



**SANFORD LIMITED**  
SUSTAINABLE SEAFOOD

## Global Reporting Initiative (GRI) G3 Indicator Index 2009

The table below outlines the Sanford 2009 Sustainable Development Report compliance to the Global Reporting Initiative (GRI) G3 indicators.

More information is available at [www.globalreporting.org](http://www.globalreporting.org)

Key: **Core Indicators**

INDICATORS		SECTION	PAGE
<b>STRATEGY AND ANALYSIS</b>			
1.1	Statement	Managing Director's Statement Directors' Report and Chairman's Review	5 Annual Report
1.2	Key impacts, risks and opportunities	Managing Director's Statement Directors' Report and Chairman's Review Environmental Sustainability Social Sustainability Economic Sustainability New Zealand Climate Change Response (Emissions)	5 Annual Report 10 27 37 16
<b>ORGANISATIONAL PROFILE</b>			
2.1	Organisation name	Directors' Report and Chairman's Review	Annual Report
2.2	Brands, products and/or services	Economic Sustainability - Products on website	37
2.3	Operational structure	Management Directory	3
2.4	Headquarter location	Back page	49
2.5	Countries operating in	Division Reports	Annual Report
2.6	Nature of ownership	Directors' Report & Chairman's Review and Statutory Information	Annual Report
2.7	Markets served	Managing Director's Statement Division Reports	5 Annual Report
2.8	Scale of organisation	Managing Director's Statement Social Sustainability Economic Sustainability - About Sanford Five Year Financial Review	5 27 37 38
2.9	Significant changes	Directors' Report and Chairman's Review	Annual Report
2.10	Awards received	Environmental Sustainability	10
<b>REPORT PARAMETERS</b>			
3.1	Reporting period	Directors' Report and Chairman's Review	Annual Report
3.2	Date of previous report	Directors' Report and Chairman's Review	Annual Report
3.3	Reporting cycle	Directors' Report and Chairman's Review	Annual Report
3.4	Contact point	Response Form	48
3.5	Process for defining report content	Intro and Managing Directors Statement	4-5
3.6	Report boundary	Sustainable Development Reporting Scope	7
3.7	Report boundary limitations	Sustainable Development Reporting Scope	7
3.8	Reporting of structure changes that might significantly affect comparability	Sustainable Development Reporting Scope	7
3.9	Data measurement techniques and calculations	Environmental Sustainability	10
3.10	Explanation of restated information	Environmental Sustainability Social Sustainability	10 27
3.11	Significant reporting methodology change	Environmental Sustainability Social Sustainability Economic Sustainability	10 27 37
3.12	GRI content table	This document	<a href="http://www.sanford.co.nz">www.sanford.co.nz</a>
3.13	External assurance	Assurance Statement	46
<b>GOVERNANCE, COMMITMENTS AND ENGAGEMENT</b>			
4.1	Governance structure	Directors' Report and Chairman's Review	Annual Report
4.2	Status of chair	Directors' Report and Chairman's Review	Annual Report
4.3	Independent or non-executive directors	Board of Directors	Annual Report
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the board	Response Form Stakeholder Engagement	48 <a href="http://www.sanford.co.nz">www.sanford.co.nz</a>
4.5	Linkage between compensation for members of the board, senior managers, and executives and the organization's performance.	Partially Reported	Annual Report
4.6	Processes in place for the highest governance body to ensure conflicts of interest are	Not reported	
4.7	Process for determining the qualifications and expertise of the members of the board	Not reported	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance	Sustainability Policy	<a href="http://www.sanford.co.nz">www.sanford.co.nz</a>
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	Not reported	
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	Partially Reported - Environmental Sustainability	10
4.13	Memberships in associations	Partially Reported - Social Sustainability	27
4.14	List of stakeholder groups engaged	Stakeholder Engagement	<a href="http://www.sanford.co.nz">www.sanford.co.nz</a>
4.15	Basis for identification and selection of stakeholders	Stakeholder Engagement	<a href="http://www.sanford.co.nz">www.sanford.co.nz</a>
4.16	Approaches to stakeholder engagement	Stakeholder Engagement	<a href="http://www.sanford.co.nz">www.sanford.co.nz</a>
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded	Stakeholder Engagement	<a href="http://www.sanford.co.nz">www.sanford.co.nz</a>
<b>ENVIRONMENTAL</b>			
EN1	Materials used by weight or volume	Environmental Profile	11
EN2	Percentage of materials used that are recycled input materials	Not Reported	
EN3	Direct energy consumption by primary energy source	Environmental Profile	11
EN4	Indirect energy consumption by primary source	Environmental Profile	11
EN5	Energy saved due to conservation and efficiency improvements	Environmental Sustainability	10
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	Partially Reported - Environmental Sustainability	10
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Not Reported	



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	INDICATORS	SECTION	PAGE
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 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	Environmental Sustainability - Impacts of Fishing	18
		Environmental Sustainability - Marine Protected Areas	23
EN13	Habitats protected or restored	Environmental Sustainability - Marine Protected Areas	23
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	Environmental Sustainability - Impacts of Fishing	18
		Environmental Sustainability - Impacts of Aquaculture	24
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	Environmental Profile	11
EN17	Other relevant indirect greenhouse gas emissions by weight	Partially Reported - Environmental Sustainability	10
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Not Reported	
EN19	Emissions of ozone-depleting substances by weight	Environmental Sustainability - Refrigerants Profile	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 - Waste	13
EN23	Total number and volume of significant spills	Not Reported	
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	Not reported	
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	Environmental Profile	11
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	Partially Reported - Compliance	17
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	
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	Not Reported	
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	Not Reported	
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	Social Sustainability - Employees	28
LA2	Total number and rate of employee turnover by age group, gender, and region	Social Sustainability - Employees	28
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	Social Sustainability - Super Plan Membership	31
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	
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	Not Reported	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	Social Sustainability - Work Related Accidents	30
LA8	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases	Social Sustainability	27
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	Social Sustainability - Training	31
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 - workplace diversity	28
LA14	Ratio of basic salary of men to women by employee category	Not Reported	
<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	<a href="http://www.sanford.co.nz">www.sanford.co.nz</a>
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	2008 Case Study updates	8



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	INDICATORS	SECTION	PAGE
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	Not Reported	
<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	
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	
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information 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	Economic Sustainability - Consumers	45
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	Economic Sustainability - Financial Summary Social Sustainability	38 27
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Partially Reported - NZ Climate Change Response	16
EC3	Coverage of the organization's defined benefit plan obligations	Not Reported	
EC4	Significant financial assistance received from government	Partially Reported - NZ Climate Change Response	16
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	44
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	Social Sustainability - Community Donations	33
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	Not Reported	