

5.3 Sustainable Fish & Seafood Sourcing Guidelines

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1. Why is Sustainable Fish & Seafood Important to Sobeys and their banners?

Over 3 billion people around the world rely on fish and seafood as a significant portion of their daily protein intake¹. When improperly managed, harvesting fish and seafood can lead to overfishing, bycatch (unintended catch) and habitat damage.

As a company with Atlantic roots, fish and seafood are an important component of our company's offering. Our commitment is straightforward: Sobeys wants to ensure that fish and seafood is available to meet the needs of families today and in the future.

We strive to ensure the long-term viability of natural resources and the fair treatment of people through our sustainable fish and seafood sourcing practices.

2. What is Sustainable Fish & Seafood?

Sustainable fish and seafood can be defined as species that are caught or farmed in a way that ensures the long-term health and stability of that species, as well as the greater marine ecosystem. Sobeys defines sustainable fish and seafood as:

- Fish and seafood caught or farmed that relate to Indigenous inherent rights and fishing practices and laws governed by Indigenous peoples, including prioritizing stock assessment and rebuilding fish populations;
- Fish and seafood certified by a third-party eco-certification as recognized by the Global Sustainable Seafood Initiative (GSSI), including Marine Stewardship Council (MSC), Aquaculture Stewardship Council (ASC) and Best Aquaculture Practices (BAP);
- Fish and seafood recommended by Ocean Wise;
- Fish and seafood caught by small-scale, local Canadian Suppliers that cannot be certified but implement sustainable practices recognized by a third party FishSource² rating above 8; or
- Producers engaged in a Fishery Improvement Project (FIP) (levels A-C) or Aquaculture Improvement Project (AIP) working towards obtaining a certification.

For canned tuna, we also recognize the products from Suppliers who are sourcing from

¹ [Food and Agriculture Organization of the United Nations](#).

² FishSource, developed by Sustainable Fisheries Partnership, is a global seafood information platform that compiles and summarizes publicly available scientific, environmental, and fisheries management data to provide sustainability indicators and scores for seafood products, presented as a 0-10 rating, supporting sustainability risk assessment.



packers that are members of the International Seafood Sustainability Trade Association (ISSA). ISSA member companies agree to comply with and support conservation measures adopted by the International Sustainable Seafood Foundation (ISSF) that are designed to advance the long-term health of the global tuna industry. All members are annually audited against in-force ISSF resolutions and [conservation measures](#). [Audit results](#) are published each year on the ISSF website.

3. Scope of the Guidelines

These guidelines apply to Private Label and national brands of fish and seafood products sold across Empire and Sobeys Inc. banners³ across Canada. The scope of the guidelines includes fresh, frozen and canned products, from wild and farmed sources⁴.

4. Ethical Responsibility, Food Safety and Traceability

Ethical responsibility

Sobeys is committed to carrying out its activities lawfully and ethically and has the same expectations of its Suppliers. All Suppliers have an obligation to conduct business in a safe and ethical manner.

The responsibilities and requirements Suppliers must meet to do business with Sobeys include compliance with all applicable laws and industry standards, environmental protection and fair working conditions.

We believe that the people working to catch, farm and process fish and seafood must do so under accepted global standards for safe and fair working conditions. Sobeys partners with industry Suppliers that share our values in responsibly sourcing fish and seafood. As part of our commitment to human rights and social responsibility, Sobeys has onboarded a Supply Chain risk assessment platform to screen Suppliers and to systematically identify and assess potential risks of forced labour and child labour across its Supply Chain. Suppliers will be assessed through the platform on an annual basis. New Suppliers will be onboarded, and existing Suppliers will be subject to continuous monitoring, including tracking of any required Corrective Action Plans (CAPs). Upon request, Suppliers must provide documentation to support Sobeys' due diligence processes. All vendors supplying products from high-risk countries are required to ensure the producers maintain acceptable Social Compliance Audit standards⁵:

³ These guidelines do not currently apply to Farm Boy, as this banner has its own sustainable seafood sourcing guideline in place. Additionally, we continue to evaluate opportunities to further expand the application of our sustainable seafood programs across banners.

