



Sustainability Snapshot **FY2022**

About This Report

The latest SunRice Sustainability Snapshot is combined into our 2022 Annual Report. To make it easy to find the sustainability information in one place, we have assembled relevant sections as well as our sustainability performance data and GRI Index into this Sustainability Snapshot.

Reporting boundary and period

SunRice’s Sustainability Snapshot covers Ricegrowers Limited ABN 55 007 481 156 and its controlled entities. Unless otherwise stated, all disclosures in the Annual Report relate to the Financial Year ended 30 April 2022 (FY2022). In this report, ‘the year’, ‘this year’, ‘crop year 2021’ and ‘CY21’ all refer to FY2022. The ‘2022 harvest’, ‘crop year 2022’ and ‘CY22’ all refer to the rice crop harvested in 2022, which will be processed and marketed in the Financial Year ending 30 April 2023 (FY2023). ‘SunRice’, ‘SunRice Group’, ‘Group’, ‘we’ and ‘our’ refer to Ricegrowers Limited and its controlled entities, as defined in this report.

Reporting frameworks

The content of the Our Approach to Sustainability section of this report and supporting sustainability information, has been prepared in accordance with the GRI Standards (2016): Core option. The GRI Index (see 2022 Reports Portfolio) highlights where the required FY2022 GRI Core disclosures can be found. The sustainability disclosures in this report, the 2022 Reports Portfolio and the information on SunRice’s sustainability website www.sunrice.com.au/sustainability serve as our Communication on Progress for the United Nations (UN) Global Compact.

Report assurance

All disclosures in this document have been subject to SunRice’s internal review and approval processes by management, the executive and the Board, as appropriate.

Stakeholder engagement and materiality

SunRice undertakes both a formal materiality process to identify the issues that are significant to the business and to key stakeholders, as well as informal engagement throughout the year, through a variety of channels in order to respond to our stakeholders’ insights. In FY2022, SunRice commenced a refresh of its stakeholder engagement framework. An update of this process is included in this document. SunRice’s material topics are discussed in the SunRice Stakeholder Engagement Statement at www.sunrice.com.au/sustainability-reports and the six sustainability priorities that address these material topics and provide a framework for the Group’s response, are described in this Sustainability Snapshot and in the Our Approach to Sustainability section of the Annual Report.

2022 Reports Portfolio

- **Annual Report** – provides information on SunRice, including governance, strategy, key risks, financial and non-financial performance and outlook, and includes the Annual Directors’ Report and Annual Financial Report.
www.sunrice.com.au/annual-reports
- **Interim Financial Report** – provides information on SunRice’s half-yearly financial and non-financial performance and outlook.
www.sunrice.com.au/financial-reports
- **Corporate Governance Statement** – provides an overview of our policies, procedures and practices to ensure application of the ASX Corporate Governance Principles and Recommendations (4th Edition).
www.sunrice.com.au/corporate-governance

Other reports and information

- **Sustainability information** – provides further information on SunRice’s sustainability strategy, performance and future plans, including Task force for Climate-related Financial Disclosures and our commitment to the Science Based Targets Initiative.
www.sunrice.com.au/sustainability-reports
- **GRI Index** – is a summary of how SunRice has addressed each of the GRI reporting core standards, with references to where the detailed information can be located and is included in this Sustainability Snapshot.
www.sunrice.com.au/sustainability-reports
- **Tax Transparency Disclosures** – SunRice is a signatory to the Board of Taxation’s Tax Transparency Code. This report (issued annually) complements the Group’s tax disclosures and enhances our stakeholders’ understanding of the Group’s compliance with Australia’s tax laws.
www.sunrice.com.au/financial-reports
- **Other information** – See the Results and Reports section of the SunRice investor website.
investors.sunrice.com.au



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CEO's message

With our heritage in the Riverina heartland, sustainability has always been at the heart of SunRice's business and how we operate. Our Sustainability Strategy is a key driver of our 2024 Growth Strategy, addressing topics that are material to our business and outlining our contribution to the United Nations Sustainable Development Goals (SDGs).

Sustainability is integral to how we create value for all of our stakeholders. We are dedicated to securing a sustainable and reliable global supply chain so we can continue to create quality products with our growers. We offer transparency to support our consumers to better understand where their products come from and how they are grown, and we play a role in building healthy and sustainable communities wherever we operate.

In FY2021, we announced our six sustainability priority focus areas and our respective long-term guiding ambitions. Our focus for FY2022 has been on reinforcing accountability for our sustainability performance with specific targets and action plans in each of our priority areas. These are detailed in the following pages and in our [Sustainability Performance Data tables](#).

As an industry, we are proud to be global leaders in water productivity, pioneering research and development outcomes that enable us to use 50% less water than the global average. We are supportive of the broader Australian rice industry's aspirational target to further improve water productivity to 1.5 tonnes per megalitre by the end of 2027.

We are also proud of the work completed on climate resilience this year, with specific actions in place on our path to net zero, and commitment across the Group to further adopt the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Our work in FY2022 has seen employees across every global business unit contribute to climate scenario analysis and the publication of our inaugural [TCFD Report](#).

“Our focus for FY2022 has been on reinforcing accountability for our sustainability performance with specific targets and action plans in each of our priority areas.”

Rob Gordon
SunRice Group CEO

We are committed to a science-based 1.5°C degree climate future through The Science Based Targets Initiative (SBTi). We will continue to track, measure and drive our performance in this space and provide transparent updates on our progress. We are staging our work to first focus on where we have the most certainty and control (Scope 1 and 2) from controlled operations. However, supply chain emissions from our rice products remain one of the most challenging aspects of our emissions footprint and this is why we are excited to launch our Australian Rice Emissions Reduction pilot.

SunRice's work in the environmental, social and governance (ESG) space is important but complex, and we cannot make a difference alone. We will continue to work with our growers, our suppliers, our employees and all of our stakeholders to deliver on our targets. We know our ambitions are bold, but we are committed to making a measurable difference. I hope you enjoy reading about our progress in the following pages. For more information on our sustainability performance, please see: www.sunrice.com.au/sustainability-reporting.

Rob Gordon
SunRice Group CEO

FY2022 Highlights

Water

Aspirational industry-wide target to achieve an ambitious water productivity goal of **1.5 tonnes** per megalitre.

Climate

Net zero pathway commenced and short-term actions developed.

Australian Rice Emissions Reduction feasibility study completed.

Committed to setting a science-based target via the SBTi.

Waste

Launched sustainability focused flexible packaging tender.
22% year-on-year increase in products displaying the Australian Recycling Label (ARL).

Expansion of the ARL roll out to include our whole Australian product portfolio.

Community

480,000+ meals donated to those in need.

\$1.04m donated to community organisations.

Human rights

All suppliers risk assessed through newly embedded sustainability processes and focused direct engagement.

Successfully completed SunFoods Sedex Members Ethical Trade Audit.

Quality

Re-launched our Low GI rice, exclusively certified by the Glycemic Index Foundationn and endorsed by Diabetes Australia.

Governance

Awarded Silver Partner status in the NSW Government Sustainability Advantage program.

TCFD climate scenario workshop and analysis undertaken.



About the SunRice Group

The SunRice Group is a global food group and one of Australia's leading branded food exporters.

