

OCEANA ENVIRONMENTAL POLICY

Oceana Group Limited

Oceana House
25 Jan Smuts Street
Foreshore
8001



POLICY NAME	OCEANA ENVIRONMENTAL POLICY	POLICY NO.	RC003
EFFECTIVE DATE	31 May 2021	DATE OF LAST REVISION	30 May 2023
		VERSION NO.	2

POLICY OWNER	EXECUTIVE: SUSTAINABILITY AND COMPLIANCE	CONTACT INFORMATION	Karendawn.Koen@oceana.co.za
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APPLIES TO					
BOARD MEMBERS	X	EXCO	X	PERMANENT EMPLOYEES	X
TEMPORARY EMPLOYEES	X	VISITORS	X	CONTRACTORS	X

SUMMARY OF CHANGES TO CURRENT REVISION:

NO.	DESCRIPTION OF CHANGES
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- 2023 Annual Policy Review has been conducted. No change required to current Policy.

DOCUMENT APPROVAL LIST:

NAME	POSITION	SIGNATURE	DATE
Ms. NV Simamane	SETCOM Chairperson		05.09.2023

INTRODUCTION

The Oceana Group's Environmental Policy is based on its vision to Positively Impact Lives, while meeting its strategic objectives. Ensuring good governance and sustainability is considered an enabler to meeting strategic objects. Oceana is committed to the Sustainable Development Goals (SDGs) and promotes the efficient use of resources and integration of sustainability practices into all Oceana operations. Mitigating our environmental impact is an important aspect of the Oceana Group's commitment to continual improvement and sustainability. This Environmental Policy is applicable to all activities, products and services of all land-based and sea-based facilities over which the Oceana Group has operational control.

PURPOSE

The purpose of this policy is to ensure good stewardship of natural resources and the mitigation of any impacts on the environment due to operational activities.

SCOPE

This Policy is applicable to all staff, visitors, contractors, activities, products and services of all land-based and sea-based facilities over which the Oceana Group has operational control.

POLICY STATEMENT

The Oceana Group's Environmental Policy is governed by the following principles:

- Sustainable and efficient use of natural resources, in particular marine living resources.
- A precautionary approach to environmental challenges and impacts.

The Environmental Policy is further guided by its commitment to the United Nations Global Compact to undertake initiatives to promote greater environmental responsibility and to encourage the development and diffusion of environmentally friendly technologies.

The Oceana Group's environmental policy, applicable to all operations, activities, products and services seeks to:

- Ensure responsible harvesting and procuring of marine resources in a sustainable manner whilst reflecting national and or international policies, regulations and targets.
- Implementation of effective waste management to reduce input costs, lower the cost of waste disposal and improve our standing as a good corporate citizen.
- Promote responsible water use throughout our operations and encourage our suppliers and stakeholders of the same.
- Meet or exceed the requirements of applicable environmental laws and regulations. Align our environmental strategy to environmental best practise as well as industry standards in all our business operations.
- Recognise the environmental risks associated with the modification of gene structures and the possible biodiversity impact of such modification. Manage the use of GMO in the supply chain.
- Reflect globally applicable and modern corporate operating standards and strive towards obtaining globally applicable product certification. Set quantifiable objectives and targets for all key areas.
- Improve research and disseminate knowledge on the fishing industry.
- Promote an awareness of global warming and its effects amongst stakeholders (incl employees and suppliers) and the public at large.
- Provide our consumers, customers, employees, communities, public interest groups and the public at large with relevant and appropriate factual information about the environmental impact of Oceana's products, packaging and operations.
- To further promote, create awareness and monitor sustainability practices across the supply chain and to support an ecosystem approach to fisheries management. In support of the commitment, we've included in the supplier code of conduct a supplier commitment that addresses
 - energy use and greenhouse gas emissions;
 - water use and biodiversity impacts;
 - human rights;
 - environmental issues and pollution; and
 - waste and resource use.
- Recognise the impact our activities may have on the environment (including Climate Change) and implement initiatives to reduce the energy intensity of our operations.
- Encourage the development and diffusion of environmentally friendly technologies.
- Continually assess our environmental technology and programs and monitor progress towards environmental goals.
- Ensure every employee understands and is responsible for incorporating environmental quality and management practices in their daily business activities. This is best done by adhering to applicable operating policies and programs and in using available resources to implement Oceana's Environmental Policy.
- The continual improvement in the environmental performance of our activities, products and services. The prevention of polluting activities through adherence to the Oceana Environmental Control System, an ISO 14001 standard compliant system.

TERMS AND DEFINITIONS

TERM	DEFINITION
Oceana	Oceana Group Limited
Oceana Group	Oceana and its subsidiary and associate companies and/or entities
Sustainable Development Goals	A collection of 17 interlinked goals designed to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.
Natural resources	Materials from the Earth that are used to support life and meet people's needs
United Nations Global Compact	An intergovernmental negotiated agreement aimed at encouraging businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation.
ISO 14001	Internationally agreed standard that sets out the requirements for an environmental management system.

REQUIREMENTS

1. National Environmental Management Act 107 of 1998 (SA)
2. Environmental Management Act 7 of 2007 (Namibia)
3. National Environmental Policy Act of 1969 (US)

MANAGEMENT ROUTINES

The policy will be reviewed annually by the Oceana Group Social and Ethics Committee.

EXCEPTIONS

None

RELATED POLICIES AND OTHER REFERENCES

Code of Conduct for Oceana Suppliers

ROLES AND RESPONSIBILITIES

ROLE	RESPONSIBILITY
Social, Ethics and Transformation Committee	Responsible for overseeing the roles and responsibilities of the compliance function, specifically providing compliance oversight and ensuring that the organisation is complying with all applicable laws, rules and regulations, as well as codes of conduct, policies and procedures
CEO	Responsible at board level for the implementation of the Group's environmental policy and for ensuring that the necessary resources are allocated to support sound environmental practices.

Group Executive: Compliance and Risk	Responsible for monitoring compliance with the environmental policy by all business units, and implementation of management and monitoring procedures.
Sustainability Forum	Assist in the implementation of the environmental policy.
Compliance Forum	Assist in the implementation of the occupational health and safety policy
Management	Monitors compliance with controls, policies and procedures that have been designed to conduct their operations in accordance with relevant regulatory responsibilities.
Employees	Be conversant and implement relevant regulatory requirements to their day-to-day activities.

CONTACTS

SUBJECT	CONTACT	PHONE	EMAIL
Group Executive: Compliance and Risk	Jillian Marais	+27 21 410 1411	Jillian.Marais@oceana.co.za
Executive: Sustainability and Compliance	Karen-Dawn Koen	+27 21 410 1475	Karendawn.Koen@oceana.co.za

VERSION HISTORY

VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
1	Group Executive: Compliance and Risk	16 May 2022	2022 Annual Policy Review has been conducted. No change required to current Policy.	Karen-Dawn Koen

LEGAL COMMENTS

None

ADDITIONAL NOTES

None