

Woolworths Group Seafood Sourcing Policy

We create better experiences together
for a better tomorrow

Woolworths Group Limited

ABN 88 000 014 675



Background

Our approach

Woolworths Group is united and driven by our Group purpose: to create better experiences together for a better tomorrow. We strive to have a positive impact on our team, our planet, our customers and the communities we serve – and in doing so create long-term stakeholder value and sustainable growth for our business.

Supporting Sustainable Food Systems

We aim to protect, grow and support sustainable food systems through positive action on climate, nature and animal welfare. By partnering with suppliers, industry and government, we can enable sustainable food production, build resilience against disruptions, and support the continued availability and affordability of food for our customers.

This Seafood Sourcing Policy outlines:

- our minimum seafood sourcing standards and requirements of our suppliers;
- our approach to conducting due diligence; and
- our approach to continuous improvement for seafood sourcing.

We work with a range of stakeholders including suppliers, industry bodies, scientists, government, non-government organisations and other stakeholders to inform our ongoing approach to seafood sourcing.

Related policies

Animal Welfare

This Policy should also be read in conjunction with our [Woolworths Group Animal Welfare Policy](#), which has specific requirements for farmed finfish and shellfish.

Human Rights

Woolworths Group is committed to respecting the human rights of workers in its supply chain and notes the detrimental impact that unsustainable seafood sourcing can have on vulnerable communities, including Indigenous peoples and migrant workers, as well as access to safe water and sanitation. We recognise that the most extreme risks to people in the seafood supply chain often occur at lower supply chain tiers, including at the vessel level, and we will seek to work with our direct suppliers to prioritise our due diligence.

This Seafood Sourcing Policy should be read in conjunction with [Woolworths Group's Human Rights Policy](#) and [Responsible Sourcing Standards](#). We expect our suppliers to commit to safeguarding workers rights, and seek to work with suppliers that can demonstrate this commitment.

Adherence to the Woolworths Human Rights Policy is a requirement for all suppliers globally for doing business with Woolworths Group. All direct seafood suppliers of Own Brand and fresh seafood are in scope of the Responsible Sourcing Standards and are required to complete, and maintain, risk-based social compliance due diligence, in addition to the independent certification and verification requirements outlined below.

No Deforestation

Suppliers must work towards sourcing aquafeed that contains any soy in line with the [Woolworths Group No-Deforestation Policy](#).

Scope

This Woolworths Group Policy applies to Woolworths Supermarkets and Metro Stores in Australia and Woolworths New Zealand. Where specific requirements apply for these businesses, they are detailed separately in this document.

Own Brand - For the purposes of this policy, Own Brand is defined as all products and/or packaging with the Woolworths Group (or a subsidiary of Woolworths Group) business name and/or address on pack or accompanying label (including a digital label).

This document outlines the seafood sourcing requirements for all own brand fresh, frozen, canned and ingredient seafood.¹

Seafood refers to all species of fish and other aquatic species, whether wild-caught or farmed and sourced locally or internationally.

Non Woolworths brands (Vendor Branded) sold by Woolworths Group

Vendors of Vendor Branded products must comply with the Woolworths Terms of Trade, which stipulate that all relevant laws must be met. Vendors supplying seafood products under their own brands to Woolworths Group must comply with all legislation related to seafood in the country where the product is produced.

Due diligence and incident investigation

We employ a multifaceted approach to setting our sourcing standards, guided by our Group Risk Management Framework (RMF).

We continuously review and improve our seafood sourcing standards, informed by the latest science and global standards. As part of our ongoing due diligence, we engage independent seafood and animal welfare advisors on issues such as industry standards and best practice, assessment of the latest third-party certification standards, science based research, product claims and strategic sourcing improvements.

Woolworths Group will conduct internal and external due diligence and investigate any incidents in our Own Brand supply chain that result in environmental or social impacts that are inconsistent with this Policy, including:

- Sourcing species that have been listed as Threatened, Critically Endangered, Endangered, Protected, Vulnerable, or Conservation Dependent on the IUCN red list, or under the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act);
- Sourcing from aquaculture and fishery operations found by third party certifiers or regulators to be contributing to adverse cumulative impacts on ecosystems;
- Sourcing from fisheries that use destructive fishing gears of dynamite and/or poisons;
- Where a 'zero tolerance' or 'critical' non-conformance is identified in any social compliance audit report, or a supplier is otherwise suspected of not complying with [Woolworths Group's Human Rights Policy](#) and [Responsible Sourcing Standards](#).

¹ Seafood in pet food, derivatives in cooking products as ingredients or products (e.g. fish sauce, fish stock, extracts and pastes) and extracts in health products (e.g. cod liver oil and krill oil) are not currently included in the scope of this Policy.

Australian Requirements

Woolworths Australian Supermarkets and Metro stores will source Australian or international seafood which meets all of the below requirements for Own Brand products.

