



# SUSTAINABILITY POLICY

July 2023

Next Review: As required or 3 years after issue.

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# SUSTAINABILITY POLICY

*Sanford's vision is to be New Zealand's seafood leader for quality, value, and reputation.  
Our purpose is to provide exceptional nutritious food from healthy oceans.*

Sustainability sits at the heart of our business – it is fundamental to the resources and inputs that our operations rely upon. We understand our operations can have environmental, social, and economic outcomes and that our decisions can influence those now and into the future.

We are committed to a sustainable future for our business and stakeholders, our people, customers and communities, and the environment in which we operate.

Our sustainability agenda is informed by our stakeholders. We use the informed inputs of our people, customers, suppliers, regulators, investors, and environmental groups to guide and prioritise key sustainability topics. Our actions align with and contribute toward the achievement of the UN Sustainable Development Goals.

## *Our commitments are:*



## 1. Oceans, Environments, and Ecosystems

We will lead by example in the management of our natural environments so that future generations can enjoy and benefit from the biologically diverse, safe, healthy, and dynamic waters in which we operate.

### **We will do this by:**

- Complying with all relevant laws, regulations, and conventions governing our operations.
- Promoting sustainable utilisation of fisheries resources and ocean ecosystems, maintaining zero tolerance for overfishing, under-reporting, discarding catch, or unlawful fishing activities.
- Protecting the environment, preventing pollution, minimising adverse environmental impacts, from our business operations at sea and on land.
- Identifying and maximising nature positive outcomes associated with our operations.
- Striving to safeguard seabirds, marine mammals, and protected species through best practice operations.
- Demonstrating our commitment to climate change response by setting meaningful targets and actively reducing our energy consumption and emission of greenhouse gases and introducing low carbon solutions within our value chain where practicable.
- Improving our resource use efficiency and working to eliminate wastes generated from operations.
- Implementing, and continually improving our environmental management systems to measure and track our environmental performance.
- Embracing an attitude that operating the way we do is a privilege, and we must be responsible to maintain that privilege.

## 2. People, Customers, and Communities

We recognise that our people, our customers, and our communities are integral to our business. Our people's skills and knowledge are essential to the achievement of our vision. We value our customers, an essential part of our business, we seek to build and sustain partnerships with customers aligned to our purpose. We will deliver positive contributions to our stakeholder communities, and we aim to be regarded as a valued and respected partner within local communities everywhere we work.

### We will do this by:

- Protecting our people from the risk of harm, supporting their wellbeing and ensuring their welfare, growth and fulfilment across physical, emotional, and economic domains.
- Creating meaningful employment and skill development opportunities for our people.
- Encouraging gender equity, diversity, and inclusion throughout our business.
- Respecting and supporting our local communities in areas where we operate, by maintaining strategic partnerships and initiatives that create value for the community, our partners, and Sanford.
- Working with our customers to bring them the best of our sustainably harvested seafood and marine extracts.
- Demonstrating great care for our seafood products and achieving optimal value for these precious resources.
- Contributing toward improved health and well-being outcomes for our consumers through the provision of safe and high-quality nutritional proteins and marine extracts.
- Finding ways to demonstrate our commitment to what is important to the communities in which we operate.

## 3. Business Performance and Operational Excellence

Sustainable economic performance provides a foundation for improved environmental and social outcomes. We will deliver consistent, profitable and sustainable outcomes through our strategy, operations, people, sector leadership, approach to innovation, and risk management.

### We will do this by:

- Delivering sustainable growth in shareholder value by improving business margins while understanding and managing our business and operational risks.
- Investing in science and innovation to deliver on improved value in what we produce.
- Understanding the risks to our business presented by a changing climate and deploying strategies to adapt our business for improved resilience and performance.
- Taking a responsible leadership approach, guided by our values, and considering the effect of our decision making on all stakeholders.
- Demonstrating an ethical approach to business management and promoting transparency in decision making and business reporting.

Sanford's Sustainability Policy encompasses activities that are wholly owned and operated by the Company. In operation in which Sanford has partial influence, through ownership stake or management collaboration, our inputs will be guided by this Policy.

## 4. Signed:



Peter Reidie  
Chief Executive Officer



Sir Rob McLeod  
Chairman

**Review Date: As required or July 2026**