

## Our Story

Red Lobster's vision is to be where the world goes for seafood, now and for generations. That includes sourcing in a way that ensures there is high quality seafood available to enjoy for generations to come. Our commitment is that all the seafood we serve is traceable, sustainable and responsibly sourced.

There are good and bad fisheries and processors all over the world, and we choose to only work with the good. From the very beginning, we have understood the importance of establishing face-to-face relationships with our seafood suppliers. Year after year, Red Lobster is proud to work exclusively with suppliers who share our passion and commitment to sustainability. They know we demand the highest quality seafood, and we require them to supply it in ways that use industry best practices and ensure healthy fish populations and safe working conditions.

Red Lobster is committed to taking a leadership position in conserving and protecting every kind of seafood we source and serve and using our influence to drive positive change in the industry.

We support and follow the Conservation Alliance for Sustainable Seafood Common Vision, which includes six steps:

- Make a public commitment
- Collect data on seafood products
- Make responsible sourcing decisions
- Be transparent
- Educate staff, consumers and vendors
- Support improvements in fisheries and aquaculture

Red Lobster recognizes that sustainable seafood standards vary by species and across countries and regions. We are committed to using best available methods of scientific research, government regulations and relevant opinions of conservation organizations around the world to help inform and guide our seafood sourcing practices.

## Our Seafood Sourcing Standards

We serve a mindful combination of wild-caught and farm-raised seafood that meets our standards for sustainable seafood:

- We are committed to sourcing seafood for all our company-owned restaurants in the U.S. and Canada that is 100% traceable, sustainable and responsible. At our international locations, we encourage our franchise operators to work toward this same standard.
  - **Traceable** – All our seafood is 100% traceable to a known and trusted source
  - **Sustainable** – We only source from suppliers who follow industry best practices
  - **Responsible** – We support and follow regulatory efforts that manage fish populations and mandate our suppliers comply with all applicable laws
- We define sustainably sourced species as those recommended by the Monterey Bay Aquarium Seafood Watch program, including seafoods rated green “Best Choice” or yellow “Good Alternative,” as well as those eco-certified by credible, science-based third-party programs – including but not limited to Best Aquaculture Practices (BAP), Marine Stewardship Council (MSC) or Aquaculture Stewardship Council (ASC). By 2025, we commit that all the seafood we source will be rated green “Best Choice” or yellow “Good

Alternative” by the Monterey Bay Aquarium Seafood Watch program, be eco-certified by a third-party program, or be engaged in a credible<sup>i</sup> Fishery Improvement Project (FIP) or Aquaculture Improvement Project (AIP).

- We seek to support improvements in fisheries and aquaculture by purchasing from sources that are on a clear, well-defined path toward achieving eco-certification or are engaged in a credible Fishery Improvement Project (FIP) or Aquaculture Improvement Project (AIP).
- We collect all relevant sourcing data and review our purchases bi-annually with our CEO and other senior leadership to drive toward the exclusion of species not eco-certified by credible, science-based third-party programs and red-rated “Avoid” species as identified by the Monterey Bay Aquarium Seafood Watch program. We commit to working with our suppliers, culinary teams, restaurant team members and guests to promote awareness about alternatives to red-listed species.
- We have zero tolerance for any supplier or business partner who violates the law, such as participating in illegal, unreported and unregulated fishing (IUU), compromises our standards or participates in social welfare abuses that conflict with our practices or policies. Our Code of Conduct clearly states our position on the importance of upholding human rights, social welfare and fair labor practices and our commitment to taking swift action if this code is violated. To uphold these standards, Red Lobster conducts regular audits of our supply chain. We also require our suppliers to conduct regular direct and third-party audits to ensure compliance with all national and international labor and human rights laws and standards.

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<sup>i</sup> Red Lobster uses Conservation Alliance for Seafood Solutions, “Guidelines for Supporting Fishery Improvement Projects,” to define “credible” FIPs, see: <http://solutionsforseafood.org/wp-content/uploads/2018/02/Alliance-FIP-Guidelines-English.pdf>