We were formed in 1950 when a group of rice growers pooled their resources in the Riverina region of New South Wales to build a single rice mill. Today, we are listed on the ASX and have grown into one of the largest rice food companies in the world, comprising multiple businesses, assets and operations across Australia, New Zealand, the Middle East, the United States, the Pacific Islands and Asia.

In FY2022, we engaged with employees across the Group to refresh our purpose, vision, mission, values and behaviours.

Our purpose

To make a difference to places and lives everywhere through nourishing and delicious products.

At the heart of who we are as a global food group, our purpose outlines why SunRice exists and why the work our people do, every day, matters.

Our vision

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.

Our vision is shaped by our purpose and the positive impact we want to make as a business.

Our mission

Our mission outlines our roadmap to deliver on our vision and is articulated through SunRice's Growth Strategy (see Our Strategy on page 8).

Diversified portfolio of complementary businesses, with operations in **10 countries**

1,500+ products from gourmet and free-from consumer foods to food service and animal nutrition

~35 major brands in ~50 global markets, with leading brand positions in **14 countries**

2,000+ global workforce with 42% of Senior Management roles held by women

420 A Class⁹ grower shareholders and **3,424 B Class⁹** investor shareholders via a complementary capital structure

11 countries in our multi-origin, multi-price point rice sourcing supply chain

9 key stakeholder groups that we seek to create value for and engage with on **12 material topics**

6 sustainability priorities and ambitions aligned with how we create value for our stakeholders

Our values

-  **Integrity**
-  **Dynamic**
-  **Collaborative**
-  **Innovative**
-  **Community**

Our values represent what SunRice stands for and form the foundation on which we build our culture. They guide what we do and how we do it, as we strive to achieve our mission and vision.

Our behaviours

Customer focused
Intellectually curious
Decisive
Good communicators

SunRice's behaviours bring our values to life and shape how we work together and with our stakeholders.

New materials and activities to deepen employees' connection with these aspects of our unique culture will be rolled out across all SunRice businesses in FY2023.

We seek to create value for

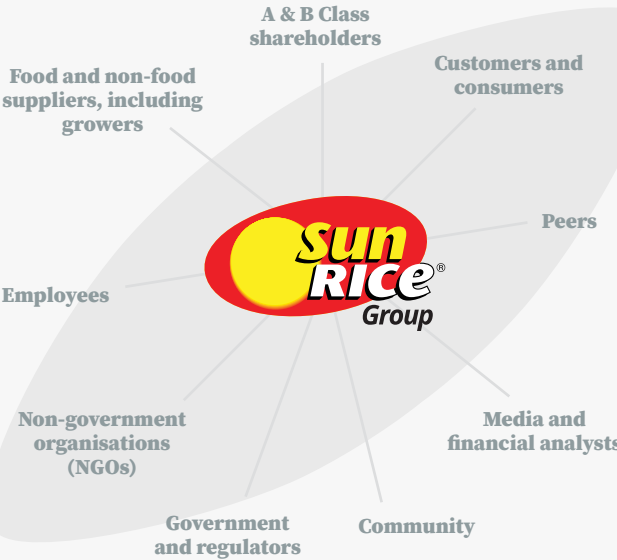
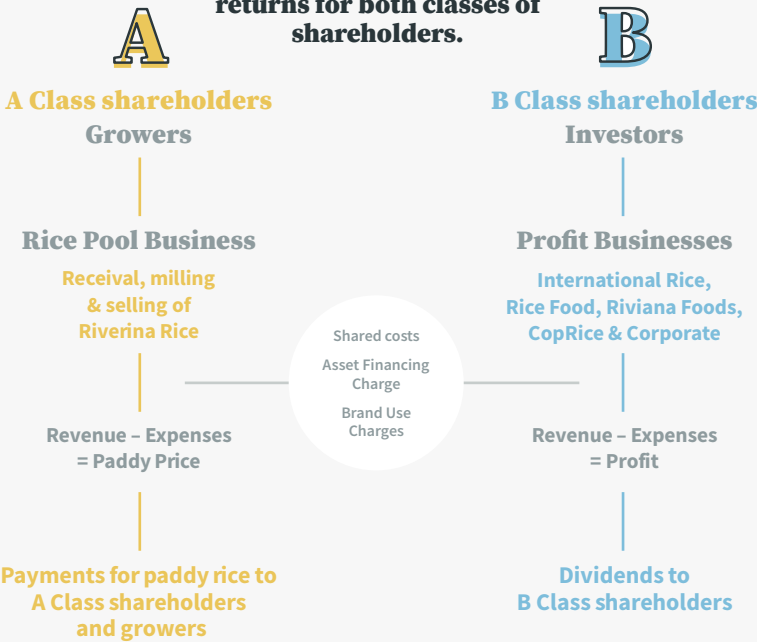
Our shareholders

Sunrice's structure protects the interests of our B Class shareholders or investors, who have the right to receive dividends declared through our **Profit Businesses**; and our A Class shareholders, who meet the production quotas prescribed by the SunRice Constitution, and who are paid for their paddy through the **Rice Pool Business** and have control of the company.

While separate, the two business groups have mutually beneficial links and purposes. They complement each other, strengthening the alignment between our investors and growers.

For more information about our business model see pages 20–25 in our Annual Report.

Our objective is to optimise returns for both classes of shareholders.



Our stakeholders

We are committed to providing our stakeholders with credible, transparent and timely information. We engage with them on the topics that matter most through a variety of channels and respond to their insights, both directly and as a Group.

In FY2022 we commenced a process to refresh our Stakeholder Engagement Framework, which will continue throughout FY2023 and is focused on ensuring our stakeholder engagement processes reflect best practice.

SunRice's Stakeholder Engagement Statement, which outlines the material topics identified by our key stakeholders and our business, and how SunRice engages with each stakeholder and responds to these issues, can be found at: www.sunrice.com.au/sustainability-reports.

Jacqueline Atwill,
Accredited Nutritionist and
SunRice Ambassador

9. As at 30 April 2022.

Our Brands and Products

SunRice Group products help to nourish families and support food service industries in ~50 countries around the world.

With ~35 major brands, as well as leading positions in 14 countries, we continue to grow in key markets.

In FY2022, we acquired Pryde's EasiFeed, expanding our product offering and customer reach and further diversifying the Group's portfolio and earnings.

Our business segments, product mix and markets are directly aligned to our Growth Strategy.

RICE POOL BUSINESS

Australian Rice Pool

Supplying premium branded Australian rice, built on provenance and our heritage.

- #1 rice brand in Australian and New Zealand grocery
- #1 rice brand in Australian food service channels



PROFIT BUSINESSES

International Rice

A growing global supply chain and distribution network, delivering quality and sustainability.

- #1 or #2 medium grain rice brand in five Middle Eastern markets
- #1 rice brand across PNG and the Solomon Islands
- #1 rice brand across six other Pacific Island markets
- #1 rice brand in Hawaii, USA

Rice Food

Innovation in healthy snacking and food ingredients aligned to global food trends.

- #1 rice cakes brand in Australia and New Zealand
- #1 microwave rice brand in Australia

Riviana Foods

Brand-led gourmet food business building on “special occasions” and key consumer trends.

