

SUSTAINABILITY POLICY

1. Purpose and commitment

The purpose of this policy is to guide Select Harvests' approach to operating a sustainable business that contributes to sustainable shareholder value creation.

Select Harvests recognises the [United Nations Brundtland Commission](#) definition of sustainability, which is defined as 'meeting the needs of the present without compromising the ability of future generations to meet their own needs'.

Sustainability is complex and interdisciplinary, requiring decision making that is economically viable, ecologically sound, and socially just. We seek to create value for our shareholders across a triple bottom line, which takes into account people, planet and profit.

We are committed to the continual improvement of sustainability performance through the implementation and review of a Sustainability Plan. Through the implementation of a Sustainability Plan, we will set an ongoing management program of goals, objectives, targets, and actions to improve performance. The Sustainability Plan will provide the mechanism through which environmental and social commitments will be met.

Select Harvests is committed to complying with all relevant legislation and to the prevention of pollution.

We have taken a double materiality approach to inform our policy goals. We have considered material topic areas where we have, or could have, significant impacts on the economy, environment, and people, as outlined in the [Global Reporting Initiative Standards 2021](#). We have also considered potential risks and opportunities for our business relating to our material topic areas, consistent with the [Sustainability Accounting Standards Board \(SASB\) Standards](#).

Select Harvests recognises impacts as actual and potential, negative and positive, short- and long-term, intended, and unintended, and reversible and irreversible.

This policy guides our approach to managing our positive and negative impacts in the production and marketing of our nut products grouped under three strategic areas: our product, our planet, and our people.

Our policy goals are aligned with the [Australian-grown Horticulture Sustainability Framework](#) and support the global effort to achieve the [United Nations Sustainable Development Goals](#).

2. Values

Our values and behaviours are critical for delivering on our sustainability commitments. Select Harvests recognises that by living our values we all contribute to the long-term success of the business wellbeing of our people.



3. Scope of policy

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

4. Policy objective

The overall objective of this policy is to guide our approach towards minimising or eliminating our negative impacts and maximising our positive impacts, to drive sustainable value creation.

5. Policy goals

Our approach to sustainability is a core value underpinning our business strategy. Our commitment and goals across each of our strategic areas are outlined below.

Our product

We are committed to supplying high quality, safe, traceable plant-based food that is better for you, while increasing circular business practices to minimise waste across our supply chain.

Goal 1: Provide healthy plant-based food with zero food waste.

Goal 2: Produce high-quality, safe to eat nut products.

Goal 3: Provide nut products that are traceable and trusted.

Goal 4: Increase circular business practices.

Our planet

We are committed to responsible stewardship of natural resources, contributing to healthier ecosystems, reducing our emissions, and building a business that is adapted to climate change and resilient to climate related shocks and stresses.

Goal 5: Produce more with our allocated water.

Goal 6: Build thriving soil food webs to support tree health.

Goal 7: Grow healthy trees without damage to our bees, people, and planet.

Goal 8: Adapt to climate change and build resilience in a changing climate.

Goal 9: Become carbon neutral by 2050 or earlier.

Goal 10: Prevent biodiversity loss and protect native habitat.

Our people

We are committed to providing a safe, zero harm working environment, a culture of wellbeing, diversity and inclusion, attracting and developing high performing talent and contributing to the communities in which we operate.

Goal 11: Provide a safe, zero harm working environment and wellbeing culture.

Goal 12: Attract and retain a talented high performing workforce and be an employer of choice.

Goal 13: Increase diversity and inclusion in our workplace.

Goal 14: Contribute to thriving local communities.

6. Reporting

Sustainability reporting is completed on a regular and annual basis to the Board and Executive Management. Selects Harvests will meet legislative reporting requirements and as required by key customers and stakeholder groups. A sustainability report will be published annually.


7. Responsibility

The Board of Directors has overall responsibility for setting and reviewing this policy and the establishment of effective governance and assurance to ensure sound sustainability reporting.

The Executive Team have responsibility for the development and implementation of operational programs to support sustainable performance, effective implementation of sustainable systems and achievement of sustainability targets.

All team members have a responsibility to contribute to this policy and achievement of sustainability targets.

8. Authorisation and Approval

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