⁴ Sushi packs and deli foods are not currently included in the scope of these guidelines.

⁵ As credible standards and programs are continuously evaluated, accepted standards may expand.



Sobeys recognizes the following social compliance audit standards: GSCP Reference Code, SA 8000, BSCI Code of Conduct, Fair Working Conditions (FWC)

Sobeys recognizes the following organizations: GSCP, BSCI, Intertek, Bureau Veritas, SMETA (Sedex), SGS

Sobeys values the lives of the animals that provide our customers with safe, nutritious and quality products, and does not condone or tolerate any form of animal abuse in our Supply Chain. Sobeys is aligned with animal welfare standards set out in third-party certifications to prohibit harmful practices.

Food Safety

Sobeys requires that food products be grown, manufactured, packaged, stored, and transported in accordance with established food safety requirements in the country of origin and comply with all relevant Canadian regulatory requirements when entering our Supply Chain. Sobeys requires that food products entering our Supply Chain be traceable, meet or exceed applicable Canadian regulatory requirements and follow any additional standards set by the Food Safety, Quality and Regulatory Affairs teams. Where applicable, private certification schemes such as [Global Food Safety Initiative](#) (GFSI) recognized schemes, will be required of Suppliers to evaluate food safety management through third party audits.

Traceability

To gain visibility and transparency into its Supply Chain, Sobeys requires all fish and seafood Suppliers to report complete, accurate and timely sourcing information into the Seafood Metrics platform on a quarterly basis. This includes data on the species (common name, scientific name), seafood origin (country vessel flag, fishery management area, farm name, country of last transformation), catch method (gear, production system), sustainability certifications and any involvement in a Fishery Improvement Project (FIP) or Aquaculture Improvement Project (AIP). Additionally, when asked, Suppliers must be able to provide documentation on their chain of supply, extending back to the fishing vessel or the farm.



5. Our Commitments

Sobeys commits to the following:

- Fresh, frozen and canned fish and seafood:
 - By 2030, a minimum of 95% of the total weight of the products will meet the sustainable fish and seafood criteria as outlined in Section 2.
- Canned Private Label tuna:
 - All our canned tuna Suppliers will continue to be sourcing from packers that are ISSA members.

We will continue to report our annual progress against our criteria and these commitments in our Sustainable Business Report and will work with Suppliers on plans for continuous improvement.

6. Education of Staff, Customers and Suppliers

Sobeys will participate in raising awareness about sustainable fish and seafood in different ways among its employees, customers and Suppliers. A partnership has been established with Ocean Wise, a conservation program that educates and empowers consumers about the issues surrounding sustainable fish and seafood. Ocean Wise helps us to communicate sustainable fish and seafood choice to our customers.

Employees: Staff training is conducted for regional managers and a training session is available on Sobeys staff training platforms so that all employees involved with fish and seafood complete the training module on sustainable fish and seafood, as part of their training requirements.

Suppliers: All existing and new fish and seafood Suppliers are required to adapt their offer according to the criteria set out in these guidelines. Suppliers are required to report sourcing information into the Seafood Metrics platform on a quarterly basis and work with Sobeys in achieving its commitments. This information will be shared as part of our onboarding process.

Customers: Sobeys will educate our customers on our practices regarding sustainable fish and seafood through the Ocean Wise partnership. Various channels will be used, such as in-store Point-of-Sale (POS) marketing material and owned media channels (website, flyers, etc.). We will also facilitate the in-store experience to easily identify sustainable choices available through the Ocean Wise label.

Guidelines Update

Sobeys recognizes that sustainability is a long-term commitment. We will continuously review and update these guidelines and communicate all updates to our Suppliers.

