

Sustainability Policy

Version	1.1
Policy Owner	General Manager Corporate Affairs
Policy Approver	Chief Executive Officer
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Sustainability Policy

Purpose

The main purpose of this policy is to express PGG Wrightson's commitment to sustainability as a business across the three pillars of environmental, social and governance.



Sustainability is to meet the needs of the present without compromising the ability of future generations to meet their needs.

Responsibilities

The PGW Executive Leadership Team is responsible for the oversight and implementation of this policy.

Adequate resources and support will be provided to ensure that the objectives of the Sustainability Policy are achieved.

The performance of this policy is tracked in the Annual Report which is prepared in accordance with the Global Reporting Initiative (GRI) Standards.

The Sustainability Policy is to be actively promoted and communicated to all employees and other stakeholders.

Scope

This policy applies to all PGG Wrightson businesses and PGW Team members.

PGW Team members include: all employees, temporary and casual workers, independent contractors (including Real Estate and Livestock agents), and any third-party contractors (consultants).

PGW business includes: PGG Wrightson Limited and its subsidiaries and related activities (i.e. PGG Wrightson Real Estate Limited, Bloch & Behrens Wool (NZ) Limited, NZ Agritrade Limited and any saleyards that are under operational control)

Clarification

If you require any clarification in respect of this policy, please contact the Sustainability Manager or Policy Owner.

Breaches and Compliance

All PGW Team Members have a personal responsibility to follow the Sustainability Policy and incorporate, and to encourage others to incorporate, the principles of this Policy into your work.

Compliance of this policy will be monitored by the Executive Leadership Team, with responsibility sitting with the relevant Executive Leadership Team Member for each business unit.

Sustainability Principles

Environment

- Ensure that energy and greenhouse gas emission reduction targets and actions enable a transition to a low carbon future.
- Comprehensively understand and adapt to climate-related risks and opportunities.
- Meet and exceed, wherever possible, all environmental legislative and regulatory requirements and aim to achieve exemplary practice in all operations.
- Commitment to protecting the environment and working to continuously improve environmental performance.
- Commitment to promoting pollution prevention in operations.
- Minimise the consumption of resources through sustainable procurement, waste avoidance, good design, reuse and recycling.
- Support product stewardship, recycling and recovery programs to address waste and support customers to promote a circular economy.
- Support the efficient use of water, enhance biodiversity and promote healthy functioning ecosystems.

Social

- Provide a safe and healthy work environment.
- Recognise the value of a diverse and skilled workforce by creating and maintaining an inclusive and collaborative workplace culture.
- Make a positive and meaningful contribution to the communities in which we operate.
- Support reducing inequality for people and the community.
- Provide Team Members with learning opportunities to enhance capabilities.
- Support people and communities to drive innovation and sustainable actions.

Governance

- Respect and uphold te Tiriti o Waitangi through actions and relationships including the promotion of Māori agribusiness activities, key community sponsorships and supporting the use of te reo Māori in business communications.
- Contribute to the achievement of United Nations Sustainable Development Goals (SDGs).
- Make sustainability an organisational priority – embedding sustainability principles into activities and decision making.
- Ensure strategies, processes, supply chains and partnerships meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption to achieve a culture of integrity.
- Assess and address the risks of modern slavery in operations and supply chains through due diligence and remediation processes.
- Demonstrate socially responsible organisational leadership and ensure that activities have a positive impact on individuals and communities.
- Regularly monitor and report on sustainability performance and improvement initiatives to stakeholders.
- Proactively engage in partnerships and projects with industry, government, non-government organisations and communities on sustainability.

About this policy

Scope	<p>This policy applies to all PGG Wrightson businesses and PGW Team members.</p> <p>PGW Team members include: all employees, temporary and casual workers, independent contractors (including Real Estate and Livestock agents), and any third-party contractors (consultants).</p> <p>PGW business includes: PGG Wrightson Ltd and its subsidiaries and related activities.</p>
Key Points	<p>This document outlines PGW's sustainability commitment through specific policy principles. The principles are articulated to provide a clear position of a number of key sustainability topics for an internal and external audience.</p> <p>The comprehensive list of PGW Sustainability Principles cover:</p> <ul style="list-style-type: none"> • Environment • Social • Governance <p>Items covered include greenhouse gas emissions reduction, climate-related risks and opportunities, environmental improvement, safe and healthy workplace, diversity and inclusion, te Tiriti o Waitangi, UN Sustainable Development Goals, modern slavery and reporting.</p>
Related policies	<ul style="list-style-type: none"> • Code of Conduct • Corporate Governance Code • Diversity and Inclusion Policy • Environment Policy • Health, Safety and Wellbeing Policy • Fraud Prevention and Response Policy • Whistle-Blower Policy • Procurement Policy • Quality Policy <p>Other documents</p> <ul style="list-style-type: none"> • PGW Supplier Terms of Trade • PGW Company Values
Exceptions	<p>Any exceptions to this policy must be approved by the Policy Owner (GM Corporate Affairs) or the Chief Executive Officer.</p>
Review	<p>To be reviewed every two years.</p> <p>Minor changes to this policy can be approved at any time by the GM Corporate Affairs.</p>

Roles and Responsibilities

The responsibilities for PGW Team members are outlined below.

Executive Leadership Team

- Accountable for all activity within their Business Unit / Team, including ensuring systems, procedures, controls, monitoring and associated record keeping activities are in place.
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Business Unit Managers

(Direct reports to GM / GM equivalents)

- Ensure team members are aware of this policy and how they comply.
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Sustainability Manager

- Provide support and subject matter expertise to Business Units / teams.
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PGW Team members

- Be accountable for following this Policy.
 - Provide relevant information to the Executive Team and Sustainability Manager as required.
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Definitions

The below are definitions of commonly used procurement terms.

ESG	Environment, Social and Governance is a business framework for considering environmental issues and social issues in the context of corporate governance. The terminology is commonly used in investment markets to consider a range of broader issues than just financial performance.
PGW	PGG Wrightson Limited and its subsidiaries and related activities (i.e. PGG Wrightson Real Estate Limited, Bloch & Behrens Wool (NZ) Limited, NZ Agritrade Limited and any saleyards that are under operational control).
SDG	The United Nations Sustainable Development Goals are a set of 17 interlinked goals that serve as a blueprint for peace and prosperity for the planet. Developed by the United Nations and adopted by 193 member countries, succeeding the previous Millenium Development Goals.
Sustainability	Meeting the needs of the present without compromising the ability of future generations to meet their needs.