

Introduction

Shafer-Haggart Ltd. is committed to conducting business responsibly and sourcing products in a manner that supports ethical business practices, environmental responsibility, product integrity, and respect for human rights. We recognize that responsible sourcing extends beyond product quality and legal compliance and includes consideration of social, environmental, and ethical impacts throughout the supply chain.

Our approach is guided by internationally recognized principles and frameworks, including applicable conventions of the International Labour Organization (ILO), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Due Diligence Guidance for Responsible Business Conduct, and applicable national laws and regulations.

Through this Policy, our Supplier Code of Conduct, and related corporate policies and procedures, Shafer-Haggart Ltd. seeks to promote responsible sourcing practices and responsible business conduct throughout its supply chain.

Strategic Approach to Responsible Sourcing

Shafer-Haggart Ltd. applies a risk-based approach to identify and address potential social, environmental, and ethical risks within its operations and supply chain.

Our sourcing practices and internal processes are designed to support:

- **Product Safety, Legality, Authenticity, and Quality**
- **Sustainable Seafood Sourcing**
- **Sustainable Sourcing and Ethical Agricultural Practices**
- **Ethical Labour Practices and Human Rights**
- **Environmental Responsibility and Climate Awareness**
- **Ethical Business Conduct and Transparency**

We expect suppliers and business partners to operate in compliance with applicable laws, internationally recognized standards, and the principles outlined in our Supplier Code of Conduct.

1. Product Safety, Legality, Authenticity, and Quality

Shafer-Haggart Ltd. is committed to sourcing products that are safe, legally compliant, authentic, and meet applicable quality standards. We maintain internal due diligence systems to support compliance with relevant food safety, consumer protection, import/export, and regulatory requirements. Controls are applied throughout the supply chain to support product integrity and traceability.

Where applicable, suppliers are expected to maintain systems that enable traceability of products and raw materials throughout the supply chain.

In the event of a product safety or compliance concern, appropriate procedures are in place to identify affected products, take corrective actions, and communicate with relevant stakeholders as required.

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2. Sustainable Seafood Sourcing

Shafer-Haggart Ltd. supports responsible seafood sourcing practices that contribute to the long-term sustainability of marine resources and promote responsible labour practices within seafood supply chains.

We prioritize sourcing seafood from fisheries and aquaculture operations that operate in compliance with applicable laws and recognized sustainability principles.

We support seafood sourcing practices that:

- Conserve marine ecosystems and biodiversity
- Promote responsible fishing and aquaculture practices
- Avoid Illegal, Unreported, and Unregulated (IUU) fishing
- Respect recognized human rights and labour standards
- Improve traceability within the seafood supply chain

Suppliers are encouraged to identify and address environmental, labour, and human rights risks associated with seafood sourcing activities. For additional information, please refer to our [“Sustainably Sourced Fish & Seafood Statement.”](#)

3. Sustainable Sourcing and Ethical Agricultural Practices

Shafer-Haggart Ltd. supports sourcing practices that seek to minimize environmental impacts and promote responsible agricultural production.

We encourage suppliers to adopt practices that:

- Reduce greenhouse gas emissions and improve energy efficiency
- Conserve water and natural resources
- Minimize waste and pollution
- Protect biodiversity and sensitive ecosystems
- Avoid illegal deforestation and habitat destruction
- Promote responsible land use and animal welfare practices where applicable

We support continuous improvement initiatives that contribute to long-term environmental sustainability and climate resilience throughout the supply chains.

4. Social Responsibility and Human Rights

Shafer-Haggart Ltd. is committed to respecting internationally recognized human rights and promoting fair and ethical labour practices throughout our supply chain.

All suppliers are expected to comply with the requirements outlined in our Supplier Code of Conduct and to operate in accordance with applicable labour laws, human rights standards, and recognized industry practices.

We encourage suppliers to adopt and promote:

- Respect for human rights and dignity

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- Fair labour standards and ethical recruitment practices
- Equal opportunity and non-discrimination
- Safe and healthy working conditions
- Prohibition of child labour, forced labour, human trafficking, and all forms of modern slavery
- Compliance with applicable wage, working hour, and occupational health and safety requirements

Suppliers are encouraged to communicate these principles throughout their own supply chains. We support the availability of grievance and reporting mechanisms that allow workers and stakeholders to raise concerns without fear of retaliation.

5. Environmental Responsibility

Shafer-Haggart Ltd. recognizes the importance of protecting the environment and reducing the environmental impacts associated with our operations and supply chain activities.

Suppliers are expected to comply with applicable environmental laws and regulations and are encouraged to adopt responsible environmental management practices, including efforts to:

- Reduce emissions, waste, and pollution
- Improve resource efficiency
- Ensure responsible chemical and waste management
- Protect water resources and ecosystems
- Support environmental monitoring and continuous improvement initiatives

6. Ethical Business Conduct

Shafer-Haggart Ltd. expects all employees, suppliers, contractors, and business partners to conduct business ethically, transparently, and in compliance with applicable laws. Suppliers are expected to prohibit all forms of bribery, corruption, fraud, and other unethical business practices.

Supplier Engagement and Continuous Improvement

Shafer-Haggart Ltd. recognizes that responsible sourcing requires ongoing collaboration with suppliers and business partners.

We encourage suppliers to:

- Establish management systems that support compliance and continuous improvement
- Monitor and address social and environmental risks within their operations and supply chains
- Maintain appropriate documentation demonstrating compliance with applicable standards
- Participate in corrective action and improvement initiatives where needed

Through ongoing engagement with suppliers and stakeholders, we aim to contribute to more responsible, transparent, and sustainable global supply chains.

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Policy Governance

This Policy is reviewed periodically and may be updated to reflect changes in legal requirements, industry standards, stakeholder expectations, and responsible sourcing practices.

Shafer-Haggart Ltd. reserves the right to assess supplier compliance with this Policy and related Supplier Code of Conduct requirements as part of supplier approval and evaluation processes.

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