- #1 pickled vegetables brand in Australia
- #1 olives brand in Australia
- #1 pizza base brand in Australia
- #1 waffle brand in Australia

CopRice

Innovative animal nutrition that leverages SunRice's Riverina rice by-products.

- #1 equine sports lifestyle brand in Australia
- #1 equine breeding brand in Australia

Our Strategy

Our 2024 Growth Strategy¹⁰ is designed to cement the SunRice Group's position as one of the world's largest rice food companies, and as a truly global, multi-origin, multi-market food business.

Our business is designed to benefit our investors, growers, customers, consumers, employees and the communities in which we operate, and our strategy reflects this. The plan and its targets remain responsive to and appropriate for the external macro factors and specific business challenges that influence SunRice as we strive for further success.

See 'Our Strategy in Action' on pages 10–12 for a review of progress to date.

Our objectives

To optimise returns for both classes of shareholders by:



Increasing
profits and reducing
earnings volatility



Adapting
our product range
to take advantage of
changing food trends



Securing
a sustainable and
reliable global
supply chain



The external macro factors¹¹ that influence us are:

Macroeconomic considerations

- Growing demand for health, wellness and nutrition.
- Trust, traceability and transparency.
- The rise of the Asian consumer.
- Supply chain stress.
- Government policy and regulatory changes.
- Food security.
- Demographic shifts.
- Escapism via luxury food experiences post COVID-19.

Sustainability considerations

- Climate change.
- Water scarcity.
- Habitat and biodiversity loss.
- Poverty, slavery and inequality.
- Population growth.
- A global waste crisis.
- Chemicals and pesticides.



How we're responding:

1 Cementing a global supply chain in response to increased demand in branded products, ensuring quality and sustainability.

2 Repositioning Australia as the supply source of choice for premium branded rice markets.

3 Utilising our capabilities and deep insights with consumers to meet evolving global food trends while leveraging our brands, especially in healthy eating and snacking:

- **Diversifying into new markets** to offer high-quality and convenient packaged rice of trusted provenance.
- **Playing a pioneering role** in addressing the obesity and diabetes epidemics with our unique Low GI rice.
- **Leveraging our unique position** to take advantage of the global fascination with sushi.
- **Being recognised as a leader in healthy snacking** through a range of innovative snacks.
- **Operating a strong food ingredients business** with diversified, high-value rice derivatives servicing global food companies.
- **Assuring quality and sustainability** with traceability, no matter where we grow our rice.

4 Being recognised for our high performance, delivered by a positive, inclusive and accountable culture.

5 Accelerating the growth and diversity of our strong, cash-generative portfolio, including through further investment in Riviana Foods, CopRice and other segments.



Challenges:¹²

- Increasing global competition.
- Market impacts of COVID-19, including disruptions to the shipping industry.
- Inflationary pressures directly impacting our operations (cost of freight, labour, raw material and other inputs) and more broadly reducing the purchasing power of consumers, particularly those located in developing economies.
- Employee health and wellbeing as we enter our third year of COVID-19 conditions.
- Volatility of Australian rice supply.
- Alternative crops competing for limited water and land.
- Market diversification and access.
- Foreign exchange volatility.
- Economic conditions, including geopolitical instability.
- Climate change.
- Competition for talent, resources and capabilities.
- Profitability pressures on key Australian farming sectors.
- Global impacts of the Ukraine conflict.



What success looks like:

Strong financials

An aspirational revenue target of \$2bn,¹³ which may take longer to achieve than by 2024, and to maintain double digit returns on capital employed.

Premium branded player

Leverage our reputation for quality and innovation in premium varieties, healthy eating and snacking.

Asian presence

Expand sales in high-growth Asian consumer markets.

Diversified earnings

Expand our CopRice and Riviana Foods segments through strategic growth opportunities.

Food ingredients expansion

Build our tailored food ingredients offering to service commercial customers.

Resilient global supply chain

Secure a multi-varietal and resilient global supply chain with Australian growers at its centre.

Be recognised for our high-performance teams

Build a positive, inclusive and accountable culture where everyone makes a difference.

Be recognised as leaders in environmental, social and ethical business performance

Leverage our credentials to build agility, trust and resilience in our supply chain, consumers and communities.



10. In FY2021, the SunRice Board extended the Growth Strategy's timeline by two years to 2024, noting the plan and its targets remain responsive to and appropriate for the external macro factors and specific business challenges that influence SunRice.

11. See pages 11–12 in our FY2020 Annual Report for further information on our global context.

12. See Our Approach to Sustainability on pages 30–47, Our Approach to Risk on pages 48–53 and Adapting and Responding to Climate Change on pages 54–57 in the Annual Report for further detail about our approach to external macro factors and challenges.

13. This is an aspirational target, not a budget or forecast and assumes reasonable macro conditions.

Our Strategy in Action

In FY2017 SunRice developed a new global strategy designed to achieve growth and deliver grower and shareholder returns.

Despite challenging operating conditions over the past six years, including lack of Australian rice and the impacts of COVID-19, the results to date demonstrate SunRice's track record.

We have expanded our operations and markets and maintained profitability despite drought. Coupled with strategic acquisitions and investments, we have strengthened business resilience, reduced our dependence on the Australian agricultural cycle and diversified into new streams of sustainable growth. And we have continued to execute against our strategic priorities despite headwinds, delivering record dividends and paddy prices, creating new jobs, and investing back into the communities in which we operate.

Through our ongoing focus on strategic and organic growth, the Group is well positioned to continue to grow towards our ambition to reach \$2 billion¹⁴ in revenue, with a strong balance sheet to take advantage of further expansion opportunities when they arise. For more detail, see Our Outlook on page 28 of the Annual Report.



Griffith rice grower, Phil Atkinson.

Building organic growth

Driving product innovation

Using our capabilities and deep insights with consumers, we've met evolving global food trends while leveraging our brands over the past six years. From launching healthier rice-based snacks, Brown Rice Chips and Cracker Chips across Asia and the Middle East, to expanding our Microwave range and developing new offerings in Food Service, our brands now hold market leading positions in 14 countries. We've also expanded into new product categories through our acquisitions, particularly across the CopRice and Riviana Foods segments.

Expertise in sourcing rice to match pricing and preferences

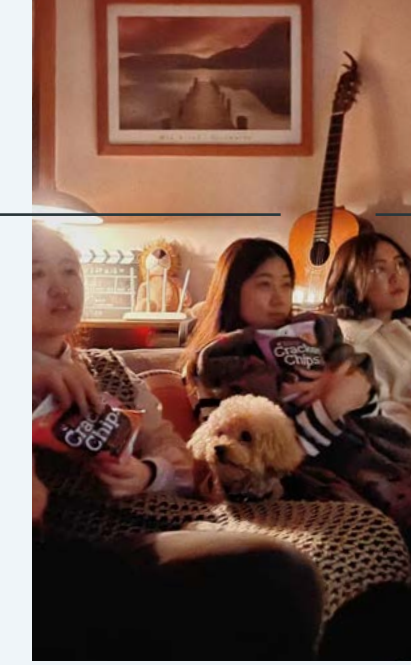
Our growing global supply chain and multi-origin, multi-price point strategy are key elements in ensuring that Australian rice is reserved only for premium markets, ensuring the highest possible returns for our growers. Having grown demand for rice products to in excess of 1.1 million paddy tonnes per year, the SunRice Group not only sources rice to keep branded markets open when the Riverina is in drought but matches rice to consumer preferences and purchasing ability in other world markets. With 11 supply sources now in our network, including Australia, our supply arrangements mean we are well placed to pursue further growth in FY2023, particularly given sourcing challenges in other markets.

