

The Warehouse Group Sourcing Policy on Products Containing Palm Oil

2 May 2016

A group-wide sourcing policy on products containing palm oil has been established to:

- Reinforce the group's commitment to the environment
- Make it easier for our customers to be more sustainable
- Provide a defensible position on any claims of environmentally unsound sourcing

The Warehouse Group commits to improve the sustainability of the products that we sell containing palm oil by only sourcing products that contain sustainably sourced palm oil.

Identifying Products Containing Palm Oil

Palm oil (and its derivatives) are common in a wide range of product categories and in varying amounts. Palm oil is most common in, but not limited to, the following categories:

- Foods: e.g. baby food, baking supplies, breakfast cereals, confectionary, cooking oils and margarines, ice cream and non-dairy creamers, instant noodles, packaged bakery products, e.g. biscuits, bread, crackers, powdered drinks, salad dressings and dips
- Pet foods: e.g. wet and dry cat food
- Household and automotive cleaning products: e.g. surface cleaners, detergents, auto-cleaning products
- Personal care: e.g. shampoo, soaps, dental care
- Cosmetics: e.g. lipsticks

Palm oil and its derivatives are generally not explicitly listed as "palm oil" in product ingredient lists. There are over a dozen alternative common names that could be used on ingredient lists; further, there is an additional 150+ ingredient names that are likely to include palm oil or its derivatives (see appendix 1). With the challenges in identifying palm oil and its derivatives in products, suppliers are required to identify the use of palm oil or its derivatives.

Suppliers are required to disclose if their product contains palm oil or its derivatives.

There will be random audits on products identified as *not* containing palm oil or its derivatives. If these products are found to contain palm oil or its derivatives then immediate corrective action must be taken at the supplier's cost.

Identifying Sustainably Sourced Palm Oil

Palm oil and its derivatives are considered sustainably sourced if the supplier provides *Roundtable on Sustainable Palm Oil (RSPO) "Preserved Identity", "Segregation" or "Mass Balance" certification* (see appendices 2 & 3 for examples of these certificates). If these certificates are unavailable then acceptable is publically available evidence of a commitment (or for branded imports the commitment of the brand being sold) to move to RSPO "Segregation" or "Mass Balance" certification within three years (of the commencement of this policy). Evidence of a public commitment includes policy statements or press releases in the public domain or on the supplier's websites.

Suppliers of products containing palm oil or its derivatives must provide Roundtable on Sustainable Palm Oil (RSPO) "Segregation" or "Mass Balance" certification as evidence of the palm oil being sustainably sourced. If certification is not available, then evidence of a public commitment to move to certification within three years is required

Exceptions to certifications or public commitment will be considered in exceptional circumstances; for example, when suppliers with certification or commitment are considerably more expensive (to the detriment of price perception in the market) or cannot meet volume requirements. All exceptions must be assessed by the Community & Environment (C&E) team, who will provide a recommendation to the Quality PAR where a final decision will be made.

Information Needed from Suppliers

As evidence of sustainable palm oil sourcing (or commitment to) the supplier needs to provide the following information:

- If RSPO-certified palm oil
 - Supplier name and location
 - Copy of current RSPO certification showing (see appendix for examples of certificates)
 - Description of the retail product and barcode(s)

