



Ethical and Sustainable Sourcing Governance Model

Board Oversight



Corporate Governance and Social Responsibility Committee

Provides oversight over material ESG issues, including ethical and responsible sourcing

→ Frequency: Quarterly

Management Oversight



Executive Committee

Provides strategic input, oversight and approval on strategic decisions related to ethical and responsible sourcing, and are provided updates on progress against sourcing commitments

→ Frequency: Updates from VP of Own Brands and Senior Vice President, Innovation, Sustainability and Strategy (as needed)

Enablers

Sustainability Team: Provides direction and support to business categories on sustainable and ethical sourcing considerations and strategy, leads and supports on related policy development, implementation and governance, manages supply chain evaluation and due diligence for sustainable and ethical considerations, collaborates with internal teams on reporting against sourcing commitments, and engages with industry stakeholders and suppliers on related sourcing topics.

Initiative based working groups:

- Own Brands – Sustainability Working Group (monthly)
- Animal Welfare Working Group (as needed)
- Sustainable Seafood Working Group (bi-weekly)

Functional teams:

- Own Brands
- National Sourcing & Merchandising
- Strategic Sourcing
- Operations
- Communications
- Legal
- Marketing

Partners