Integrating sustainability into our supply chain

SunRice's Sustainability Strategy directly relates to our Growth Strategy. It addresses the topics that are material to our business, how we create value for our stakeholders and outlines our contributions to the United Nations Sustainable Development Goals. Since its implementation, we've embedded sustainability across our global business, including developing clear ambitions, priorities and targets, supported by action plans.

Delivering gains through capital expenditure

We've invested \$151 million in capital expenditure since FY2017, from upgrading plants and assets, to installing new technology to support the onshoring of products previously manufactured overseas. The recent \$4.5 million investment in Leeton's Microwave Rice Plant is an example of our strategy in action, with improvements not only delivering better operational efficiency, but delivering quality gains that underpinned Microwave Rice sales growth in the Rice Foods segment in FY2022.



14. This is an aspirational target, not a budget forecast and assumes reasonable macro conditions.

15. FY2017–FY2022 inclusive.

16. Paddy payments made or to be made (all varieties, all Riverina regions) from CY16 to CY21 inclusive.

17. Dividends declared on B Class Shares from FY2017 to FY2022 inclusive.

18. Investment period from 1/05/2016 until 29/04/2022. TSR considers movement in B Class Share price and dividends paid. It assumes all dividends are reinvested on the dividend payment date and compounded.

19. ASX 300 accumulation index data extracted from Bloomberg (AS52T Index).

Pursuing strategic growth

Further penetrating high value segments

Pryde's EasiFeed was acquired by CopRice in FY2022 to provide increased presence in the high value branded equine market. In addition to supplying Australia and New Zealand, the company exports to key international markets. The Pryde's acquisition, along with the FY2020 acquisition of Feedrite's extrusion assets in Wangaratta, provide diversification of earnings to help decouple CopRice from the agricultural cycle and build earnings resilience from a retail portfolio.

Delivering transformative earnings for Riviana

The acquisition of KJ&Co Brands in FY2021 offered transformative scale for Riviana Foods and further diversification of earnings via the 'Special Occasions' sector. The company's major brands include Toscano, Hart & Soul and Bare Bakers, with the acquisition becoming earnings per share accretive in less than 12 months.

Underpinning new category and geographical reach

In FY2019 Roza's Gourmet delivered new reach and markets to Riviana Foods via access to the specialist chilled sauces and dips categories across Australia. Riviana has successfully integrated and scaled Roza's since its acquisition, driving further revenue growth and profitability. In FY2021, CopRice's acquisitions of Ingham's dairy nutrition business in New Zealand, and Riverbank Stockfeeds' dairy assets in Australia also underpinned new geographical reach, securing coverage across key dairying regions in New Zealand and Victoria respectively.

Securing a global supply chain

Our FY2019 acquisition of a rice processing mill in Dong Thap Province, Vietnam represented the Group's first direct financial investment in Vietnam, which was an important step towards establishing a fully vertically integrated and sustainable supply chain in the country. Agreements were also established with two Mekong Delta provincial governments to grow sustainably sourced Vietnamese rice, adding additional sourcing capabilities and market opportunities, as have the Group's strategic agreements with supply sources in the U.S. and China.



FY2022 acquisition
Pryde's EasiFeed, Australia



FY2021 acquisition
KJ&Co Brands, Australia



FY2019 acquisition
Roza's Gourmet, Australia



FY2019 acquisition
Lap Vo rice processing mill, Vietnam



Diversified portfolio, with
\$113m
invested across multiple
strategic acquisitions¹⁵

\$151m
invested in capital
expenditure¹⁵

\$915m
in paddy price payments¹⁶
to A Class shareholders
and growers

\$121m
in dividends declared¹⁷
to B Class shareholders

150%¹⁸
Total Shareholder Return
(TSR), compared to ASX
300 accumulation index
TSR of 81%¹⁹



FY2021 acquisition
Dairy nutrition business,
New Zealand



FY2021 acquisition
Riverbank Stockfeeds' dairy
and beef assets, Australia



FY2020 acquisition
Feedrite's extrusion
assets, Australia



FY2017 acquisition
Fehlbergs, Australia



FY2017 SunFoods
35% minority buy out, U.S.

Our Sustainability Framework

Making a difference to the sustainability of places and lives by



Making a difference to our environment

Minimise the environmental impact of our products from farm to table.



Making a difference to our communities

Partner with communities to enrich lives socially and economically, leveraging our expertise wherever we operate.



Making a difference with nourishing products

Create nutritious products to improve the lives of consumers.

Our priorities, ambitions and targets

These provide focus and a destination



Water productivity

Toward the most water-productive rice products in the world

FY2023

Australian rice industry extension re-design, with the majority of grower extension activities focused on water productivity

Australian Rice Emissions Reduction pilot

Long term

Support the broader Australian rice industry's aspirational target of **1.5 tonnes per megalitre** for Australian rice by the end of **2027**



Climate resilience

Net zero emissions across our value chain

Partner with growers to create a step change in reducing emissions

Adopt TCFD recommendations

FY2023

Achieve **2%** annual improvement in energy efficiency as a rolling average against the Group's FY2017 baseline

Australian Rice Emissions Reduction pilot

Continue to align to Paris Agreement and work towards development of SBTi validated science based targets

Long term

Net zero by 2050 at the latest

Near Term:²⁴ By 2030, Scope 1 and 2, non-rice Scope 3:

- **25%** reduction in emissions
- **100%** renewable energy

Rice related Scope 3: Working with our rice **supply chain** to achieve Net Zero across their operations by the end of **2050**

Implement **TCFD recommendations**



Waste reduction

Toward zero waste from our products and packaging

FY2023

5% reduction in operational waste to landfill

90% of all Australian and New Zealand products feature ARL by end of **FY2023**

Continue towards 2025 Australian Packaging Covenant Organisation (APCO) Targets

Long term

50% reduction in operational waste to landfill by the **end of FY2024**, against the Group's FY2022 baseline

100% of all Australian and New Zealand products feature ARL by end of **FY2024**

Meet Australian Packaging Covenant Organisation (APCO) targets²⁵ by the end of **2025**:

- **0%** single use
- **100%** reusable, recyclable or compostable
- **50%** recycled content



Resilient communities

Our communities consider SunRice a vital part of their ecosystem

FY2023

Implement new Community Engagement Strategy to deliver long term target

Develop a socio-economic impact assessment methodology, providing a framework to track performance

Long term

During FY2022–FY2024, donate **600,000** meals to a broad range of community organisations where we operate

2,000 hours volunteered by employees

Contribute to the resilience of the communities where we operate in a measurable way



Respecting human rights

Equity and equality across our operations and supply chain

FY2023

Seven SunRice sites with refreshed social and ethical audits

Commencement of supplier Mutual Recognition Program making it easier for suppliers to comply with our Supplier Sustainability Program

Long term

100% of SunRice owned sites with refreshed social and ethical audits by the end of **FY2024**



Food security & quality

Secure, nourishing and quality products

FY2023

Maintain SunRice manufacturing site certification to Global Food Safety Initiative (GSFI) recognised standard

Continuous improvement in Australian Pure Seed Program

Long term

Maintain SunRice manufacturing site certification to GSFI recognised standard

Continue to invest in efficiency of rice breeding and extension programs to improve on farm productivity (yield/ha), quality and genetic purity

Leverage our global sourcing expertise to deliver quality product to local communities



24. Detail on Near Term targets is subject to validation by SBTi, including specific guidance on Agricultural targets to be released in Forest, Land and Agriculture (FLAG) Guidance.