Products meeting the requirements of this policy can be recognised by one of the following logos on pack:



Through 2026 our Own Brand Seafood product packaging will be transitioning from the “responsible sourced” logo to the “Independently Certified or Verified” logo, continuing to provide customer helpful information regarding our sourcing standards.

Farmed Seafood

All of our own brand farmed seafood, other than Australian oysters and mussels, must be third-party ‘independently certified’.

Independently Certified

Accepted independent certifications for farmed seafood (aquaculture) are:

- [Aquaculture Stewardship Council \(ASC\)](#) certified; or
- [Best Aquaculture Practices \(BAP\)](#) Farm Standard certified; or
- [GLOBALG.A.P. \(GGN\)](#) Integrated Farm Assurance certified.

Own brand farmed seafood products assessed against the ASC, BAP or GGN standards are assessed against environmental, animal health and welfare, human rights, safety and feed sourcing standards by an independent third party.

More information on these standards can be found on their respective websites.

Where farmed seafood products carry the ASC logo these products are additionally assessed against the ASC Chain of Custody Standard.



¹ for seafood that is sold, unbranded, behind the counter only.

² for skipjack and yellowfin tuna only. All tuna suppliers are required to collect and maintain relevant traceability information, back to the vessel, for each batch of processed tuna. This information should be available at all times by request.

Independently verified

Farmed Australian oysters and mussels are independently verified in accordance with this policy. All Farmed Australian oysters and mussels have been assessed by an independent company as low risk environmental impact against a science-based ecological assessment.

Wild-caught Seafood

All of our own brand wild-caught seafood must be sourced from fishery operations that are third-party 'independently certified' or 'independently verified'.

Independently Certified

Accepted independent certifications for wild-caught seafood are:

- [Marine Stewardship Council \(MSC\)](#).

Where wild caught seafood products carry the MSC logo these products are additionally assessed against the MSC Chain of Custody Standard.



Independently verified

- 'Independently verified' through:
 - 'Comprehensive' Fishery Improvement Projects (FIPs listed on [fisheryprogress.org](#)) that have a progress rating of A or B; or
 - WWF's *Ecological Sustainability Evaluation of Seafood* (ESES) tool, with a classification of 'low need for improvement'².

² for seafood that is sold unbranded behind the counter only

New Zealand Requirements

Woolworths New Zealand will source seafood which meets all of the below requirements for Own Brand products.

Preferential sourcing of New Zealand seafood that meets the following:

- Supports New Zealand suppliers; and
- Meets New Zealand legislation regulating the sustainable management of fisheries to:
 - recognise the Treaty of Waitangi;
 - utilise science-based information;
 - avoid, remedy or mitigate any adverse effects of fishing on the environment;
 - utilise fisheries plans which take an ecosystem-based approach to guide the long-term management of the fisheries.

New Zealand farmed seafood

Must be harvested under resource consent and from suppliers who are certified to an accepted aquaculture certification scheme or who are participants in the New Zealand Sustainable Aquaculture A+ programme.

Accepted certifications for farmed seafood (aquaculture) are:

- [Aquaculture Stewardship Council \(ASC\)](#) certified; or
- [Best Aquaculture Practices \(BAP\)](#) Farm Standard certified; or
- [GLOBALG.A.P. \(GGN\)](#) Integrated Farm Assurance certified.

Where farmed seafood products carry the ASC logo these products are additionally assessed against the ASC Chain of Custody Standard.

New Zealand wild-caught seafood

Must come from fisheries under the QMS, have populations (stocks) that are above the management target (checked annually), and must not directly impact the recovery of an overfished or endangered, threatened, protected species.

We do not source New Zealand whitebait, which is managed outside of the Fisheries Act and Quota Management System by the Department of Conservation and as a recreational fishery.

All international seafood sources (except tuna - see below for specific Tuna' requirements)

Must meet one of our recognised third-party independent certifications:

- [Aquaculture Stewardship Council \(ASC\)](#) certified; or
- [Best Aquaculture Practices \(BAP\)](#) Farm Standard certified; or
- [GLOBALG.A.P. \(GGN\)](#) Integrated Farm Assurance certified; or
- [Marine Stewardship Council \(MSC\)](#) certified.

Where wild caught seafood products carry the MSC logo these products are additionally assessed against the MSC Chain of Custody Standard.

Where farmed seafood products carry the ASC logo these products are additionally assessed against the ASC Chain of Custody Standard.

Skipjack and Yellowfin Tuna must be either independently certified or verified in accordance with this policy.

Where not independently certified by one of our recognised third-party independent certifications, Skipjack and Yellowfin Tuna must be independently verified in accordance with this policy as sourced from Suppliers that are participating companies in the International Seafood Sustainability Foundation (ISSF);

- via membership of the International Seafood Sustainability Association (ISSA);
- with no 'major' non-conformances identified in their annual audit report;
- only sourcing from vessels listed on the ISSF Proactive Vessel Register (PVR);
- All tuna suppliers are required to collect and maintain relevant traceability information, back to the vessel, for each batch of processed tuna. This information should be available at all times on request.

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