

ENVIRONMENT AND SUSTAINABILITY POLICY

1. Purpose and Commitment

Select Harvests (SHV) aims to operate a sustainable business on the basis of three platforms: planet, people and profit. These will generate value for our shareholders, customers, and the communities in which we operate.

SHV is committed to operating in an ecologically sustainable manner, delivering environmental best practice, and providing continual improvement of our environmental performance by setting objectives, measuring progress and communicating results.

2. Values

Our values and behaviours are critical to our culture in delivering our three key strategic priorities. SHV recognises that by living the values, and focusing on the long-term sustainability of our environment, business and community, we all contribute to the long-term success of the business and safety of our people.



3. Scope of Policy

This policy applies to all divisions of SHV, including directors, management, employees, individuals, contractors, visitors and those engaged as part of SHV's supply chain and third-party labour hire providers.

4. Policy Objectives

We recognise that many of our resources are scarce and finite. The objectives of the Environment and Sustainability policy is to ensure such resources are managed and used in a sustainable manner. We aim to increase the usage level of renewable energy and optimise our usage of natural resources to enable continuity of supply for future generations. Environmental impacts are a key consideration in all business decisions.

5. Environmental and Sustainability Standards

SHV works to adhere to, and where possible exceed any legislated Environmental Standards and those which have been passed on to SHV by our upstream supply chain, for example the Woolworths Sustainable Sourcing Guidelines.

Our commitments to the environment include:

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- Responsible and efficient water usage
- The use of natural and generated resources such as electricity and gases
- Land usage and reclamation
- Carbon emission management and sequestration
- Wildlife protection and preservation
- Protected and native vegetation and plant preservation
- Air-borne particulate and gases discharge
- Fire and emergency management
- Sewer, drainage and other waste discharge
- Recycling of materials and waste minimisation
- Chemical and waste management

Our commitments to sustainability are based on priorities set by the Senior Executive and Board from United Nations Sustainability Development Goals:

1. Occupational Health and Safety

Select Harvests' policies and management systems to ensure the workplace health and safety of employees and contractors.

2. Food Safety, Product Labelling and Quality

Traceability, quality and labelling. It goes beyond product safety and compliance, linking to being a leader in the supply of 'Better for You' plant-based foods.

3. Water Management and Stewardship

The effective management of existing processes and systems to ensure the efficient use and consistent supply of water across all sites.

4. Environment Impact

Environmental management systems to effectively identify and manage our environmental impact include carbon emissions, change of land use and chemical management.

5. Climate Change

Recognising the impacts of climate change on our business in our strategic and operational planning.

6. Financial Performance and Business Strategy

Sustainable organisational growth strategy that prioritises our almond base optimisation, brand, geographic and category expansion, enduring customer relations and the efficient use of resources to maximise corporate value of our stakeholders.

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7. Labour Practices, Human Rights, Anti-Corruption, Ethics and Integrity

Ensuring that the organisation, our supply chain and customers, engage in fair and ethical practices across all operations and geography.

We expect that our suppliers and their supply chain are committed to the same standards as we are and that they also will adapt comparable Environmental Standards.


6. Reporting

Regular environment and sustainability reporting is completed on a monthly and annual basis to the Board and Executive Management. SHV will meet legislative reporting requirements and as required key customers and stakeholder groups. Sustainability Report will be published every two years and an update will be included in our Annual Report.

7. Reference Material / Other Related Policies

- Select Harvests – Code of Conduct
- Select Harvests – OHS Policy and Statement
- Select Harvests Environment Procedures
- Select Harvests Sustainability Procedures
- Environment Management and Waste Minimisation Procedure
- Select Harvests Wildlife Management System
- Environmental Protection Authority (EPA) and related State/Federal Legislation
- Zero Discharge of Hazardous Substances - Manufacturing Restricted Substances List (ZDHC MRSL)

8. Authorisation and Approval

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Document Manager	General Manager – Human Resources
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*Version History can be found in “SHV Company Policy Register”