

Wasabi

Food Sourcing Policy

September 2020 Issue v1

Responsible Sourcing Policy

Wasabi Co. Food Sourcing Policy

Wasabi Co is committed to ensuring that all products provided to its customers and consumers are of consistent quality, safe and fit for purpose. As a minimum, our sourcing will comply with the relevant safety standards, Codes of Practice and standards relevant to the countries in which we and our suppliers operate.

We recognise the importance of supporting national production of fresh produce and meat. Equally, as an Asian inspired food business we also purchase a wide range of products from a large international supply base, spread across many countries. Subject to customer demand and availability we will seek to support national growers and suppliers, avoiding use of air freight where possible, and also looking for opportunities to use seasonal fresh produce within our branches. We will also ensure that nationally sourced goods are given fair consideration in our product tender process, alongside other factors such as quality and price.

We are committed to maintaining high standards of animal welfare and, as a result, we endorse the 'Five Freedoms' concept proposed by the Farm Animal Welfare Council (FAWC). These five freedoms are: freedom from thirst, hunger and malnutrition; freedom from discomfort; freedom from pain, injury or disease; freedom from fear and distress; and freedom to display most normal patterns of behaviour. We require that our suppliers of meat comply with appropriate legal standards, have full traceability, and use licensed slaughter premises.

We aim to only use eggs that are produced to standards equivalent to or superior to those set out in the British Egg Industry Council's Lion Code. This Code certifies that they have been produced in accordance with a strict code of practice, which covers both animal welfare and food safety. We have made a commitment to source all of the eggs we use from cage-free sources by end 2021. This commitment covers both shell eggs and egg ingredients.

We recognise our responsibility to help protect against over-fishing. As a result, we seek to buy fish from well-managed marine sources and we do not use any fish on the Marine Conservation Society's (MCS) Fish to Avoid List.

We are committed to supporting third world farmers and their communities and therefore seek to buy products which are certified as having been produced in accordance with ethical and sustainable standards, for example, under the Fairtrade or Rainforest Alliance certification schemes. This applies particularly, but not exclusively, to our purchasing of spices.

Palm oil is used in a wide variety of the foods we sell, and we recognise the negative impact which oil palm cultivation can have on the environment. We are supporters of Roundtable on Sustainable Palm Oil (RSPO) and we are working towards the objective that Wasabi's proprietary products should contain only RSPO certified sustainable palm oil.

All of our ingredients contain no GMO.

Our responsible sourcing policy defines the standards which we expect our purchasing and menu development teams to meet when sourcing ingredients for our branches and restaurants.

We train our purchasing team on the policy and communicate our sourcing standards to our suppliers, with regular reviews to monitor progress and ensure ongoing compliance and we are a proud and active member of the Sustainable Restaurant Association (SRA).

This policy applies to all Wasabi UK operations.

This policy will be reviewed by the Board on an annual basis. Group Chief Executive, Henry Birts, has overall accountability for ensuring compliance with the Responsible Sourcing Policy. Head of Purchasing, Paul Hine, is responsible for overseeing the implementation and management of the policy and keeping the Board advised on compliance.

Policies Relating To Animals

Welfare

Wasabi believes that it has a responsibility to conduct its business responsibly and ethically; this extends to the sourcing of food products. Our food-sourcing policy refers to all of our products and ingredients containing meat, seafood, dairy and/or egg products.

Five freedoms

We are committed to the 'five freedoms' as defined by the Farm Animal Welfare Committee (2009). These form the basis of internationally recognised animal welfare practice:

Freedom from hunger and thirst, by ready access to water and a diet to maintain health and vigour.

Freedom from discomfort, by providing an appropriate environment.

Freedom from pain, injury and disease, by prevention or rapid diagnosis and treatment.

Freedom to express normal behaviour, by providing sufficient space, proper facilities and appropriate company of the animal's own kind.

Freedom from fear and distress, by ensuring conditions and treatment which avoid mental suffering.

Mutilation

There should be no routine mutilation of farm animals used to supply products to Wasabi.

There should be no instances of tail-docking and teeth-clipping in pigs, except when their welfare is deemed to be at risk by not doing so. We are improving our knowledge, with the animal welfare officer training, of these processes to try to further reduce such instances, if possible.

Transport

We aim to keep transport times to a minimum, to prevent undue stress to animals. Eight hours is the maximum, although, in reality, most journeys are considerably shorter. The hauliers being used are those which comply with the assurance schemes relevant to the animals being carried.

Growth Promoting Substances

The use of growth promoters is strictly prohibited across all of our livestock supply chains. This is defined explicitly within in the Wasabi Food Sourcing Policy.

Stunning

All livestock providing meat is stunned, before slaughter, to ensure that the animals are insensitive to pain before slaughter. All farmed seafood is stunned before processing.

Complete

Close confinement of animals

The routine use, by suppliers, of close-confinement systems in the rearing of farm animals is, where possible, avoided in the Wasabi supply chain. This includes no cages for laying hens or broiler chickens and no tethering of dairy or beef cattle.

The exception is with pigs, where farrowing crates are used under certain circumstances (and for a maximum of four weeks) to protect the sow in the later stages of pregnancy and then the piglets while weaning. All of the pork used by Wasabi is sourced from within the EU, where sow stalls are banned.

We expect all suppliers of meat to comply with the following:

Pork

The pigs used to supply pork products are sourced from within the EU from producers which conform to the appropriate national standards, based on Council Directive 2008/120. Many of the national standards exceed the minimum requirements.

Current stocking densities will not exceed 30 sows per hectare.