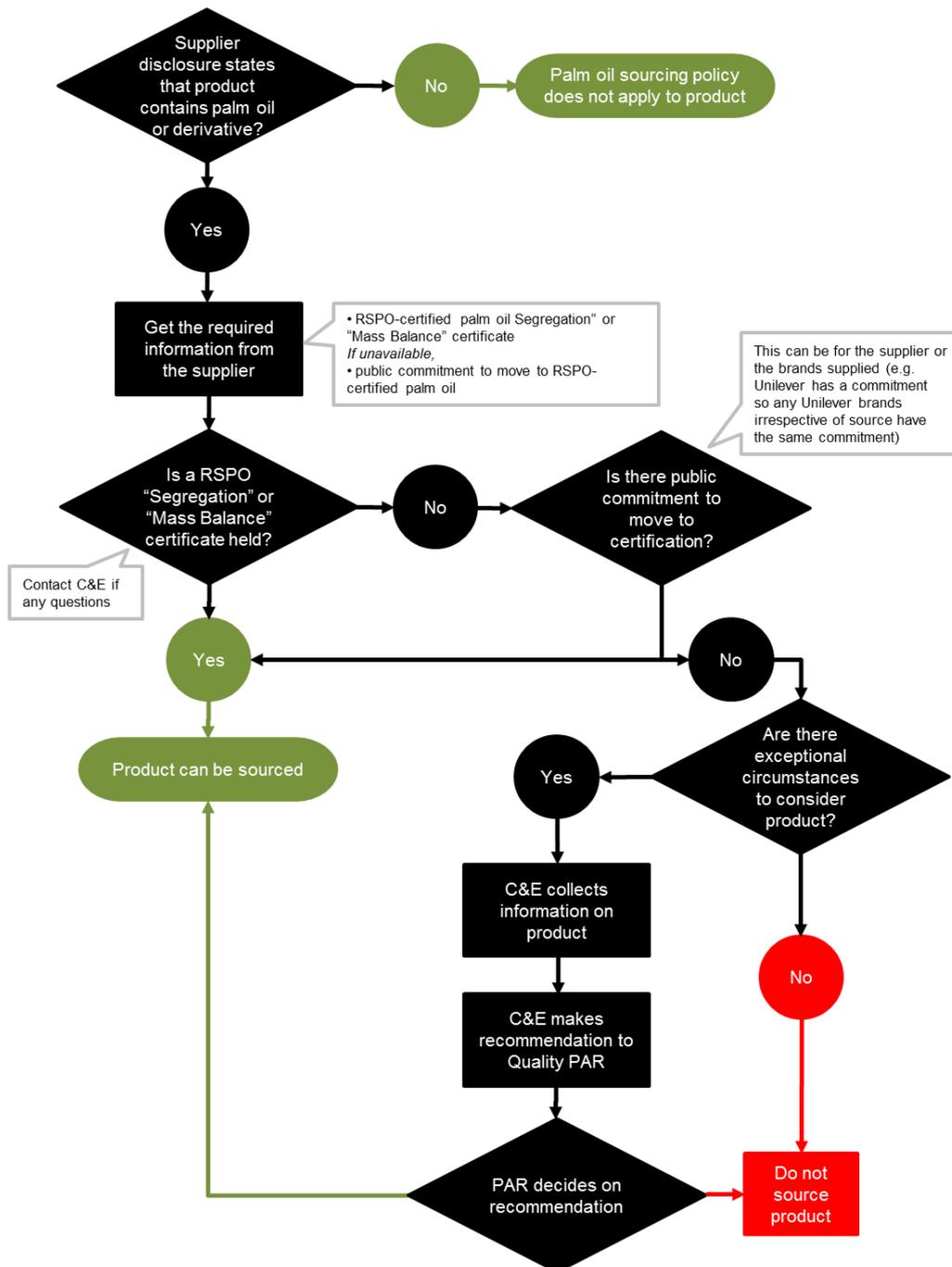
or

- If public commitment to move to RSPO-certified palm oil
 - Supplier name and location
 - Copy or link to public commitment
 - Description of the retail product and barcode(s)

Policy Timelines

The policy will be commence on 1 March 2016, with products to be compliant with the policy by 1 March 2019.

Process



Appendix 1: Ingredient Names for Palm Oil and its Derivatives.

