management Systems	32	
3.8	Reporting of structure changes that might significantly affect comparability	About this Report and Reporting Scope	4–5	
		Our Resources, Our People	14	
3.9	Data measurement techniques and calculations	Detailed throughout the report		
3.10	Explanation of restated information	Key Performance Table	7	
		Our Resources, Our People	14	
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		Our Resources, Health and Safety	17	
		Our Resources, Aquaculture Farms	24	
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		Our Impacts, Environmental, Greenhouse Gas Emissions	38	
3.11	Significant reporting methodology change	About this Report and Reporting Scope	4–5	
3.12	GRI content table	This document		
3.13	External assurance	Assurance Statement	48–49	
GOVERNANCE, COMMITMENTS AND ENGAGEMENT				
4.1	Governance structure	Chairman's Review and Directors' Report	Annual Report, 3–7	
4.2	Status of chair	Chairman's Review and Directors' Report	Annual Report, 2–7	
4.3	Independent or non-executive directors	Chairman's Review and Directors' Report	Annual Report, 2–7	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the board	Response Form	51	
		Stakeholder Engagement	8–9	
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	
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, 4–5	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance	Business System	5	
		Sustainability Policy	6	
		Chairman's Review and Directors' Report	Annual Report, 6	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, 3–7	
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	22–23	

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	INDICATORS	SECTION	Page	Comments
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	Sustainability Policy	6	
		Our Impacts, Environmental, Greenhouse Gas Emissions	38	
		Our Operations, Marine Stewardship Council	33	
4.13	Memberships in associations	Our Outputs, World Ocean Council	46	
4.14	List of stakeholder groups engaged	Stakeholder Engagement	8–9	
4.15	Basis for identification and selection of stakeholders	Stakeholder Engagement	8–9	
4.16	Approaches to stakeholder engagement	Stakeholder Engagement	8–9	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded	Stakeholder Engagement	8–9	
<b>SOURCING</b>				
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	33	
<b>ENVIRONMENTAL</b>				
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	11–13	
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	27	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Our Resources, Non Renewable	11–13	
EN8	Total water withdrawal by source	Our Resources, Non Renewable	12	
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 Outputs, Chatham Rise	47	
		Our Impacts, Protected and Vulnerable Species	40–41	
EN13	Habitats protected or restored	Not Reported		
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	Our Operations, Marine Stewardship Council	33	
		Our Impacts, Protected and Vulnerable Species	40–41	
		Our Outputs, Precision Seafood Harvesting	47	
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		

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	INDICATORS	SECTION	Page	Comments
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 Our Impacts, Environmental, Greenhouse Gas Emissions	7 38	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Our Impacts, Environmental, Greenhouse Gas Emissions	38	
EN19	Emissions of ozone-depleting substances by weight	Our Resources, Refrigerants	11	
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	
		Our Impacts, Environmental, Solid Waste to Landfill	37	
EN23	Total number and volume of significant spills	Our Impacts, Environmental, Spills	39	
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	28	
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		
<b>HUMAN RIGHTS</b>				
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		

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	INDICATORS	SECTION	Page	Comments
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 Vessels	30	
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		
<b>LABOUR PRACTICES AND DECENT WORK</b>				
LA1	Total workforce by employment type, employment contract, and region	Partially Reported - Our Resources, Our People	14-15	
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	20	
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	Partially Reported - 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	20-21	
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	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		

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	INDICATORS	SECTION	Page	Comments
<b>SOCIETY</b>				
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	8–9	
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 impaired 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 Outputs, Chatham Rise	47	
		Our Operations, Foreign Charter Vessels	30	
		Our Operations, Anti-fouling	29	
	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	28	
<b>PRODUCT RESPONSIBILITY</b>				
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, Compliance	32	
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		

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	INDICATORS	SECTION	Page	Comments
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		
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		
<b>ECONOMIC</b>				
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	44–45	
		Our Impacts, Communities	35–36	
	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	35	
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	20	
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		

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	INDICATORS	SECTION	Page	Comments
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	44–45	
<b>ANIMAL WELFARE</b>				
FP9	Percentage and total of animals raised and/or processed, by species and breed type	Our Resources, Aquaculture Farms	24	
FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anaesthetic	Our Resources, Aquaculture Farms	25	SPATnz
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, antiinflammatory, hormone, and/or growth promotion treatments, by species and breed type	Our Resources, Aquaculture Farms	25	SPATnz
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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