

ENVIRONMENT AND SUSTAINABILITY POLICY

1. Purpose and Commitment

Select Harvests (SHV) 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, 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 3 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.

Trust & Respect	Integrity & Diversity	Sustainability	Performance	Innovation
Treat all stakeholders with trust and respect	All decisions and transactions will not compromise the integrity of the organisation or individual	Our focus is on the long-term sustainability of our environment, business and community	Exceed expectations on a daily basis	Constantly challenge ourselves to improve everything

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:

- Responsible and efficient water usage
- The use of natural and generated resources such as electricity and gases
- Land usage and reclamation

ENVIRONMENT AND SUSTAINABILITY POLICY

- 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 include:

- Operate the company in a financially sustainable and stable manner
- Promote employee health, wellbeing and zero harm
- To be a leader in the supply of better-for-you plant based foods
- Improve 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
- Reduce and recycle (where possible) natural resource usage
- Source sustainable or renewable materials whenever possible
- Reduce the use of non-renewable materials or replacing such materials with renewable substitutes
- Maintain a clean and healthy environment for future generations

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.

7. Reference Material / Other Related Policies

- Select Harvests HCA000A – Code of Conduct
- Select Harvests OHSP01 – 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)

ENVIRONMENT AND SUSTAINABILITY POLICY

8. Authorisation and Approval

Document Name	HCP031 – Environment and Sustainability Policy
Document Manager	General Manager – Human Resources
Document Department	Human Resources
Contact	HR@selectharvests.com.au
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Approval Signature	
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*Version History can be found in “SHV Company Policy Register”