

Silver Fern Farms Sustainability Policy

Our Sustainability Policy includes:

- A Policy Statement that guides our approach
- Seven Principles that underpin our approach

Policy Statement:

Silver Fern Farms is a purpose-led global food business made of Aotearoa/New Zealand. We are focused on delivering on our purpose – creating goodness from the farms the world needs – and have placed enduring value at the heart of our business model.

For us sustainability is a way of working that informs all the decisions we make and actions we take as a business.

As a leader we have an obligation to act in an impactful way, apply an intergenerational mindset to the challenges ahead and be transparent in all we do. Our Sustainability Action Plan – Good by Nature – and our strategic business goal to be a trusted nature positive producer guide our work and reflect the high dependence a land-based business like ours has on nature. Ka ora te whenua, ka ora te tangata; When the land is well, we are well.

We recognise that our social license to operate is underpinned by the trust of our customers, stakeholders and the communities in which we operate, is constantly evolving and something we must continue to work hard for every day. Because we are working on change at a significant scale and pace, an overarching system thinking approach will be a powerful tool to consider how different elements of our sustainability efforts are linked and to optimise the impact of our initiatives to create sustainable value.

With conscious consumerism on the rise, our sustainability approach is strongly aligned to our Plate to Pasture strategy, and is market led. We're constantly listening to what customers and consumers want from red meat, to learn how we can create high value, high trust, nature-led products, and we know our customers are increasingly concerned about the overall impact and environmental integrity of the system that produces red meat.

We have three things – innovation, stewardship, and our love of the land – at the heart of our sustainability approach. We want to be constructive, take a long-term view, act to positively solve problems as they come and not be fazed by the many obstacles to creating system change.

People are at the heart of what we do and the actions we take. Without a commitment to sustainability from every single one of us, every single day, we will be unable to make true progress towards our goals. We know our farmers, customers and stakeholders share our aspirations for a sustainable future and we will work to make sure our work is inclusive and responsive to different voices.

Silver Fern Farms recognises the role of Te Tiriti o Waitangi/The Treaty of Waitangi as a foundational document for Aotearoa/New Zealand. As an organisation based in Aotearoa/New Zealand, we recognise that we can do more to reflect the principles of Te Tiriti o Waitangi in our corporate policies and practice.

This policy supports our work to be a leader and sets out the seven principles by which we will embed, prioritise and action our approach to sustainability.

These are:

- 1) We listen, and take action on the things that matter most
- 2) We contribute meaningfully at home and abroad

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- 3) We are focused on a Nature Positive systems approach to create enduring value for our business
- 4) We are holistic, support our farmers and work to ensure responsible supply chains
- 5) We are clear and deliberate about the positions we take on key sustainability issues
- 6) We are committed to transparency and accuracy in our reporting, marketing and storytelling
- 7) We collaborate through genuine partnerships and inclusive governance structures

The Seven Principles that underpin our approach:

1) **We listen, and take action on the things that matter most**

Silver Fern Farms approach to sustainability is grounded and finds its focus by determining material sustainability issues. We will discover and refine our material issues via dialogue with our stakeholders and we will aim to be current and responsive in this approach, reviewing them every 3 years (or as business context requires). We will also review our targets against our material issues annually to ensure these continue to build our leadership positions and remain responsive to the requirements of our social licence to operate and market signals.

Our material issues will come to life via *Our Silver Fern Farms Sustainability Action Plan* which will set out our priorities, identify gaps and build a targets-based work programme and reporting framework for a three-year period. Our Action Plan will also take a long lens to our sustainability work by including 2030 targets/aspirations.

Our current material issues are:

- Climate Innovation
- Enhancing Nature
- Circular Future
- People & Wellbeing
- Community & Belonging
- Trust & Connection
- Disruptive Innovation
- Te Ao Māori

Reflecting our wider Plate to Pasture Strategy, we are also working to understand and deliver upon our customers' expectations on sustainability issues recognising that these are different in relevancy and meaning country to country, market to market and are underpinned by diverse views and opinions.

2) **We contribute meaningfully at home and abroad**

We know we are not alone in wanting to work towards a more sustainable future, focused on thriving people and places, we are part of a wider NZ Inc effort that plays a key role in a high-ambition global movement.

Our commitment to nature positive reflects our acknowledgement of the seriousness of both the climate and biodiversity crisis. We are committed to doing our part to limit warming to 1.5c and achieve the greenhouse gas emission reductions agreed to under the Paris Agreement and Climate Innovation is central to our Sustainability Action Plan. We also want to seize the opportunity presented by the Paris Agreement's commitment to ensuring the world's most efficient producers are feeding the world. We strongly believe this should guarantee New Zealand's hardworking and innovative farmers a place at the head of the queue.

We do see a risk of carbon tunnel-vision and advocate that emissions reductions as only one part of the solution. Accounting for biodiversity, water quality and soil health is just as important for planetary health and will be a key component of our sustainability work.