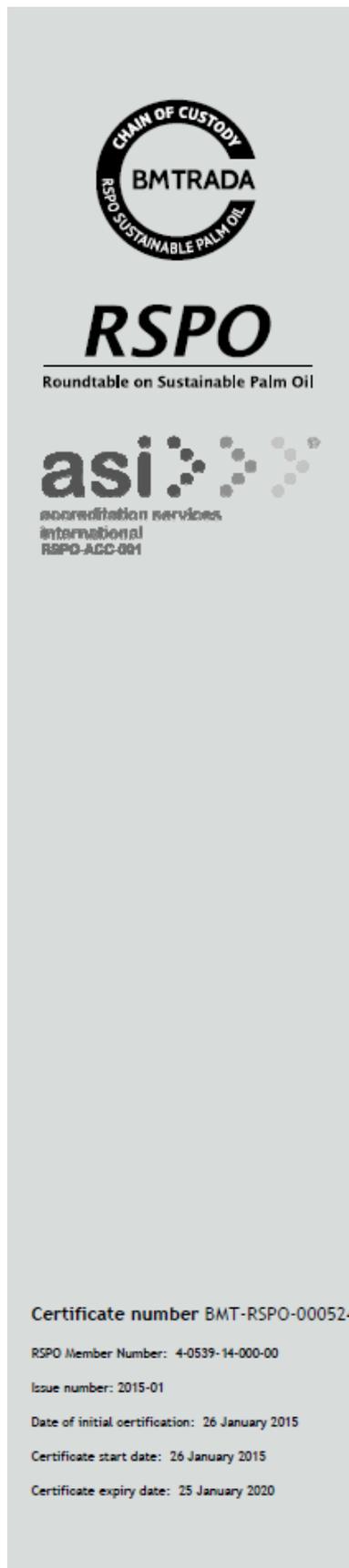
Names of ingredients that are palm oil and its derivatives:

- Cetyl Palmitate
- Elaeis Guineensis
- Epoxidized Palm Oil (UV cured coatings)
- Ethylhexyl Palmitate
- Hydrated Palm Glycerides
- Octyl Palmitate
- Palm Oil
- Palm Fruit Oil
- Palm Kernel
- Palm Kernel Oil
- Palm Stearine
- Palmate
- Palmitate
- Palmitic Acid or Hexadecanoic
- Palmityl Alcohol
- Palmitoyl Oxostearamide
- Palmitoyl Tetrapeptide-3
- Palmolein
- Saponified Elaeis Guineensis
- Sodium Kernelate
- Sodium Palm Kernelate
- Sodium Palmate

Names of ingredients that are *likely* to be palm oil and its derivatives:

- Acetic and fatty acid esters of glycerol (472a/E472a)
- Alkyl Poly Glucoside
- Aluminium stearate
- Aluminium, calcium, sodium, magnesium salts of fatty acids (470/E470a; E470b)
- Ammonium laureth sulphate
- Ammonium lauryl sulphate
- Arachamide mea
- Azelaic acid
- Butyl stearate
- Calcium lactylate
- Calcium oleyl lactylate
- Calcium stearate
- Calcium stearoyl lactylate (482/E482)
- Capric triglyceride
- Caprylic / Capric Glycerides
- Caprylic acid
- Caprylic triglyceride
- Caprylic/capric triglyceride
- Caprylic/capric/stearic triglyceride
- Capryloyl glycine
- Caprylyl glycol
- Carotene (Sometimes made from palm)
- Castile soap (often from palm)
- Myristyl alcohol
- Myristyl myristate
- Octyl stearate
- Octyldodecyl myristate
- Octyldodecyl stearyl stearate
- Oleamide MIPA
- Oleic acid
- Oleyl betaine
- PEG-100 stearate
- PEG-15 stearyl ether
- PEG-150 distearate
- PEG-2 oleamine
- PEG-20 stearate
- PEG-4 laurate
- PEG-40 stearate
- PEG-8 distearate
- PEG-8 stearate
- PEG-80 sorbitan laurate
- Pentaerythrityl tetraisostearate
- Peptide complex
- Polyethylene (40) stearate (431)
- Polyglycerol esters of fatty acids (475/E475)
- Polyglycerol esters of interesterified ricinoleic acid (476/E476)
- Polyglycerol-2 oleyl ether
- Polyglyceryl-3 dilisostearate
- Polyglyceryl-4 isostearate
- Polyglyceryl-4 oleyl ether
- Polysorbate 60 or polyoxyethylene (20) sorbitan monostearate (435/E435)
- Polysorbate 65 or polyoxyethylene (20) sorbitan tristearate (436/E436)
- Polysorbate 80 or polyoxyethylene (20) sorbitan monoolate (433/E433)
- Polysorbate-20
- Polysorbate-40
- Polysorbate-80
- Polysorbate-85
- Potassium stearate
- PPG-15 stearate ether
- Propylene glycol esters of fatty acids (477/E477)
- Propylene glycol laurate
- Propylene glycol stearate
- Sleaeth
- SLES
- SLS
- Cetareth (2-100)
- Cetearyl alcohol
- Cetearyl ethylhexanoate
- Cetearyl glucoside
- Cetearyl isononanoate
- Ceteth-20
- Ceteth-24
- Cetyl acetate
- Cetyl alcohol
- Cetyl ethylhexanoate
- Cetyl hydroxyethylcellulose
- Cetyl lactate
- Cetyl octanoate
- Cetyl ricinoleate
- Citric and fatty acid esters of glycerol (472c/E472c)
- Cocoa butter equivalent (CBE)
- Cocoa butter substitute (CBS)
- Decyl Glucoside
- Decyl oleate

