



HyVee

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Seafood
Procurement Policy



Seafood Procurement Policy

It is Hy-Vee's intent to sell seafood that not only is safe for consumption but also is harvested or raised in a manner that provides for its long-term viability (sustainability) while minimizing damage to the environment and other sea life. In order to protect marine resources and ensure future seafood supplies, Hy-Vee has committed to selling responsibly sourced seafood as defined by our Seafood Procurement Policy.

Fresh and Frozen Seafood

Hy-Vee is committed to sourcing fresh and frozen seafood that is Green or Yellow rated by the Monterey Bay Aquarium's Seafood Watch program, certified to an environmental standard equivalent to these ratings, or in a time-bound improvement process.

Sushi

Hy-Vee is committed to sourcing seafood in our fresh-made Nori sushi bars and Hy-Vee Market Grille restaurants that is Green or Yellow rated by the Monterey Bay Aquarium's Seafood Watch program, certified to an environmental standard equivalent to these ratings, or in a time-bound improvement process.

Shelf-Stable Tuna

Hy-Vee recognizes that the shelf-stable tuna category has unique environmental, traceability, and social responsibility challenges that requires a distinct approach. Therefore, Hy-Vee is committed to sourcing shelf-stable tuna from fisheries that are (in order of preference):

1. Certified by the Marine Stewardship Council with supply chain traceability (Chain of Custody); and/or
2. Green or Yellow rated by the Monterey Bay Aquarium's Seafood Watch program; and/or
3. Engaged in fishery improvement projects making measurable and time-bound progress

Additionally, Hy-Vee preferentially partners with shelf-stable tuna suppliers that:

- Have a published responsible purchasing policy and are participating in initiatives which are working to address environmental and social responsibility, and traceability; and/or
- Are members of the International Pole & Line Foundation; and/or
- Are International Seafood Sustainability Foundation participating companies

Traceability

Hy-Vee recognizes that traceability in seafood supply chains is essential for ensuring that our seafood is from legal and verifiable sources. We are committed to implementing industry best practices in traceability and working with our seafood suppliers to adopt more robust traceability systems.

Social Responsibility

Hy-Vee expects its seafood suppliers to uphold human rights principles and take appropriate steps to identify, prevent, and mitigate abuse including human trafficking and forced labor. We will continue collaborative efforts with companies and organizations to find effective ways to prevent human trafficking and forced labor in seafood supply chains.

Policy Engagement

Hy-Vee understands that strong policy and management at the local, state, national, and international levels is critical to the long-term sustainability and social responsibility of seafood production. Therefore, we will support and engage in seafood industry policy and management reform initiatives that lead to positive social, economic, and environmental outcomes in fisheries and aquaculture production, including ensuring implementation of core labor standards.

Actions Related To This Policy

To ensure consistency with this policy Hy-Vee will:

- Work with our employees, suppliers, regulatory agencies, and other stakeholders to identify a broad selection of high quality, safe and sustainable seafood
- Continue to educate our buyers and employees about seafood quality, safety and sustainability
- Do business with only those suppliers whose practices are consistent with our policy
- Have our seafood routinely inspected at our distribution facility by a U.S. department of Commerce (USDC) Lot Inspector

Foundations of This Policy

- **Safety, Quality, and Freshness.** Our procurement practices are designed to ensure safety, quality, and freshness are of the highest priority.
- **Legal Compliance.** Hy-Vee will never knowingly buy or sell seafood that has been harvested, transported, or otherwise handled in an illegal manner.
- **Supplier Integrity.** We will do business only with suppliers of high ethical standards with a proven commitment to the quality, safety and sustainability of their seafood products.
- **Quality Information.** The concept of seafood sustainability is complex. Decisions on what constitutes sustainable seafood will be made based on fundamentally sound, high-quality data, science, and research from a variety of credible sources.
- **Education and Communication.** Hy-Vee will keep our customers, employees, and stakeholders informed about our efforts to improve the sustainability and overall quality of our seafood supply.
- **Transparency.** Information on our seafood supply will be transparent, traceable and readily available to our customers.
- **Partnership.** Hy-Vee will work in partnership with its customers, suppliers, other retailers, and interested stakeholders to continuously improve the sustainability of the seafood supply chain.