25. For specific details of the APCO targets see: apco.org.au/national-packaging-targets

Water productivity

Our ambition

Toward the most water-productive rice products in the world

“The Australian rice industry is world class. We grow some of the highest quality Japonica-style varieties anywhere in the world while already using 50% less water than the global average. SunRice then takes that rice and transforms it in our facilities in the Riverina into value-added branded products which are valued by customers and consumers in some 50 global markets.”

Rob Gordon, SunRice Group CEO

Long term target

Support the broader Australian rice industry’s aspirational target of **1.5 tonnes** per megalitre for Australian rice by the end of 2027

Australian growers use 50% less water than the global average to grow quality Riverina rice, have some of the highest yields in the world, and being an annual crop, only grow when there is water available to do so. This performance has been driven by over 70 years of research and development, adapted growing practices, and dedicated rice breeding – ensuring we grow the varieties that are best suited to Australian conditions, in a way that best suits the local environment.

This year SunRice, AgriFutures Australia and the Ricegrowers’ Association of Australia (RGA) came together to launch a bold new plan to meet an aspirational target of 1.5 paddy tonnes per megalitre by the end of 2027. This ambitious target is backed up by a new five-year industry roadmap to accelerate research, development, and extension outcomes to future-proof the Australian rice industry. Any progress towards this ambitious and aspirational target would further cement the Australian Riverina rice industry’s position as having the highest levels of water productivity in the world.

This water productivity objective will aid the industry to continue to provide high quality products to millions of people around the world, build resilience to a changing climate, and contribute to the long-term business resilience for Australian growers and for SunRice. Our research collaborations mean that we will be focused on how we can share and adapt these insights with other rice growing regions to make a difference to communities and the environment wherever we operate.



FY2022 highlights

Supported the launch of the Australian rice industry’s new ‘roadmap’ to accelerate research, development and extension outcomes targeting a bold and aspirational goal of 1.5 t/ML by the end of 2027

0.73 t/ML²⁶
average water use productivity achieved across CY21 Riverina rice crops, representing a rolling five-year average water use of 0.83 paddy t/ML

Australian Rice Emissions Reduction feasibility study completed, ahead of our FY2023 pilot

1600+
touch points with our growers, from field days to podcasts, all focused on sharing best practice

100%
of all grower extension activities focused on water use productivity

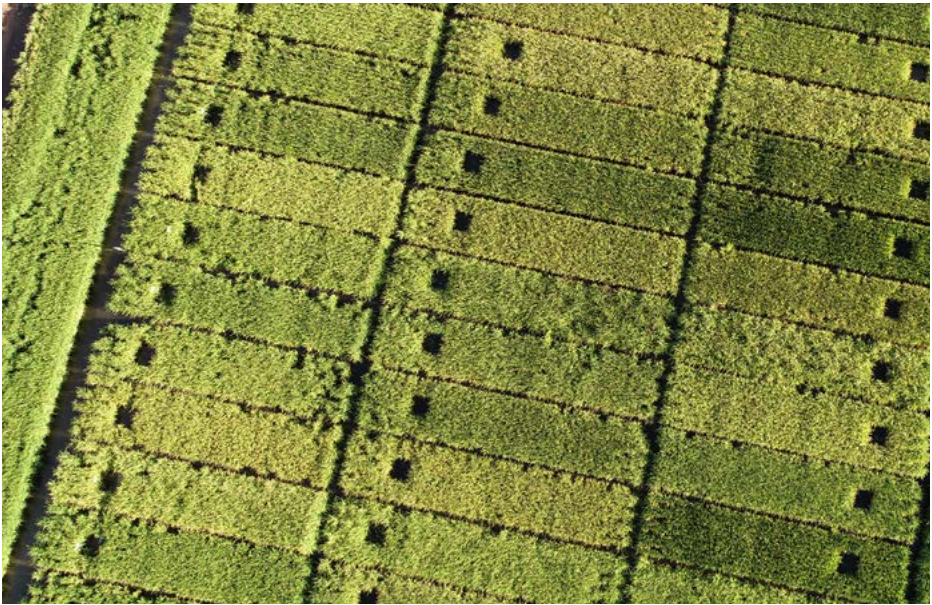
FY2023 actions

Australian rice industry extension redesign, with the majority of grower extension activities focused on water productivity

Australian Rice Emissions Reduction pilot

26. FY2022’s drop in average water use productivity was due to unfavorable conditions, including severe cold. Current conditions indicate that FY2023’s result should trend favorably towards the industry goal.

Our actions



A new rice industry ‘roadmap’ towards improvement in water productivity

The Australian rice industry has developed a five-year roadmap targeting an ambitious and aspirational water productivity target of 1.5 tonnes of rice per megalitre of water by the end of 2027. Australian rice growers are already the most water efficient in the world and any progress towards this bold target will further cement that position. The roadmap involved extensive consultation with our industry and sets an exciting and bold research path to achieve the target through:

1. Establishing Rice Breeding Australia Ltd, (AgriFutures Australia, SunRice and RGA) to introduce modernised breeding technologies to develop efficient and cold tolerant rice varieties.
2. Investing in targeted agronomy and farming systems to increase on-farm productivity.
3. Increasing the adoption of rice research outputs through Rice Extension by implementing a refreshed approach to governance, supporting growers to embrace technologies and best practice management to increase long term profitability.
4. Strengthening the capacity of Australian rice growers to meet the challenges of the future.

Research investment yields results

Rice Research Australia Pty Ltd (RRAPL) is a wholly owned subsidiary of SunRice and was established more than 30 years ago to enhance the research capabilities of the rice industry by participating in and hosting collaborative research projects. More than \$85 million has been invested in research and development programs by the Australian rice industry since 2012, resulting in varieties like V071 that are suited to the Australian climate.

In FY2022, close to 300 Riverina growers planted new bold medium grain variety V071 and reported significant improvements in water productivity. Water is used to protect rice crops from fluctuations in temperature that can reduce yields. V071, which was developed through the Australian Rice Partnership in collaboration with AgriFutures Australia, SunRice and the NSW Department of Primary Industries, increases cold tolerance, delivers strong seeding vigour and reduces shattering and resistance to lodging, all of which significantly improve water productivity when compared to Reiziq.

Leaps in water productivity

Darrell Fiddler (pictured left) of De Bortoli Broadacre Farms has been continuously seeking new ways to improve his water productivity and innovation on farm. Darrell has been practicing delayed permanent water management and has reduced his water use by 30% in comparison to his aerial sown crops. In partnership with Deakin University, Darrell has also been experimenting with aerobic rice and utilising automation technology to deliver further efficiencies in both labour and water savings.

