

# Seafood Sourcing Policy

We create better experiences together for a better tomorrow

# Seafood Sourcing Policy

## Commitment

The Woolworths Group Seafood Sourcing Policy seeks to address the social and environmental impacts incurred in the catch, supply chain and production of Own Brand and fresh seafood. It aims to drive transparency of the seafood used in our products to the raw material origin.

This Seafood Sourcing Policy supports the Woolworths 2025 Sustainability Plan by:

- outlining the minimum sourcing standards of our ecologically responsible seafood; and
- reaffirming our approach to conducting due diligence on high-risk commodities at multiple supplier tiers based on a forced labour risk assessment

We will work with suppliers, industry bodies, government, non-government organisations and other stakeholders to deliver our seafood commitments.

## Product

Woolworths Group is committed to improving the sustainability of seafood in our supply chain. Ecologically responsible fisheries and aquaculture are critical to reduce the environmental impacts of seafood consumption, while safeguarding people and animal welfare. Priority must be placed on fishing more sustainably to support fish stocks and marine ecosystems regeneration, so they can continue to provide for future generations. Woolworths Group supports seafood producers who are doing the right thing, by protecting our marine and freshwater ecosystems, and safeguarding the rights of workers in the seafood supply chain.

This Policy must also be read in conjunction with our Woolworths Group Animal Welfare Policy, which has specific requirements for farmed finfish and shellfish.

## People

Woolworths Group is committed to respecting the human rights of all workers in its supply chain and notes the particularly 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 the vessels, and we will seek to work with our direct suppliers to prioritise our due diligence in these areas.

This Seafood Sourcing Policy must be read in conjunction with the Woolworths Group's Responsible Sourcing Policy and Responsible Sourcing Standards. We expect our suppliers to have the same commitment to safeguarding workers rights, and seek to work with suppliers that can demonstrate this commitment.

Adherence to the Woolworths Responsible Sourcing Policy is a requirement for all suppliers globally for doing business with the Woolworths Group. We expect our suppliers, including suppliers of fresh, longlife and frozen seafood, to understand our Responsible Sourcing Policy and to extend the principles of this Policy, including risk-based due diligence, throughout their supply chain. All direct seafood suppliers of Own Brand and Fresh seafood are in scope of the Responsible Sourcing Standards and are required to complete risk-based due diligence.

## Scope

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

For the purposes of this policy, own brand is defined as products where Woolworths Group (or a subsidiary of Woolworths Group):

- is the Intellectual Property (IP) owner of the brand and/or trademark
- is involved in the design and/or development of the product or packaging
- exclusively sourced and has given direction to the product's composition
- features the Wcon, Countdown or BIG W icon printed on packaging including in-store
- category brands created by the Woolworths Food Company

We aspire that Woolworths Supermarkets Australia and Countdown Own Brand seafood as an ingredient will be responsibly sourced by 2025. Seafood in pet food, derivatives in cooking products as ingredients or products (e.g. fish sauce, fish stock) and extracts in health products (e.g. cod liver oil, krill oil) are not currently included in the scope of this Policy.

This document outlines the seafood sourcing requirements. Seafood refers to all species of fish and shellfish whether wild-caught or farmed, and sourced locally or internationally.

## Non Woolworths brands (Vendor Branded) sold by Woolworths Group

Woolworths Group will preferentially source Vendor Branded seafood that meets our Own Brand requirements or is third-party certified against Global Sustainable Seafood Initiative (GSSI) recognised standards.

Vendor Branded products must meet Woolworths Terms of Trade. Woolworths Terms of Trade stipulate that all relevant legislation must be met. Vendors supplying seafood products under their own brands to Woolworths Group must comply with all relevant state and territory legislation in regards to seafood in the country it is produced.

# Woolworths Group Policy for Own Brand Products

## Wild-Caught Seafood

Woolworths Group is committed to responsible fish stock management and catching methods that minimise habitat changes, bycatch and discards. We are also committed to safeguarding the rights of workers in the seafood supply chain including on vessels, hatcheries, feed mills, farms, and final processing facilities.

We will preferentially source wild-caught seafood that is:

Marine Stewardship Council (MSC) certified and assessed against the MSC Chain of Custody Standard, including a social compliance audit, where relevant.

## Skipjack and Yellowfin Tuna

The following sourcing requirements apply to Own Brand ambient tuna products:

- Preferential sourcing of MSC certified tuna harvested through FAD-Free and/or Pole & Line fishing methods.
- In the absence of the above, tuna will be harvested through FAD-Free and/or Pole & Line fishing methods from:

- 'Comprehensive' FIPs with progress rating of A or B ([www.fisheryprogress.org](http://www.fisheryprogress.org)); or

- Suppliers that are participating companies in the International Seafood Sustainability Foundation (ISSF)

- Via membership of the International Seafood Sustainability Association (ISSA);

- Only sourcing from vessels listed on the ISSF Proactive Vessel Register (PVR). Not Sourcing from vessels listed in the combined Illegal, Unregulated or Unreported (IUU) vessel list (<http://iuuvessels.org/iuu>)

- All tuna suppliers are required to collect, maintain and share relevant traceability information for each batch of processed tuna. Regular sampling and verification of the information back to vessel level is conducted to ensure compliance of the data gathered to the Woolworths requirements.

