



# Ethical & Sustainable Sourcing Governance Model

Board Oversight



## Corporate Governance & Social Responsibility Committee

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

→ Frequency: Quarterly

Management Oversight



## Executive Leadership Team

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

→ Frequency: Receives updates from VP of Own Brands and Senior Vice President Legal and Sustainability 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 (biweekly)
- Animal Welfare Working Group (as needed)
- Sustainable Seafood Working Group (weekly)
- Ethical & Responsible Sourcing Committee (as needed)
- Human Rights Committee (as needed)

### Functional Teams:

- Own Brands
- National Sourcing & Merchandising
- Operations
- Communications
- Legal
- Marketing
- Audit
- Enterprise Risk Management

Partners

