



SUSTAINABILITY POLICY

Sustainability sits at the heart of our business – it is fundamental to our connection with New Zealand and the growth of our business. We understand our environmental, economic and social choices have an impact, now and in the future. We are committed to a sustainable future for our business and stakeholders, our people, customers and communities. Sanford's vision is to be the Best Seafood Company in the World through the sustainable growth of our business, and we embrace the contribution we will make towards achieving the United Nations Sustainable Development Goals (UN SDGs).

Our sustainability agenda focuses on six performance outcomes, aligned with our operational processes and long term vision:



Building a sustainable seafood business

We will deliver sustainable, profitable and socially beneficial outcomes across our business by:

- Improving our business margins, creating shareholder value in a sustainable way, understanding and managing our risk profile, and leading the way in creating a more innovative, sustainable business.
- Being recognised as a company which lives its values in all our activities, demonstrates an ethical approach across all areas of corporate responsibility, proactively engages with key stakeholders and communicates with clarity and as much transparency as possible.



Creating a safe and high performing workplace culture

We will become an employer of choice by delivering industry leading safety risk management, ensuring a culture of high performance and growth, and living our values, through:

- Protecting our people from the risk of harm, whether it be operational or occupational injury or ill health.
- Ensuring every one of our people is skilled, empowered and engaged in contributing to the goals of the business and reaching their full potential.



Leading the way to healthy food and marine extracts

We will lead the way in driving sustainable performance across our value chain, maximising opportunities to create value through:

- Being recognised as a global leader in providing safe, high quality New Zealand seafood, built on a portfolio of brands that engage with consumers.
- Working with our supply chain to deliver mutually sustainable solutions that deliver value for money, and support our focus on health and safety, product quality, sustainability, continuous improvement and innovation.



Ensuring healthy oceans

We will lead by example in healthy ocean management, so that future generations can enjoy and benefit from our biologically diverse, safe, healthy and dynamic oceans, by:

- Complying with all applicable laws and regulations governing our operations, including relevant international conventions.
- Enhancing our role as a leader of change in our industry, applying influence to ensure the sustainability of our ocean ecosystems, and maintaining zero tolerance for overfishing, underreporting and discarding catch.
- Striving to protect marine species, including seabirds, sea lions, dolphins and sharks through best practice farming and fishing operations.



Supporting enduring communities & partnerships

We will deliver a significant and positive contribution everywhere we work, through:

- Respecting and supporting local communities in line with our social licence to operate.
- Establishing strategic partnerships that create value for the community, our partners and Sanford in the short, medium and long term.



Protecting and enhancing the environment

We will work proactively with our people, customers and suppliers to ensure we protect and enhance the environment by:

- Minimising environmental impact when carrying out business operations, preventing pollution or contamination of land, air and water and, where possible, enhancing the environment we operate within through sound management and mitigation.
- Doing more with less by maximising efficient use of resources.
- Demonstrating our commitment to climate change response by actively reducing our energy consumption and emission of greenhouse gases and seeking to introduce low carbon solutions into our value chain, where practicable.

Sanford's Sustainability Policy encompasses activities that are wholly owned and operated by the Company. In operations in which Sanford has partial influence, through ownership stake or management collaboration, we aim to operate according to this Policy.

Signed:

Volker Kuntzsch
Chief Executive Officer

Paul G Norling
Chairman

Reviewed: May 2019
Next Review: May 2020