



Albertsons Companies Responsible Seafood Policy

Albertsons Companies is committed to providing our customers with high-quality, traceable seafood from socially responsible and environmentally sustainable sources. Through our Responsible Seafood Program, we are working to improve transparency within our seafood supply chains, protect the oceans and provide fair and equitable treatment for the people who depend on them for their livelihoods.

Albertsons Companies takes a due diligence approach to achieving our seafood vision and goals, leveraging a seafood supply chain due diligence framework.

SEAFOOD PROCUREMENT

It's our policy to regularly assess seafood supply chains for sustainability risks. Full-chain, electronic traceability and supply chain transparency help to ensure that our seafood is sourced from legal and verifiable sources, upholding our Responsible Seafood Program priorities, and tracking progress toward program goals. We implement industry best practices for traceability, including standardized data collection, verification practices and robust traceability systems for our seafood products and supply chains.

SUPPLY CHAIN OVERSIGHT

We respect fundamental human rights and the dignity of individual workers, as stated in the International Bill of Human Rights, and assess our seafood supply chains for human rights and labor rights risks as well as illegal, unreported and unregulated (IUU) fishing. We expect our seafood suppliers to maintain comprehensive records of sourcing and supply chain operations that are transparent, verifiable and provide third-party audits to demonstrate that their supply chains are free of human trafficking and forced labor.

COLLABORATION AND ADVOCACY

Strong management, monitoring and oversight at local, state, national and international levels is critical to long-term sustainability and socially responsible seafood production. We seek opportunities to support and work with multi-stakeholder initiatives and industry stakeholder committees and participate in advocacy opportunities focused on policy and management reform that lead to positive social, economic and environmental outcomes in fisheries and aquaculture production.

PROCUREMENT CRITERIA FOR ALL SEAFOOD

Prior to purchase, and in addition to other quality and assurance requirements, seafood suppliers and products are expected to go through a vetting process that aligns with our Responsible Seafood Policy Priorities.

Albertsons Companies expects that seafood suppliers adhere to the following:

- Review and sign the Responsible Seafood Supplier Agreement, which incorporates Albertsons Companies Vendor Code of Conduct;
- Report Global Dialogue for Seafood Traceability (GDST) aligned Key Data Elements (KDEs)¹ on a per purchase-order basis into Trace Register;²
- Demonstrate compliance with U.S. import laws, including but not limited to the [Reasonable Care Guidelines for Forced Labor](#) and the [Uyghur Forced Labor Prevention Act](#); and
- Agree to participate in collaborative supply chain analyses as requested.

Additionally, Albertsons Companies endeavors to source seafood that is:

- Certified to a standard recognized by the [Global Seafood Sustainability Initiative \(GSSI\)](#);
- Green or Yellow rated by the Monterey Bay Aquarium's [Seafood Watch](#) program; and/or
- Engaged in an improvement project making measurable and time-bound progress according to [FisheryProgress.org](#) (preferred) or other credible, public reporting platform.³

Seafood should adhere to requirements and conditions for specific commodities as outlined in the sections below. These procurement criteria apply to both Own Brands and national brands and cover fresh and frozen seafood⁴, shelf-stable seafood and seafood used to make sushi sold within our stores.

COMMODITY-SPECIFIC REQUIREMENTS & SPECIAL CONDITIONS

Harvest and At-Sea Transshipment of Tuna⁵



Harvest and at-sea transshipment of tuna – the transfer of fish, supplies or other cargo between vessels at sea – often occur far from shore. Such remote locations, sometimes thousands of miles offshore, are vulnerable to labor abuses and the industry is challenged with finding ways to ensure that worker rights are upheld.

We work with FishWise and our suppliers to identify industry-wide best practices and recommend the following to improve the transparency of tuna harvest and at-sea transshipment of tuna:

Monitoring and Oversight: Require all vessels taking part in harvest and at-sea transshipment to be electronically monitored⁶ and all transshipment events to be appropriately notified, recorded and monitored with human or electronic observer(s).⁷

1 A detailed list of required KDEs can be found in the Responsible Seafood Supplier Agreement.

2 Sushi vendors report data through the FishWise Online Vendor Survey.

3 Details about our requirements for sourcing from FIPS can be found [here](#), accessed March 16, 2026.

4 Due to our diverse, extensive offerings of fresh and frozen seafood, Albertsons Companies prioritizes product assessment and supplier engagement for this category based on volume, and high-risk seafood categories.

5 Included in the key data elements in Responsible Seafood Supplier Agreement.

6 Electronic monitoring on fishing vessels involves using various technologies to track, record, and manage fishing activities. Examples include, but are not limited to: VMS, AIS, electronic reporting systems such as digital logbooks, electronic monitoring cameras, satellite tracking, and RFID tags.

7 All vessels should report transshipment events to relevant regulatory authorities; all vessels authorized to transship have a unique vessel identification number (such as an IMO number); all transshipment vessels are flagged to, or are in cooperation with, a regional fisheries management organization (RFMO).

COMMODITY-SPECIFIC REQUIREMENTS & SPECIAL CONDITIONS (CONT.)

Harvest and At-Sea Transshipment of Tuna⁵



Transparency: Provide harvest and at-sea transshipment documents upon request, including post-activity declarations and supporting documentation referencing authorization to transship in Regional Fisheries Management Organization (RFMO) waters.

Worker Protections: Require that all harvest and at-sea transshipment activities adhere to national and international regulations⁸ related to vessel and crew safety and worker protections.

Advocacy: Demonstrate support for strengthened harvest and at-sea transshipment regulations, international agreements advocating for human rights at sea, and counter-IUU fishing legislation.⁹

Farmed Salmon



Albertsons Companies preferentially sources ASC-certified farmed salmon.

American Lobster



We encourage our lobster suppliers to participate in on-demand gear testing, financial donations and/or general participation and support of fishery improvement projects.

In 2023, Albertsons Companies donated to the NOAA on-demand gear library, which supports fishers through free access to new gear technology, and suppliers can coordinate with NOAA to borrow gear from the Northeast Fisheries Science Center Gear Library.¹⁰

Eel (Unagi)



Albertsons Companies does not purchase eel and does not allow eel to be used as an ingredient in sushi products sold in our stores. There are currently no market-viable eel sources that meet our Procurement Criteria. If such an option becomes available, Albertsons Companies will reconsider its position.

Small-Scale or Unassessed Fisheries of Farms



Albertsons Companies' Procurement Criteria are extensive, and some well-managed operations—such as certain small, regional or indigenous operations—may not meet our Procurement Criteria. Albertsons Companies will work with our sustainability partner, FishWise, to determine whether or not a source meets the intent of our Responsible Seafood Policy on a case-by-case basis.

⁵ Included in the key data elements in the Responsible Seafood Supplier Agreement.

⁸ International frameworks and standards that should be used include the International Labour Organization, accessed March 16, 2026, [Work in Fishing Convention, 2007 \(C.188\)](#), the [International Maritime Organization Cape Town Agreement](#), and the [International Convention on Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel \(STCW-F\)](#), accessed March 16, 2026.

⁹ Including supporting ratification of Work in Fishing Convention C188., and implementation of The Food and Agriculture Organization Agreement on Port State Measures (PSMA) to counter-IUU (illegal, unreported, unregulated) fishing legislation.

¹⁰ Details available here: [On-Demand Gear Library Northeast Fisheries Science Center | NOAA Fisheries](#), accessed March 16, 2026.