Darrell’s commitment to innovation, utilising resources and maximising efficiencies across his rice system saw him named as the SunRice Grower of the Year for CY21.

“Dry rice evolved from trying to push the boundaries in our farming practice. We’ve been growing delayed permanent water successfully for nine years, so the next place to go was to dry rice.” – Darrell Fiddler

Climate resilience

Our ambition

Net zero emissions across our value chain.

Partner with growers to create a step change in reducing emissions.

Adopt TCFD recommendations.

Long term targets

Net zero by 2050 at the latest

Near Term:²⁷ By 2030, Scope 1 and 2, non-rice scope 3:

- 25% reduction in emissions
- 100% renewable energy

Rice related Scope 3: Working with our rice supply chain to achieve Net Zero across their operations by the end of 2050

Implement TCFD recommendations

With our proud agricultural history and connection with our growers and the land, we understand that taking care and building the resilience of our environment is key to SunRice's success. Maximising the efficiency with which we use natural resources is part of how we create value for our stakeholders.

We are committed to Net Zero greenhouse gas emissions by 2050 at the latest and have set meaningful near term goals and action plans to ensure we are well placed to reach this goal. To continue to improve our transparency and accountability we have formally committed to develop science-based targets thought the Science Based Targets initiative (SBTi). We are staging our work to first focus on where we have the most certainty and control (Scope 1 and 2) from controlled operations. Supply chain emissions from our rice products remain one of the most challenging aspects of our emissions footprint and this is why we are excited to launch our Australian Rice Emissions Reduction pilot.

We have also progressed our implementation of the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, completing climate scenario analysis with SunRice Group employees from every global business unit involved in the process. Our business model has always evolved to understand and to adapt to physical risks related to climate change, most notably through geographical diversification of supply sources and a significant investment in research and development targeting improved sustainability performance. By leveraging our past performance to find new and innovative solutions, we will respond to the rising demand for sustainably grown and sourced products, while protecting and enhancing the environment in which it grows. See Adapting and Responding to Climate Change on pages 54–57 of the Annual Report for more detail.



FY2022 highlights

Net zero emissions pathway commenced and short-term actions developed

Committed to setting a science-based target aligned with the Paris Agreement goal of limiting global temperature rise to 1.5°C

Australian Rice Emissions Reduction feasibility study completed with OpenSC and Rabobank

Progressed adoption of TCFD recommendation, including business units across all 9 global locations engaging in climate scenario analysis and published first TCFD Report²⁸

Site-by-site engagement to create a heat map supporting the path to net zero

FY2023 actions

Achieve 2% annual improvement in energy efficiency as a rolling average against the Group's FY2017 baseline

Australian Rice Emissions Reduction pilot

Continue to align to Paris Agreement and work towards SBTi validated science based targets

Our actions

Proving the extent of reduced emissions from Australian rice

The way rice is increasingly grown in Australia – through delayed permanent water and direct drilling – equates to some of the most water efficient growing practices in the world. Over time, SunRice has been working with the industry to expand this program and enable more growers to adopt these practices.

In FY2022, SunRice, Rabobank and OpenSC (a joint venture founded by BCG Digital Ventures and WWF) completed a feasibility study, measuring and expanding the positive impact of these Australian rice growing practices and building on the industry's knowledge that they directly reduce 'on-farm' greenhouse gas emissions. This exciting emission reduction project will be developed as a pilot program in FY2023 to explore better climate outcomes, while generating value back to the farmer. In time, our goal is to implement similar programs in our overseas rice growing areas to drive greater sustainability outcomes across our global supply chain.

Building a robust path to net zero with the support of the NSW Government

This year SunRice participated in the inaugural Net Zero Emissions Leadership Accelerator program run by the NSW Government's Sustainability Advantage. This reflected our progress towards our net zero pathway, which includes the development of site-specific plans to reduce emissions across our operations globally, from SunRice in Australia to SunFoods in the U.S.

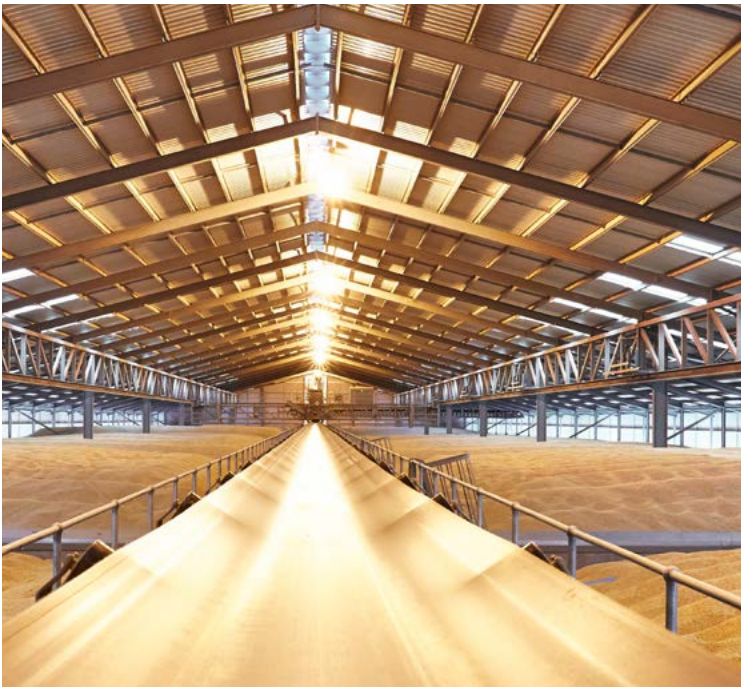
The culmination of more than two years' work to better understand our global emissions footprint, our short-term targets are grounded in science with a view to Paris-aligned targets enabling us to take the exciting step of making a commitment to set science-based targets via the Science Based Targets Initiative (SBTi). We are committed to improving energy efficiency, increasing renewable electricity towards 100% by FY2030, and reducing emissions across the Group. We will work in FY2023 to develop targets for validation by SBTi, better understand our data needs and how to measure our performance. Integrity and accountability are key SunRice values, and key to making a difference and building climate resilience in the communities where we operate.

Engaging our employees in planning for a climate resilient future

As part of our commitment to adopting the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), in FY2022 we completed a formal scenario planning analysis to better embed climate-related matters in our Group's strategy and reporting. In consultation with SunRice Directors, our senior leadership team and employees across logistics, consumer insights, agronomics, nutrition, research and development, packaging, finance, legal, procurement, engineering, sales and marketing, sustainability, operations and risk, we developed three distinct scenarios: The Green Road (below 2°C), The Wake-up Call (2–3°C) and Climate Inaction (above 4°C). Together we considered the impact of these scenarios on the current SunRice business model and our Growth Strategy and identified the most material risks and opportunities for each, as well as our strategic responses (see page 54 of the Annual Report). Our Global Rice CFO Rachel Westbrook (pictured right) said "participating in the climate workshops was a really challenging and thought provoking exercise. Especially working cross-functionally to think about the impacts across the different parts of the business and the risks and opportunities that might present in the context of striking the right balance between safeguarding the business and working towards a better tomorrow."



The SunRice Grower Services team presented current and alternative growing practices as part of the study.



27. Detail on Near Term targets is subject to validation by SBTi, including specific guidance on Agricultural targets to be released in Forest, Land and Agriculture (FLAG) Guidance.