Live transport times for pigs used to provide pork do not exceed eight hours, with average transport times, in most cases, significantly lower. We will work closely with pork suppliers to determine the percentage of animals transported over different lengths of time. In a small number of cases, the purchase on the open market makes the benchmarking of this difficult. The current position and reduction targets for tail-docking and teeth-clipping are also included in this data-gathering exercise which will be drawn together over the next year.

All of the pigs used to provide pork products are either gassed or electronically stunned, rendering them insensible to pain, before slaughter.

Chicken

The chicken meat used in our supply chain is from broiler chickens reared cage free. It is sourced from countries including Poland, Holland, Belgium and Thailand.

All Wasabi chicken is assured under local country schemes, for example the Genesis Gap Standard (Thailand), IKB, BelPlume and QS (Europe), Red Tractor (UK).

Stocking densities vary by supplier (ranging from 28kg to 45kg per square metre). Over the coming months, we aim to work with suppliers to better understand the percentage of birds held within the stocking density ranges detailed above. Our objective is for suppliers to reduce stocking densities, by the end of 2021, to below 33kg per square metre and by end 2026, to those densities required by the European Chicken Commitment.

Live transport times never exceed eight hours. In many cases, transport times will be significantly lower,

owing to the integrated nature of the farm and factory processes.

Only sick animals or flocks containing sick animals are treated with antibiotics. Healthy chickens are not routinely treated. The use of antibiotics is controlled and monitored at all times by veterinarians.

Regular testing occurs to ensure that the required antibiotic withdrawal periods are adhered to and that no trace of antibiotics occurs. Critically important antibiotics, as defined by the WHO, are not used within the supply chain as a matter of routine, although animal welfare may render these necessary, at certain times.

All birds are stunned before slaughter, by means of either electrical water bath or CO₂ gassing. Both methods render the animals insensible to pain.

Wasabi will work with our suppliers to ensure that 100% of the chicken and related products we source meets the standards set out in the European Chicken Commitment by end 2026.

Policies Relating To Other Products

We expect our suppliers of these products to comply with the following requirements.

Whole or shell eggs

Presently, all suppliers that use egg as an included ingredient in supplied products are sourcing these on a free-range basis.

Milk

The fresh milk used by Wasabi is sourced in the UK from cows reared under the Red Tractor Farm Assurance Dairy Scheme. This scheme sets standards for animal welfare and the use of antibiotics. Both the prophylactic use of antibiotics and growth promoters are not allowed. The use of antibiotics is monitored and recorded. All treatments are authorised by farmers' veterinarians. The milk produced is routinely tested for residual antibiotics.

Palm oil

The palm oil used for cooking purposes is Roundtable on Sustainable Palm Oil (RSPO) certified.

Fish and Seafood

All of the salmon supplied to Wasabi is farmed and processed in Norway and Scotland and prepared for sale in England. There is very minimal use of antibiotics in the production of the salmon (only under close veterinary supervision).

Stocking densities are currently 25kg per cubic metre and all fish are electrically stunned, before the gills are manually cut.

Our salmon suppliers are certified to third party recognised schemes such as GSSI.

Our prawns are farmed in Vietnam and Indonesia and are Best Aquaculture Practices (BAP) or Aquaculture Stewardship Council (ASC) approved.

We are working towards our fresh tuna being MSC approved, dolphin friendly, caught via purse seining and fish aggregating device (FAD) free. We aim to have this completed by mid-2021.

Tinned tuna is dolphin friendly.

Sourcing and supply chain

We will provide provenance details of all main food ingredients.

We will source responsibly – when choosing suppliers and products, we will take account of transportation (often referred to as food miles), higher welfare, sustainability and ethical sourcing standards (including Red Tractor, Free Range, RSPCA Assured, Fair Trade, Rainforest Alliance and Marine Stewardship Council).

We will have a direct relationship with all our suppliers of unique or Wasabi-specific items, auditing them all regularly.

We expect our suppliers to employ high standards of animal welfare. This is detailed in our animal welfare policy and in our responsible sourcing principles.

We are committed to reducing the use of antibiotics and ensuring that they are not used on a prophylactic basis.

Policy Relating to Supplier Audits

For food suppliers, it is a prerequisite that an audit be completed by one of our trained purchasing managers to verify that a supplier meets our required standards.

Our purchasing team conducts routine reviews with suppliers, through both pre-arranged and unannounced audits. The length of any audit will depend on the size, scale and complexity of the business.

All reasonable efforts are made to ensure that audits cause minimal disruption to our suppliers' businesses.

For unannounced audits, we expect our auditors to have full and unrestricted access to the supplier's business within 15 minutes of arrival.

Audits are conducted with reference to specific criteria as detailed in the supplier audit scope, in accordance with BRC requirements, but will additionally include the following areas:

- Compliance with the supplier charter
- Threat analysis critical control points (TACCPs)
- Vulnerability analysis critical control points (VACCPs)
- Personnel
- Fire safety
- Sedex requirements
- UK stockholding (if agreed)
- Tested business continuity and disaster-recovery plans
- Foreign-object detection

Audits are rated gold, green, amber or red. Suppliers are expected to achieve a gold result. If an amber result is achieved, the supplier will be subject to a further unannounced audit. We reserve the right to terminate the contract with any supplier achieving a red result.

We expect suppliers to implement all actions identified on the audit to be completed within the specified timeframe.

Sedex

Sedex (www.sedexglobal.com) is one of the world's largest organisations for helping companies to manage responsible sourcing in their supply chains.

It is important for us to understand all aspects of our supply chain, including business ethics, environment, health and safety and labour standards. We will require all of our food and drinks suppliers to be Sedex members by end 2021 and to complete an initial self-assessment questionnaire (SAQ).

Further to the Sedex SAQ completion, suppliers may be subject to a Sedex audit by an approved auditor and/or one of our internal health and safety or purchasing managers.