



## Due Diligence Progress (2020-2021)

At Hy-Vee, we're continuously working to improve social responsibility & traceability and to counter illegal fishing within our fresh & frozen seafood, sushi, and shelf-stable tuna supply chains. Each year we undertake critical activities to ensure we keep our responsible seafood program on track.

### Set a policy and time-bound commitment

- ✓ Hy-Vee strengthened its commitment to worker protections by adopting a Seafood Supplier Code of Conduct that aligns its business strategy with international frameworks for human rights and seafood.

### Communicate best practice expectations

- ✓ Hy-Vee sent Supplier Expectations Letters to seafood suppliers that outlines expectations for suppliers' critical roles in ensuring that seafood is harvested in compliance with the policy.

### Collect data and assess risks

- ✓ Hy-Vee collected sourcing data from all seafood suppliers to determine if items meet Policy.
- ✓ Hy-Vee surveyed all private label suppliers about policies, practices, and procedures in place to protect human and labor rights.
- ✓ Hy-Vee conducted traceability risk assessments for all seafood suppliers to determine which items may require further verification activities over the upcoming year.

### Participate and stay informed

- ✓ Hy-Vee sent a letter to the Biden Administration to advocate against the creation of the proposed Pebble Mine in Alaska.
- ✓ Hy-Vee signed onto two public letters urging the Indian Ocean Tuna Commission to enact stronger regulations pertaining to the management of yellowfin tuna.
- ✓ Hy-Vee sent a letter to the Taiwanese government advocating for necessary steps to eliminate human rights abuses and poor environmental practices in its distant water fishing fleets.

### Improve data systems and practices

- ✓ Hy-Vee improved its data collection systems by aligning terminology used in key tools with terminology created by the Global Dialogue on Seafood Traceability (GDST).

### Publicly report on progress

- ✓ Hy-Vee published two Seafoodies blogs to share its due diligence progress over the past year and highlight successes and opportunities for further improvement with various seafood suppliers.

### Verify

- ✓ Hy-Vee undertook detailed engagement with a national brand shelf-stable tuna supplier to understand the company's ability to identify, mitigate, and remediate human rights abuses in distant water fishing fleets.
- ✓ Hy-Vee completed a vessel risk analysis for private label shelf-stable tuna supply chains to assess compliance with the at-sea transshipment policy.

