

Stakeholder Engagement

Key stakeholder groups include those with a strong interest in Sanford Limited, those whom our business has an impact on, and those who have an influence on the Company. We regularly engage with these groups to build on common goals and understandings and to enable us to improve our business. We invite all stakeholders to communicate with us by completing the response form in the sustainable development report. The following table summarises our key stakeholder groups, how we engage with them, some of their key issues and how we respond. More information is available in the Sustainable Development Report at www.sanford.co.nz.

Stakeholder group	How we engage	Key issues	How we respond
Communities	<ul style="list-style-type: none"> Interviews with community representatives Employee involvement with the community Tours of facilities Charitable donations and community projects Direct engagement on key topics. 	<ul style="list-style-type: none"> Sustainability of local fish stocks Health of the harbour and its suitability for recreational activities including fishing Employment rates Sanford's contribution to the economy and sustainable development of the region. 	<ul style="list-style-type: none"> Being a responsible employer Charitable donations and community projects such as the Auckland Seafood Festival and Kiwi Can Involvement with the Rotary Club (Auckland East) Environmental Management Systems Compliance with all resource consents and the Quota Management System Assistance with providing training for emergency services Blessing of the fleet.
Shareholders and investors	<ul style="list-style-type: none"> Annual meeting Feedback form included in the Annual and Sustainable Development reports. 	<ul style="list-style-type: none"> Financial returns Creation of shareholder value Overall sustainability of the business Future outlook and challenges. 	<ul style="list-style-type: none"> Always striving to create shareholder value Production of Annual and Sustainable Development reports.
Employees	<ul style="list-style-type: none"> Sanford intranet Staff newsletter Notice boards Negotiations with unions Daily working relationships. 	<ul style="list-style-type: none"> Competitive pay rates Working conditions and work/life balance ACC Partnership Programme members Employee equity Benefits such as superannuation and KiwiSaver Continual training opportunities. 	<ul style="list-style-type: none"> Being an equal opportunities employer Offering employee benefits and flexible working options where appropriate Increased emphasis on staff health and safety Union negotiation.
Unions	<ul style="list-style-type: none"> Annual negotiations Involvement in health and safety and environmental committees. 	<ul style="list-style-type: none"> Employment and remuneration Health and safety of employees. 	<ul style="list-style-type: none"> Being a responsible employer Increased emphasis on staff health and safety.
Customers	<ul style="list-style-type: none"> Everyday engagement through liaison with our marketing team Direct engagement on key topics of interest. 	<ul style="list-style-type: none"> Quality of the product Labelling of product Competitive pricing Steady supply Environmental standards. 	<ul style="list-style-type: none"> Rigorous quality programme Planning of harvests pre-season in line with the TACC MSC-certified products.
Suppliers	<ul style="list-style-type: none"> Through those who make procurement decisions Direct engagement on key topics of interest. 	<ul style="list-style-type: none"> Environmental footprint, in particular waste management and packaging Customer satisfaction Logistics and fuel efficiency. 	<ul style="list-style-type: none"> Communicating our requirements with suppliers.
Tangata whenua	<ul style="list-style-type: none"> Through our relationships with fully/partly Maori-owned fisheries Share-farming arrangements with Maori in our Northern aquaculture operations Local tribes are invited to significant events such as the Blessing of the Fleet. 	<ul style="list-style-type: none"> Cultural value of kai moana Recognition of traditional fishing grounds and areas of significance to Maori Importance of Maori stewardship of marine resources and involvement in coastal and marine management. 	<ul style="list-style-type: none"> Sharing a desire to sustainably and responsibly manage marine resources and recognising the rights and customs of Maori Blessing of the fleet.
Industry	<ul style="list-style-type: none"> Through our involvement with SeaFIC and Commercial Stakeholder Organisations (CSO)¹ Staff members in their everyday interactions as well as informal and formal meetings and attendance at conferences Seafood Industry Training Organisation (SITO). 	<ul style="list-style-type: none"> Sustainable fisheries management Property protection Access protection Shared fisheries Resource management, particularly fuel efficiency Aquaculture Management Areas (AMAs). 	<ul style="list-style-type: none"> Involvement with submissions Mitigation of by-catch including involvement with Southern Seabird Solutions Monitoring fuel use and maximising efficiency of voyages Involvement with the Inzone project Benthic Protection Areas (BPAs) support.
Non-Government Organisations (NGOs)	<ul style="list-style-type: none"> Meetings and working groups Training sessions and seminars Direct engagement on key topics of interest. 	<ul style="list-style-type: none"> Ecosystem effects of fisheries Impacts of bottom trawling By-catch of birds and mammals Fuel efficiency Environmental certification. 	<ul style="list-style-type: none"> Mitigation of by-catch including involvement in Southern Seabird Solutions Monitoring and management of fuel consumption MSC Certification of fisheries.
Government	<ul style="list-style-type: none"> Meetings, working groups and conferences Direct engagement on key topics of interest. 	<ul style="list-style-type: none"> Sustainable fisheries management Property protection and access Shared fisheries Fisheries Plan Aquaculture Management Areas (AMAs) Cooperation between government, NGOs and industry Protected species management and by-catch mitigation Ecosystem management Impacts of bottom trawling Fuel efficiency Environmental certification of fisheries Proposed plan change to the Western Reclamation (Auckland). 	<ul style="list-style-type: none"> Mitigation of by-catch including involvement in Southern Seabird Solutions Regular engagement of Sanford executives with Ministry of Fisheries and other relevant organisations Monitoring fuel use and maximising efficiency of voyages MSC certification of fisheries Regular engagement with local government on planning issues Constructive participation in Fisheries Plan forums.

¹ A full list of all CSOs is available online at www.seafood.co.nz