



RESPONSIBLE SOURCING POLICY

At Whitby, we are passionate about seafood and that includes ensuring that the seafood we use is sourced responsibly, which is good for our business, communities, customers and the planet. At the heart of this is having an understanding of, and minimising the impact of our operations on our environment, particularly the marine ecosystem, with a philosophy of continuous improvement. Our sourcing policy is based on using third party sustainable sources in the first instance, and from responsible sources in all other cases, both in the UK and from the seas and oceans around the world. For all seafood, both wild and farmed we undertake a risk assessment against this sourcing policy to ensure that all products meet internal and external requirements.

Our sourcing values are particularly focussed on;

- Sourcing responsibly.
- Promoting and supporting ethical behaviours for all people engaged in our supply chain.
- Working legally and safely.
- Continuous improvement to reduce our environmental impact.
- Traceability to the boat or farm.



WILD SEAFOOD

Where possible we buy from fisheries that are certified to an independent and credible third-party certification scheme. Where certified sources are not available and we deem there to be an unacceptable level of risk, we will work with the stakeholders within that fishery to create a Fishery Improvement Project (FIP). We regard FIPs as an important tool for driving improvement towards third-party standards for responsible and sustainable fisheries. We track and monitor progress of FIPs, using Fishery Progress, a recognised platform developed for this purpose. We pride ourselves on being a leading stakeholder in our field working collaboratively with retailers, processors, fishermen's organisations, Government Agencies, scientists, suppliers and NGOs to improve the fisheries from around in the UK and Ireland from which we make our famous scampi.

We are members of the Sustainable Seafood Coalition, a cross-industry group in the UK, and we are signatories to their code of conduct on environmentally responsible fish, seafood sourcing and labelling. The coalition plays an important role in influencing changes in policy-relevant to seafood sustainability.





AQUACULTURE

For our seafood that comes from farmed sources, we only obtain fish which as a third-party accreditation which includes the Aquaculture Stewardship Council (ASC), GlobalGap or Best Aquaculture Practice (BAP) certification – all of these schemes are benchmarked by the Global Sustainable Seafood Initiative. We use these standards to ensure the integrity throughout the supply chain, including the hatchery, farm and the feed suppliers. For feed ingredients derived from wild fisheries, we expect certified farms to use feeds where the ingredients are either Marine Stewardship Council (MSC) or Marin Trust certified. Furthermore, we support the development of novel aquafeeds that allow for reduced dependency on wild sources.

WELFARE



As a business we care deeply about the welfare and human rights of those people engaged in our supply chain. We are working closely with our supply partners and NGOs to support UK boats in demonstrating compliance to ILO convention 188 and similar initiatives to improve safety and welfare. We encourage fishing vessels to obtain the Responsible Fishing Vessel Standard (RFVS) certification so that they can provide assurance of decent working conditions and operational best practice. More broadly we fully support initiatives to achieve better working conditions and a worker voice on fishing vessels wherever they are operating within our supply chain.

TRACEABILITY

We work very closely with our suppliers, so that we know exactly where our fish comes from. For wild seafood, we know how and where it was caught, who supplied it, and the vessel it was caught from. We are working towards the Global Dialogue on Seafood Traceability (GDST) compatibility standard and believe that digital systems have a great deal to offer in terms of improved traceability and transparency. We have systems that allow us to source back to the farm level for all our aquaculture supply. Information on the sources and production standards for our farmed fish and seafood is validated through annual auditing, including by our retail customers, through third-party certification bodies and the British Retail Consortium.

TRANSPARENCY

We pride ourselves on being a responsible company, in 2021 our intention is to join the Ocean Disclosure Project to provide full visibility of all wild capture fisheries and the sources for all our farmed seafood. The information that supports this will be updated annually.

This policy is reviewed annually.