- Diacetyltartaric and fatty acid esters of glycerol (472e/E472e)
- Dilinoleic acid
- Disodium laureth sulfosuccinate
- Disodium lauryl sulfosuccinate
- Emulsifier 422, 430-36, 470-8, 481-483, 493-5
- Ethyl lauroyl arginate (243)
- Ethylene glycol monostearate
- Ethylhexyl hydroxystearate
- Ethylhexyl stearate
- Ethylhexylglycerin
- Fatty alcohol sulphates
- Glycerin
- Glycerin or glycerol (442)
- Glyceryl distearate
- Glyceryl laurate
- Glyceryl monostearate
- Glyceryl myristate
- Glyceryl oleate
- Glyceryl polymethacrylate
- Glyceryl Rosinate
- Glyceryl stearate
- Glyceryl stearate SE
- Glycol distearate
- Glycol stearate
- Hexadecylic
- Hexyl laurate
- Hexyldecanol
- Humectant glycerol
- Isopropyl isostearate
- Isopropyl titanium triisostearate
- Isostearamide DEA
- Isostearate DEA
- Isostearic acid
- Isostearyl alcohol
- Lactic and fatty acid esters of glycerol (472b/E472b)
- Lauramide DEA
- Lauramide MEA
- Lauramine oxide
- Laureth
- Lauric acid
- Lauroyl sarcosine
- Lauryl betaine
- Lauryl glucoside (from palm)
- Lauryl lactate
- Lauryl pyrrolidone
- Linoleic acid
- Magnesium myristate
- Magnesium stearate
- Mixed tartaric, acetic and fatty acid esters of glycerol (472f/E472f)
- Mono-and- di-glycerides of fatty acids (471/E471)
- Mono-glycerides of fatty acids
- Myristate
- Myristic acid
- Myristic Cetrimonium Chloride Acid
- Sodium cetearyl sulphate
- Sodium Dodecyl Sulphate (SDS or NaDS)
- Sodium Isostearoyl Lactylate
- Sodium lactylate; sodium oleyl lactylate; sodium stearyl lactylate (481/E481)
- Sodium laurate
- Sodium laurel
- Sodium laureth sulfate
- Sodium laureth sulphate
- Sodium laureth-13 carboxylate
- Sodium lauroyl lactylate
- Sodium lauryl
- Sodium lauryl ether sulphate
- Sodium lauryl glucose carboxylate
- Sodium lauryl sulfate
- Sodium lauryl sulfoacetate
- Sodium lauryl sulphate
- Sodium stearate
- Sodium stearyl lactylate
- Sorbitan isotearate
- Sorbitan laurate
- Sorbitan monostearate (491)
- Sorbitan oleate
- Sorbitan sesquioleate
- Sorbitan trioleate
- Sorbitan tristearate
- Sorbitan tristearate (492)
- Stearalkonium chloride
- Stearalkonium hectorite
- Stearamide MEA
- Stearamidopropyl dimethylamine
- Steareth-10
- Steareth-2
- Steareth-20
- Steareth-21
- Stearic acid (vegetable oil)
- Stearic acid or fatty acid (570)
- Stearoyl sarcosine
- Stearyl alcohol
- Stearyl dimethicone
- Stearyl heptanoate
- Sucrose stearate
- Sucroseesters of fatty acids (473/E473)
- Taxanomic
- TEA-lauryl sulphate
- TEA-stearate
- Tocopheryl linoleate
- Triacetin
- Triacetin (1518)
- Tribehenin
- Tricaprylin
- Tristearin
- Vegetable glycerin
- Vegetable Oil
- Zinc stearate



