

Seafood Sourcing Policy

We create better experiences together
for a better tomorrow

Seafood Sourcing Policy

Commitment

Woolworths Group is committed to improving the sustainability of seafood in our supply chain. Ecologically responsible aquaculture is critical to reduce the environmental impacts of farmed seafood, while safeguarding people and animal welfare. A priority must be placed on fishing more sustainably to support fish stocks and marine ecosystems regeneration, and 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.

This Seafood Sourcing Policy supports the Woolworths 2025 Sustainability Plan by outlining the minimum sourcing standards of our ecologically responsible seafood. We will work with suppliers, industry bodies, government, non-government organisations and other stakeholders to deliver our seafood commitments.

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. This Seafood Sourcing Policy must be read in conjunction with our Woolworths Group Responsible Sourcing Policy and Responsible Sourcing Standard, which apply to all our suppliers globally. Adherence to the Woolworths Responsible Sourcing Policy is a requirement of doing business with the Woolworths Group.

Animal Welfare

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

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.

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

This Seafood Sourcing Policy (the Policy) applies to Woolworths Supermarkets Australia and Countdown Supermarkets Own Brand packaged chilled, frozen and ambient seafood products and seafood sold Behind the Counter. Own Brand should be read as including all own brands, category brands, and exclusive brand products where Woolworths Group Limited serves as the brand owner. 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 included in the scope of this Policy.

We aspire that Woolworths Supermarkets Australia and Countdown Own Brand seafood as a visible ingredient will be ecologically responsible or sourced sustainably by 2025.

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 will preferentially source wild-caught seafood that is:

- Marine Stewardship Council (MSC) certified.

The following additional sourcing requirements apply to wild-caught seafood products that carry the MSC logo:

- Marine Stewardship Council (MSC) certified and assessed against the MSC Chain of Custody Standard.

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); or
 - 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).

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; or
- Best Aquaculture Practices (BAP) Farm Standard certified; or
- GLOBALG.A.P. (GGN) certified;

The following additional sourcing requirements apply to farmed seafood products that carry the ASC logo:

- Aquaculture Stewardship Council (ASC) certified and assessed against the ASC Chain of Custody Standard.

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

Additional

Woolworths Group will investigate incidents 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://iuu-vessels.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).
- Sourcing from aquaculture operations contributing to adverse cumulative impacts on ecosystems.
- Sourcing from fisheries that have destructive impacts on ecosystems (e.g. dynamite, poison).



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 responsible.

Independently Verified as Ecologically 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).
- 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 RSPCA salmon lines.



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 and communities.
- 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.

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).