



ESG Commitment

November 2022

Introduction

At the SunRice Group, our purpose is to make a difference to places and lives everywhere through nourishing and delicious products. With roots in Australia's food bowl, we transform nature's goodness into healthy, enjoyable, and nutritious foods that meet the needs of discerning consumers around the world.

As a food business deeply connected to growers, sustainability has always been at the heart of the SunRice Group and is integral to how we create value for our stakeholders. We know that sustainability grows the SunRice Group business, and we strive to ensure that sustainability is part of every business decision.

As one of Australia's leading branded food exporters, we are committed to making a difference to:

- Our environment, minimising the environmental impact of our products from farm to table;
- Our communities, partnering with communities to enrich their lives socially and economically, and
- Our consumers with our nourishing and delicious products.

Our Sustainability Strategy is key to our Growth Strategy, addressing topics that are material to our business and reflected in our six sustainability priorities where we believe the SunRice Group, can have the greatest impact:

- Water productivity;
- Climate resilience;
- Waste reduction;
- Resilient communities;
- Respecting human rights; and
- Food security and quality.

They identify where we see opportunity to create value for our stakeholders, to deliver on our purpose, and to deliver impact guided by the United Nations Sustainable Development Goals.

At the SunRice Group, we will always strive to lead in environmental, social, and ethical business performance. We are committed to good governance and transparency, and we regularly report our progress against our priorities.

As we work to deliver on our vision, we actively seek to join the value chains of like-minded companies that share our values and display behaviours consistent with those of the SunRice Group.

Our commitment to the societies and communities in which we operate

Our vision is to transform nature's goodness into healthy, enjoyable, and nutritious foods that meet the needs of our consumers around the world. Our values and behaviours guide how we do this and at the heart of that is our commitment to community. We care deeply for the people and places that care for us and respect the fundamental human rights of our people, customers, consumers, communities, and suppliers.

The SunRice Group acknowledges our responsibility to respect human rights in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs). We are committed to creating equity and equality across our operations and supply chain. We expect our business, employees and suppliers to respect all human rights, including labour rights, throughout our operations and supply chain and we are committed to working with our growers and suppliers to develop a secure and ethical supply chain that supports equity and equality.

We are committed to playing a meaningful role in building resilient communities where we operate. Building on our heritage as an Australian, farmer-led cooperative, our business approach and the social responsibility initiatives and programs we promote, we strive to act so that our global communities consider SunRice to be a vital part of their ecosystem.

Our people are our most valuable asset, and we are committed to providing a safe work environment that preserves the health and safety of our employees, contractors, visitors, and supplier partners.

We are committed to building an inclusive and diverse workplace and promoting fresh ideas, creativity, and innovation in line with our core values of integrity, dynamic, innovative, collaborative and community.

Our commitment to the environment in which we operate

We recognise that our operations affect our natural environment. We are committed to operating a sustainable business across all our activities to ensure SunRice has an ongoing social licence to operate into the future, minimising the environmental impact of our products from farm to table and supporting our long-term success and growth and the resilience of our communities.

We commit to the efficient use of natural resources including energy and water, a reduction in waste and the enhancement of biodiversity. We will continue to collaborate with growers, industry, government, suppliers, and customers to innovate and contribute to continuous improvement initiatives.

We prioritise building climate resilience across the Group and commit to minimising the impact of our operations and supply chain on our natural environment. We seek solutions to and prepare for the risks and opportunities associated with a changing climate, including setting measures to improve management and efficiency of water and energy use and reporting our progress against the Task Force on Climate Related Financial Disclosures (TCFD).

Our commitment to rigorously monitor and govern what we do

From a governance perspective, we commit to striving to exceed the requirements of the laws and regulations that govern our business transactions and practices, across all the jurisdictions in which we operate. We will monitor and review our regulatory and other obligations and strive for best practice governance implemented through our Supporting Management Policies with operational oversight from senior management and governance oversight provided by the Board, and relevant Committees: in respect of safety, community and environment risk management, the Safety, Health and Sustainability Committee and in respect of climate related risk and opportunity, the Finance Risk and Audit Committee.

We do not tolerate bribery or corruption. Our ‘zero tolerance’ approach covers our people and all parties who perform services for or on behalf of SunRice.

We will publicly and transparently communicate and report on our sustainability performance against our key priorities and commitments in line with industry standards.

Document Control

Version	Date	Approved by	Sign-off date
1	September 2017	Mandy Del Gigante	September 2017
2	December 2022	SunRice Board	December 2022

Supporting Management Policies (as amended from time to time)

Name	
Labour Rights Standards Policy	Anti-Bribery and Corruption Policy
SunRice Group Code of Conduct and Directors Code of Conduct	Diversity, Inclusion and Equity Policy
SunRice Group Speak Up Policy	Environmental Policy and Environmental Management Program
SunRice Group Labour Rights Standards Policy Supplier Sustainability Code	Work Health and Safety Policy

This Policy is designated a key policy of SunRice and is subject to the periodic review and approval of the SunRice Board.