BMTRADA

CERTIFICATE OF REGISTRATION

This is to certify that

Icelandic Group Holdings Limited
30 Greenmount Drive
East Tamaki
Auckland

has been audited and found to meet the requirements of standard RSPO Supply Chain Certification Standard, version November 2011. This guarantees that the criteria for processing RSPO certified sustainable palm and kernel oil through one or more of the supply chain models as stated in the RSPO Supply Chain Certification Systems have been met.

Management representative and contact details:

Nicki Keen
nicki@icelandic.co.nz

Scope of certification:

Manufacture of food products using palm oil and derivatives

Supply chain model assessed:

Segregation

RSPO registered member company:

Icelandic Group Holdings Limited and
4-0539-14-000-00

Certificate number BMT-RSPO-000524

RSPO Member Number: 4-0539-14-000-00

Issue number: 2015-01

Date of initial certification: 26 January 2015

Certificate start date: 26 January 2015

Certificate expiry date: 25 January 2020

Signed on behalf of Tom Johnston
Chief Operating Officer
Central Certification Services

BM TRADA Certification Ltd, Chiltern House, Stocking Lane, High Wycombe, Buckinghamshire, HP14 4ND, UK

This certificate remains the property of BM TRADA Certification Ltd. This certificate and all copies or reproductions of the certificate shall be returned to BM TRADA Certification Ltd or destroyed if requested. Further clarification regarding the scope of this certificate and verification of the certificate is available through BM TRADA at the above address or at www.bmtrada.org

BM TRADA Certification is accredited for ISO/IEC Guide 65:1996 and approved by RSPO on 30th March 2010 CB No 0001

Multisite clients - The scope of certification shown above includes the participating sites shown in appendix A



RSPO
Roundtable on Sustainable Palm Oil



asi
accreditation services
international
RSPO-AGC-001

Certificate number BMT-RSPO-000490

RSPO Member Number: 4-0221-11-000-00

Issue number: 2014-01

Date of initial certification: 19 November 2014

Certificate start date: 19 November 2014

Certificate expiry date: 18 November 2019

BMTRADA

CERTIFICATE OF REGISTRATION

This is to certify that

Griffins Foods Limited

39 Ash Rd
Wiri
Auckland

has been audited and found to meet the requirements of standard RSPO Supply Chain Certification Standard, version November 2011. This guarantees that the criteria for processing RSPO certified sustainable palm and kernel oil through one or more of the supply chain models as stated in the RSPO Supply Chain Certification Systems have been met.

Management representative and contact details:

Alexander Yaroshevich
alexander.yaroshevich@griffins.co.nz

Scope of certification:

The manufacture and processing of food products containing RSPO certified palm oil derivatives

Supply chain model assessed:

Mass Balance

RSPO registered member company:

Griffins Foods Limited
4-0221-11-000-00



Signed on behalf of Tom Johnston
Chief Operating Officer
Central Certification Services

BM TRADA Certification Ltd, Chiltern House, Stocking Lane, High Wycombe, Buckinghamshire, HP14 4HD, UK

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