28. www.sunrice.com.au/tcfcd-2022

Waste reduction

Our ambition

Toward zero waste from our products and packaging

The Australian rice industry, developed over 70 years, is perfectly captured in what we call the Australian Rice Circular Economy Framework. Because of the unique position of SunRice in the supply chain, from breeding, storage, milling and marketing to our long and trusted partnership with Australian growers, waste reduction is part of how the industry operates.

We connect rice growers with consumers to ensure what is grown matches demand; agricultural by-products with high value secondary markets to ensure nothing goes to waste; and the industry with the community to ensure value is returned to those who create it. For example, in FY2022, we expanded our 100% recyclable point of sale stand pilot in Australia. We expect to have all domestic point of sale stands transitioned over by mid-2023, removing 54,400 pieces of plastic in the first year alone.

We have made progress in those areas that create the biggest challenges, by moving to easier to recycle alternatives for our rice range that support the market for a long term solution; helping consumers to make the choice to recycle by expanding our roll out of the Australian Recycling Label (ARL) to include our whole product portfolio; and exploring new and innovative partnerships to consider the most productive way to use our rice hulls in years of higher rice production.



Long term targets

50%
reduction in operational waste to landfill by the end of FY2024, against the Group's FY2022 baseline

Meet Australian Packaging Covenant Organisation (APCO) targets by end of 2025:

- 0% single use
- 100% reusable, recyclable or compostable
- 50% recycled content

100%
of all Australian and New Zealand products displaying Australasian Recycling Label (ARL) by end of FY2024

FY2022 highlights

SunRice's Circular Economy Framework shortlisted in the Australian Financial Review's 2022 Sustainability Leaders list

Commenced roll out of 100% recyclable Point of Sale stands in Australia, which will result in 54,400 pieces of plastic being removed from our system

22%
year-on-year increase in products displaying ARL

Expansion of ARL roll out to include our whole Australian product portfolio

97%
of our Australian products' packaging can be recycled²⁹

Launched sustainability focused flexible packaging tender



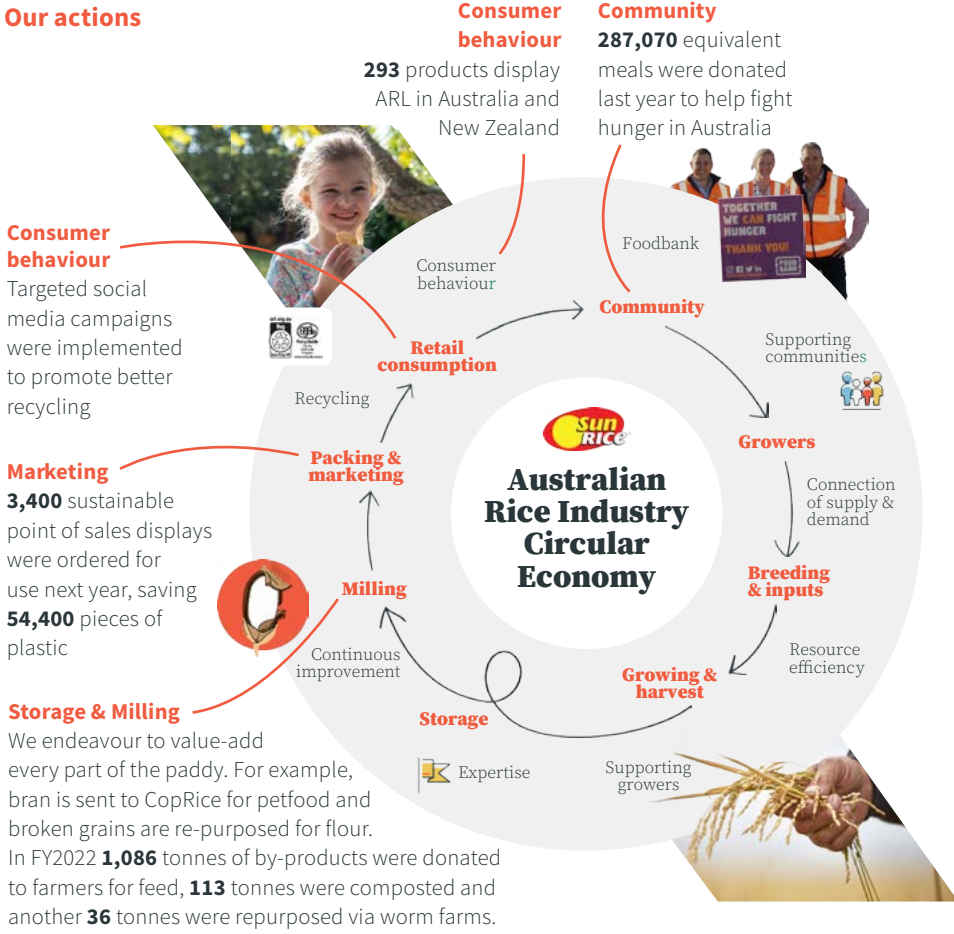
FY2023 actions

5% reduction in operational waste to landfill

Continue towards 2025 Australian Packaging Covenant Organisation (APCO) Targets

90% of all Australian and New Zealand products display ARL

Our actions



The Australian Rice Circular Economy Framework in action

The Australian rice industry's circular economy maps the entire supply chain and ensures that we use every part of the grain and minimise, recycle or reuse potential waste at every stage. The approach enables us to maximise efficiency on-farm, generates commercial value, builds trust with our consumers, and supports our ambitions towards a sustainable future by minimising and upcycling waste along our unique integrated value chain. In FY2022, our circular economy model was shortlisted in the Australian Financial Review's Sustainability Leaders List. Developed in association with BCG. The awards celebrate the Australasian companies that are making real progress in tackling sustainability challenges – and delivering business value along the way.



Making our rice packaging easier to recycle

Almost all of our SunRice branded packaging in Australia is recyclable either through kerbside or the Redcycle program. However, this year we expanded the scope of our sustainable packaging strategy to include our whole product portfolio and identified where we need to focus our efforts to create less waste.

One of the ways we can make a big difference is to ensure our soft plastic packaging is even easier to recycle. We are excited by the recent developments in Australia towards new ways of recycling that make the availability of recycled content for food grade packaging more likely. In line with this, SunRice has committed to transitioning to use plastics that are increasingly easier to recycle to support the development of the recycling industry and move closer to a circular economy. These plastics are called 'mono-plastics' and we have committed to move all SunRice branded Australian products to this material by the end of 2025.

Partnering with our suppliers towards more sustainable outcomes

Partnering with our packaging suppliers is key to delivering results in this area. Sustainability has been a key issue in our recent flexible packaging tender process, and as part of this approach we started the tender process with a shared understanding of our sustainability goals. We acknowledge how difficult it is to make progress in this space without the collaboration and long-term vision of the whole supply chain to enable innovation and progress. In appointing our new packaging supplier for FY2023, the ability to support our commitment to recycle-ready plastics and a supplier commitment to sustainability innovation is key.



Resilient communities

Our ambition

Our communities consider SunRice a vital part of their ecosystem

SunRice started as a collective of growers pooling their resources and saying “let us do this together.” That spirit continues today.