## Farmed Seafood

Woolworths Group is committed to responsible aquaculture farming practices, safeguarding people, environment and animals.

We will preferentially source farmed seafood that is:

- Aquaculture Stewardship Council (ASC) certified and assessed against the ASC Chain of Custody Standard; or
- Best Aquaculture Practices (BAP) Farm Standard certified; or
- GLOBAL G.A.P. (GGN) certified;

Suppliers must work towards sourcing aquafeed containing soy from sources that are low risk of deforestation by the end of 2025.

### Mussels and Oysters

Woolworths will preferentially source farmed mussels and oysters from Australia that are Aquaculture Stewardship Council (ASC) certified or Best Aquaculture Practices (BAP) Farm Standard certified. In the absence of one of the above third party certifications, the ecological responsibility of mussels and oysters farmed in Australia have undergone an extensive risk assessment by an independent expert third party.

### Additional

Woolworths Group will investigate incidents should they arise in our Own Brand supply chain that have been identified as having environmental or social impacts that are inconsistent with this Policy. This may include:

- Sourcing from vessels listed in the combined Illegal, Unregulated or Unreported (IUU) vessel list (<http://iuuvessels.org/iuu>)

- Sourcing species that have been listed as 'threatened' (which includes the categories of critically endangered, endangered or vulnerable) in the IUCN red list, or fisheries that have unacceptable impacts on these species.
- Sourcing species that have been listed as 'threatened' (which includes the categories of critically endangered, endangered, vulnerable or conservation dependent) under the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act).
- Where a 'zero tolerance' or 'critical' non-conformances is identified in any social compliance audit report, the supplier must demonstrate commitment and a plan to remediate and address root causes to mitigate the risk of future breaches and safeguard worker rights.
- Sourcing from aquaculture operations contributing to adverse cumulative impacts on ecosystems.
- Sourcing from fisheries that have destructive impacts on ecosystems (e.g. dynamite, poison).
- Sourcing from countries or waters identified as extreme risks to modern slavery.



In addition to the Woolworths Group Seafood Sourcing requirements, Woolworths Supermarkets Australia will also source seafood that is sold, unbranded, Behind the Counter that is independently verified as ecologically and socially responsible.

### Independently Verified as Ecologically and Socially Responsible

In the absence of one of the above third party certifications, the ecological responsibility of a seafood source must be independently verified by a qualified group or individual, using credible and publicly available tools and methodologies. Methodologies currently recognised include:

- World Wide Fund for Nature (WWF) Australia's Ecological Sustainability Evaluation of Seafood (ESES) tool with a classification of low need for improvement.
- 'Comprehensive' FIPs with progress rating of A or B ([www.fisheryprogress.org](http://www.fisheryprogress.org)).
- Credible and robust Aquaculture Improvement Projects with demonstrable time-bound improvements.

In conjunction with Woolworths Group Seafood Sourcing requirement, Woolworths Supermarkets Australia has the below additional requirement for its Own Brand products:

- Source RSPCA Approved farmed salmon for our range of RSPCA Approved salmon lines.
- Completing the Woolworths Group seafood self-assessment questionnaire and/or social compliance audit.



In addition to the Woolworths Group Seafood Sourcing requirements, Woolworths New Zealand (trading as Countdown) will also source the below for its Own Brand products.

Preferential sourcing of New Zealand seafood that meets the following:

- Supports New Zealand suppliers.
- Meets New Zealand legislation regulating the sustainable management of fisheries to recognise the Treaty of Waitangi, to utilise science-based information, and to avoid, remedy or mitigate any adverse effects of fishing on the environment, and the fishery's long-term management is guided by a fisheries plan that takes an ecosystem approach to fisheries management.
- New Zealand wild-caught seafood must be caught under the Quota Management System and within annual catch entitlements.
- New Zealand farmed seafood must be harvested under resource consent and from participants in the NZ Sustainable Aquaculture A+ programme.

New Zealand based suppliers are required to complete the Woolworths Group seafood self-assessment questionnaire and/or social compliance audit.

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 (although commercial fishing is not illegal).

All international seafood sources (except tuna - see specific 'Skipjack and Yellowfin Tuna' requirements) must meet one of our recognised third-party certifications (MSC, ASC, BAP, GGN).