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On the global stage, we'll continue to build and share our hard-earned reputation for excellence, efficiency, and innovation as a pastoral farming nation. We'll work alongside our NZ Inc partners to showcase how our producers are contributing to a just transition to a low carbon, nature positive economy and are working to protect and restore biodiversity on-farm. We'll connect into relevant global conversations and will focus on tracking our contributions to the Sustainable Development Goals (SDGs) where we can "shift the dial" for Aotearoa/New Zealand.

Whilst we are committed to all 17 SDG's, there are five SDGs where we have a significant role to play:

- SDG 2 Zero Hunger
- SDG 8 Decent Work & Economic Growth
- SDG 12 Responsible Consumption & Production
- SDG13 Climate Action
- SDG 15 Life on Land

As a leader in the primary sector we can be a strong contributor to shaping and advancing key government priorities related to sustainable business. We'll carefully choose our moments, but we will be dedicated in our efforts to be at the table when we need to be, and we'll always be aiming to get ahead of regulation on key sustainability issues.

3) A Nature Positive systems approach will create enduring value for our business

As a land-based business, Silver Fern Farms depends on nature to survive, and thrive.

Our ability to successfully manage our existing natural capital by preventing losses, and promoting gains while under greater reputational scrutiny will be fundamental to our ability to create value and underpin the long-term success of our business in the decades ahead.

To do this we will hold nature-based "systems thinking" at the centre of our sustainability efforts by seeking a deeper understanding of the linkages, relationships, interactions, and behaviours that characterise the Silver Fern Farms system.

Sustainability advice and decision-making will be based upon clear analysis of systematic consequences and use of resources (natural, financial, technological, people) that best supports and sustains Silver Fern Farms value creation.

4) We take a holistic view, support our farmers and work to ensure responsible supply chains

Our farmers are the heart of our business. Our sustainability work is driven by a focus to create new forms of value for New Zealand farmers and back them as innovators who can lead the world in nature positive production.

We acknowledge the hard yards our farmers put in to do the right thing and are focused on helping them prove their excellence at every step. We will work with them to transition their businesses, whether through market signals, knowledge building and on-farm extension programmes to keep pace with sustainability-focused practices and requirements.

We will consider our supply chain as a whole and will work alongside our suppliers to set expectations and support/catalyse change where it is needed. Best practice arrangements for sustainable procurement and reporting on the performance of our supply chain will be core to overall sustainability approaches particularly in the areas of emissions, waste and labour practices.

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5) We are clear and deliberate about the positions we take on key sustainability issues

For each of our material issues, and for some key topics within them, we will develop and publicly release our position, related activities, short and longer-term targets and our progress. Generally, this will be done via the publication of *Our Silver Fern Farms Sustainability Action Plan* and our annual reporting to shareholders and stakeholders. On occasion we may issue public position statements on key regulatory, or global sustainability issues.

6) We are committed to transparency and accuracy in our reporting, marketing and storytelling

We report in a manner that ensures we meet all relevant legal requirements. In addition, we use principle based, Integrated Reporting Frameworks and other best-practice methodology to guide our approach to reporting, to ensure that the management of our business is integrated and holistic, ensuring our medium and long-term success. To help us to achieve our sustainability targets, improve transparency and enhance our climate resilience we will make regular climate related disclosures, guided by the TCFD framework, and we aim to take a leadership role in the emerging area of nature-based disclosures.

To maintain and build trust in a claim-laden market place we will undertake assurance of our key non-financial information to ensure accuracy and veracity and we'll provide clear consumer-facing data, information, and 3rd party verification (where possible) to support our products.

We are also committed to using corporate storytelling and lessons learned approaches to share the wins (and losses) of our sustainability journey. We also want to make it personal and will be working to build connection between our customers/stakeholders with the people who are behind the effort and hard work that'll underpin our success.

7) We collaborate through genuine partnerships and inclusive governance structures

We will partner with other organisations and companies where we believe there is great opportunity in areas that advance shared aims and aspirations to drive our sustainability commitments.

Our progress in sustainability leadership is monitored by the Silver Fern Farms Board through review by the Risk & Sustainability Committee. Various areas of our sustainability efforts are also reviewed by other committees and governance groups as required.

Silver Fern Farms' Collective Sustainability Obligations

We have an individual responsibility to show leadership and bring this policy to life by:

- Using less resources, treating them like your own
- Understanding our priorities for enabling sustainability
- Knowing what our sustainability issues are and understanding what your role is in achieving our goals
- Actively promoting the importance of sustainability in our business
- Taking personal responsibility for our own actions and completing tasks that will make a material difference to our sustainability goals
- Driving continuous improvement and innovation

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Related Documents:

- [Environment Policy](#)
- [Sustainability Action Plan](#)
- [Silver Fern Farms Code of Conduct](#)
- [Silver Fern Farms Vendor Code of Conduct](#)
- [Te Ara Huri](#)
- [Silver Fern Farms' Climate Risks & Opportunities and Disclosure Report](#)
- [Silver Fern Farms' GHG Inventory Report](#)

Signed:



Dan Boulton
Chief Executive
11 April 2024

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