**Sanford Supplier Code of conduct**

V1.0

March 2024

Relevant for the services or goods being supplied to Sanford, suppliers are expected to effectively communicate the content of this SCOC to all relevant employees and subcontractors, parent, subsidiaries and affiliates. Suppliers are expected to undertake actions necessary and appropriate to assure its implementation.

Sanford may conduct periodic assessments to verify compliance with this SCOC and may request documentation that demonstrates compliance.

Likewise, Sanford are committed the SCOC values and commit to provide examples and assistance to Sanford suppliers who require further information on key areas of the code.

See the SCOC Guidance document for further information.

**implementation**

Sustainable seafood is important to Sanford and we’re committed to acting in a way that benefits the future of the communities

Sanford’s operations, both on land and in water can have an impact on the environment.

Sanford want to engage with its suppliers to ensure that Sanford work and partner with those who share Sanford’s commitment and approach to environmental and social outcomes.

The objective of Sanford’s Supplier Code of Conduct (SCOC, ‘the Code’) is to set clear Sanford’s expectations of our suppliers regarding ethical, social, and environmental business practices.

The Code provides a framework for meaningful and collaborative partnerships that ultimately work to enhance communities, increase efficiency, and reduce environmental impacts together.

**Purpose**

Sanford’s Supplier Code of Conduct focuses on four pillars:

* Ethical Business,
* People & Community,
* Safety & Wellbeing, and
* Environmental Sustainability.

The Code applicable to all suppliers, including their parent, subsidiaries, affiliates, and subcontractors (“suppliers”) providing goods or services to Sanford Ltd.

For each pillar the Code outlines:

**• What Sanford expects of its suppliers (i.e. the minimum standards to be adhered to) .**

**• What Sanford encourages for its suppliers (i.e. best practice standards which are desirable but not mandatory) .**

Building on the SCOC, Sanford may contract specific performance measures with like-minded suppliers to work on projects that aim to make a greater positive impact than what Sanford could have achieved on its own.

Suppliers shall comply with any additional requirements specific to the products or services being provided to Sanford as called for in contract documents.

**SCOPE**

Ethical Business

# Sanford expects its Suppliers to

* Operate with integrity and comply with all applicable laws, regulations, and ethical standards of all the countries where they are doing business, including competition, and fair-trading laws, insider trading laws, data privacy laws, environmental laws and regulations and anti-corruption laws.
* Not engage in corruption including bribery, extortion, money laundering or other illegal or unethical activities.
* Be straight up and transparent about their practices.

# Sanford encourages its Suppliers to

* Provide and promote a ‘whistleblower’ option for employees which is accessible and confidential.
* Across the countries they operate in, apply the requirements of those countries with the highest standard of ethical obligations.



Safety & Wellbeing

# Sanford expects its Suppliers to

* Comply with their health and safety obligations, all applicable laws, regulations, and standards in New Zealand and/or the countries where they are doing business.
* Have a robust operational risk management framework in place to ensure that members of their team, the public and environment are not harmed through their business operations
* Create workplaces that enable “safe work”, protect workers from any health impacts arising from their work and promote mental wellbeing
* Consult, co-operate and co-ordinate with Sanford as a ‘Person Conducting Business or Undertaking’ (PCBU) on matters relating to safety and wellbeing as required.

# Sanford encourages its Suppliers to

* Have an aspiration to create a zero-harm workplace and adopt a continuous improvement approach to the health, safety, and wellbeing of employees.
* Involve their employees in safety and wellbeing management through employee participation programmes and build their capability to manage risk.
* Across the countries they operate in, apply the requirements of those countries with the highest standard of health and safety obligations.



People & Community

# Sanford expects its Suppliers to

* Comply with regulatory and statutory requirements of employment, human rights, discrimination, harassment, equal opportunities, and global labour standards.
* Respect human rights and ensure no employee suffers harassment, physical, mental, or other forms of abuse.
* Ensure the wellbeing of employees by complying with legal requirements on working hours, including minimum wage, overtime, and maximum hours.
* Practice and promote equality by treating employees equally regardless of gender, age, race, ethnicity, religion, disability, or other distinguishing characteristics.
* Not use forced, compulsory or child labour, and to ensure that employees are employed voluntarily and of their own free will.

# Sanford encourages its Suppliers to

* Contribute to the communities they live and operate in by empowering community aspirations and achievements, supporting safe and healthy communities, and enabling neighborhood solutions.
* Promote and value diversity and inclusiveness by achieving and maintaining a workforce that broadly reflects the communities our suppliers work in.
* Do business in a way that supports New Zealand.



Environmental Sustainability

# Sanford expects its Suppliers to

* Comply with all applicable environmental laws, regulations, and standards of the countries where they are doing business, including those that relate to hazardous materials, air emissions, pollution, waste, and wastewater discharges.
* Notify us of any environmental infringements and non-compliance.
* Use less and waste less by adopting practices that minimise impact on the environment and deliver benefits to improve sustainable performance over time.

# Sanford encourages its Suppliers to

* Measure and monitor their greenhouse gas emissions (Scope 1, 2 & 3)
* Set an internal emissions reduction target and publicly report on progress to a recognized standard.
* Support their suppliers to reduce their operational impacts on the environment.
* Identify, assess, and manage climate-related risks and opportunities for their business.



Supplier Engagement

# Sanford expects its Suppliers to

* Work with Sanford and, in turn, with their suppliers and contractors, to implement and live up to the principles of this Code of Conduct.
* Work with us collaboratively to share, listen and learn from each other to create mutually beneficial opportunities.
* Embed the Supplier Code of Conduct as part of everyday processes.
* Operate with a philosophy of continuous improvement.
* Take leadership in training, monitoring, reporting, and putting in place corrective actions where needed.



Got any questions?

Have you had a read of this, and now got any questions?

Just drop us a line to [environment@sanford.co.nz](mailto:environment@sanford.co.nz) and we’ll get right back to you.