PGG Wrightson

Environment Policy

Status	Final
Version	1.3
Policy Owner	General Manager Corporate Affairs
Policy Approver	Chief Executive Officer
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Environment Policy

Purpose

We are committed to protecting our natural environment for future generations, by working to continually improve our environmental performance across all activities.

Key points

We will implement effective management systems and work with our suppliers and customers to minimise our impact on the environment by:

- maintaining systems and processes to ensure compliance with environmental legislation and conditions of resource consents and permits;
- preventing pollution and promoting pollution prevention throughout operations;
- identifying, evaluating and managing the environmental aspects and impacts of our activities that may potentially harm the environment;
- developing and maintaining emergency response plans that address environmental risks;
- promptly reporting and managing all events that impact or have the potential to impact the environment;
- providing adequate resources and support to ensure environmental objectives are achieved;
- regularly maintaining infrastructure and equipment to reduce the risk of environmental harm;
- ensuring all team members, including management, understand their environmental responsibilities in their day-to-day work and act with integrity and respect to prevent harm to the environment;
- encouraging proactive initiatives that support our environmental objectives;
- continually improving the products and services we offer our farming customers to strengthen environmental performance throughout the value chain;
- promoting and communicating our commitment to this policy to all PGW Team members and other stakeholders.

Scope

This policy applies to all PGG Wrightson Group businesses and PGW Team members.
PGW Team members include: permanent and fixed term employees, temporary and casual workers, independent contractors (including Real Estate and Livestock agents), and any third-party contractors (including consultants). PGW businesses include: PGG Wrightson Ltd, business units, its subsidiaries, associated companies over which PGW has significant influence and joint ventures.

About this policy

Breaches

Any breaches of this policy must be reported to your manager and the Policy Owner.

Any breach or non-compliance with this policy will be considered on a case-by-case basis. Disregard for, or failure to comply with, this policy may result in disciplinary action, up to and including dismissal, for employees, and termination of contract for independent contractors and consultants.

Clarification and Exceptions

If you require clarification about any aspect of this policy, please contact your manager, or the Policy Owner. Exceptions to this policy can only be approved by the Policy Owner or Policy Approver.

Compliance

Monitoring compliance with this Policy is the responsibility of the Executive Leadership team members who will report to the Policy Owner, including any material issues that arise. We will regularly review and publicly report our progress, and ensure this policy remains relevant to the needs of our stakeholders.

Related policies and documents

The following is a list of documents that support this policy, including standards, processes, procedures, guidelines, templates.

Sustainability Policy	• Meet and exceed, wherever possible, all environmental legislative and regulatory requirements and aim to achieve exemplary practice in all operations. • Protect the natural environment, promote pollution prevention and work to continuously improve environmental performance.

Legislation

The following is a list of legislation that is relevant for this policy:

- Health & Safety at Work Act 2015 (and any amendments)

Review

This Policy is to be reviewed every three years. Minor changes to this policy can be approved at any time by the Policy Owner.