

SUSTAINABILITY POLICY

1. PURPOSE

Select Harvests aims to operate a sustainable business on the basis of 3 platforms: environmental, social/wellbeing and financial benefits. These will generate value for our shareholders, customers, consumers and the communities in which we operate.

We recognise that many of our resources are scarce and finite. Our role is to ensure such resources are managed and used in 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.

2. OUR COMMITMENT

Select Harvests sustainability objectives are as follows:

- Improving public health and wellbeing through the reduction or replacement of additives and other materials which are known to have adverse health effects or increasing the usage of ingredients with positive health contribution credentials
- Reducing and recycling (where possible) of natural resource usage
- Sourcing sustainable or renewable materials whenever possible
- Reducing the use of non-renewable materials or replacing such materials with renewable substitutes
- Maintaining a clean and healthy environment for future generations
- Promoting employee health and wellbeing
- Operating the company in a financial sustainable and stable manner

In fulfilling the objectives of this policy, management is committed to consult with all stakeholders. These include (but are not limited to) customers, consumers, partners, employees, municipal, state and federal authorities, suppliers plus other interested parties. This will ensure that the policy meets stipulated requirements, operates effectively, and that sustainability and environmental issues are regularly reviewed. All managers, supervisors and employees are accountable for operating in a sustainable manner for their designated business area.

Our commitment to the sustainability of our business is as important as our commitment to other business objectives, and will be assessed regularly as part of the annual corporate objective setting process.

3. REPORTING

Sustainability reporting is completed on a monthly and annual basis to the Executive and Board. Select Harvests also engages in reporting for key customers and stakeholder groups as required.

4. REFERENCE MATERIAL/OTHER RELATED POLICIES:

- Select Harvests Environment and Sustainability Strategy
- Select Harvests Sustainability Procedures
- Select Harvests Environment policy
- Select Harvests Water policy
- Environment Management and Waste Minimisation Procedure

Policy adopted authority & date



**Paul Thompson, Managing Director 16/12/16
(Replaces policy dated 20/5/13)**

Policy review date

16 /12/18

Responsible

General Manager, Human Resources