Good community development requires a genuine desire to understand local needs, and collaboration with community leaders to find economic opportunities to support them in those needs. We acknowledge how crucial our operations are to the communities that we work in, from the rice growing regions of the Riverina to the communities we support across the Pacific. It is not a responsibility that we take lightly, and in embracing that role we hold ourselves to account in supporting the growth of long-term resilience.

Our operation in Papua New Guinea is an example of this in action. Established nearly 50 years ago, Trukai Industries Limited is built on years of working with and understanding our community. Today, Trukai employs more than 900 people, contributes to better health outcomes through vitamin enriched rice products, partners with Government to amplify social change campaigns and in FY2022 contributed more than \$230,000 to community events.



Long term target

During FY2022–FY2024, donate 600,000 meals to a broad range of community organisations where we operate

Contribute to the resilience of the communities where we operate in a measurable way

2,000
hours volunteered
by employees

FY2022 highlights

Finalised our refreshed Community Investment Strategy

\$1.04m
donated to community organisations across the Group

Re-launched our Inclusion and Diversity Strategy

FY2023 actions

Implement new Community Engagement Strategy to deliver long term target

\$186m³⁰
in paddy payments made to Riverina growers

480,000+
meals donated to those in need.

Develop a socio-economic impact assessment methodology, providing a framework to track performance

Our actions



Celebrating the rice industry, Leeton style

Over the Easter 2022 long weekend, the streets of Leeton were transformed with a colourful celebration recognising the important role the rice industry plays within the region. The Leeton SunRice Festival is Leeton’s flagship festival and one of NSW’s most unique celebrations. After the bi-annual event was cancelled in 2020 due to COVID-19, the FY2022 Leeton SunRice Festival was back, bigger and better than ever. A key highlight was the festival’s street parade. This year, SunRice’s parade float (pictured above) comprised of two trucks. The lead truck featured our iconic SunRice logo, and the second truck featured enlarged product displays, including many manufactured locally in Leeton. Our floats were proudly followed by a number of our Leeton-based employees and their family members, who walked behind the trucks in the parade. Thank you, Leeton. It was great to be back!



SunRice employees participating in a volunteering day with Foodbank.



Australian Red Cross volunteer with residents overlooking flooding at the Caboolture River.

Community Engagement Strategy

Our purpose is to “Make a difference to places and lives everywhere through nourishing and delicious products”. We partner with organisations where we can create impact together, focusing on what we do best, and in FY2022 we developed our refreshed Community Engagement Strategy which articulates our goals and provides additional rigour to our approach.

The strategy brings this purpose to life by targeting our support to ensure we make the greatest difference possible in the communities in which we live and operate. We listen to our communities and respond to their needs, ensuring our support is targeted to where it’s needed the most. Our four key focus areas include caring for and strengthening local communities; food security; healthy lifestyles; and gender equality. We provide support through strategic charitable partnerships, employee-connected local organisations, and disaster relief in the form of monetary contributions, rice and product donations, ‘at cost’ product, and non-monetary contributions such as time and expertise.

Looking after people and places

At SunRice we have a proud history of looking after the people and places that look after us, and we’re striving to help grow resilient communities through meaningful impact. The Ricegrowers Vietnam team has been doing its part – including a donation to Newborns Vietnam, a charity that is dedicated to reducing neonatal mortality in Southeast Asia. Newborns Vietnam is partnering with Tu Du and Hung Vuong Hospitals to provide specialist equipment for sick babies born to mothers who have contracted COVID-19.

Trukai Industries Limited also supported the Mountain Area Medical Airlift (MAMA) Foundation to procure a Zoll X Series Defibrillator – a compact device that comes with extensive monitoring capabilities making it ideal for inflight and emergency medivacs (pictured left). It’s just one example of the 56 community organisations that Trukai supported during FY2022.

Responding to natural disasters in our communities

SunRice responds to natural disasters and events as they occur in our communities by leveraging our existing relationships with strategic partners and by offering cash donations to non-profit organisations that are providing targeted support to the relief efforts. We also work closely with Foodbank to provide the products from our SunRice and Riviana businesses that our charity partners need the most.

SunRice sets aside funds to help support disaster relief efforts in times of need. For example, in FY2022, in response to the Queensland and New South Wales floods, we made a \$10,000 donation to the Red Cross to support immediate disaster relief and recovery, and a \$10,000 donation to GIVIT, who work with local charities and community groups in affected regions.

Respecting human rights

Our ambition

Equity and equality across our operations and supply chain

Our actions



Our own operations audit program

SunRice is opposed to all forms of forced and compulsory labour, including in our own operations. We manage this through our policies, procedures, training programs and the promotion of our Speak Up policy in the local language to our global sites. Creating a systematic way of verifying this is incredibly important to us, which is why in FY2022 we undertook third-party 4-pillar Sedex Members Ethical Trade Audits at several of our own facilities. We have the goal to undertake audits at all SunRice-owned facilities by the end of FY2024.

Long term targets

100% of SunRice owned sites with refreshed social and ethical audits by the end of FY2024

FY2022 highlights

2021 Modern Slavery Statement published

Three-year roadmap developed

All suppliers risk assessed through newly embedded sustainability processes and focused direct engagement

Successfully completed SunFoods Sedex Members Ethical Trade Audit ethical audits

For SunRice, respecting human rights reflects our core value of integrity and our focus on always doing the right thing. Our approach goes beyond minimum requirements, as we genuinely seek to understand the risks in our operations and supply chains and apply a partnership approach. In FY2022 we deepened our understanding across the business and hired a dedicated sustainability manager who is focused on human rights and ethical sourcing.



Labour hire deep dive

Migrant workers are at a higher risk of experiencing modern slavery, as a result of local language and legal literacy barriers increasing vulnerabilities. In FY2022, SunRice undertook an in-depth due diligence review into our global labour hire partners. In line with our philosophy of partnership for shared learning, we met with our labour providers to understand how they were ensuring that the rights of their employees were protected on our sites and beyond. This included a review of their processes and practices to provide confidence that our labour hire workers are of legal working age, have access to whistleblowing mechanisms, are not required to pay recruitment fees, are safe at work, freely choose to work and are in alignment with the International Labour Organisation's Ethical Trading Initiative Base Code.



Our Supplier Sustainability Program

SunRice's Supplier Sustainability Program manages the risk of modern slavery within our supply chain. In FY2022, our program included developing a process to engage with all new and existing suppliers, depending on the risk that they present. The re-assessment of risk for all of our global suppliers using ELEVATE's EiQ platform ensures that we continue to develop a deeper understanding of our priority suppliers through reviewing their third-party audits and improving our data management system, including expanding our membership of the Supplier Ethical Data Exchange (Sedex) Platform. This process is also focused on reducing the reporting burden for suppliers and to this end, we commenced our Mutual Recognition Program (MRP) to ensure supplier audits align with SunRice's Code of Conduct, while not duplicating audits unnecessarily.

FY2023 actions

Seven SunRice sites with refreshed social and ethical audits

Development of supplier Mutual Recognition Program making it easier for suppliers to comply with our Supplier Sustainability Program

Food security and quality

Our ambition

Secure, nourishing and quality products

Our actions



Australia's Low GI rice

Doongara rice is a long grain rice variety grown exclusively by SunRice in Australia and has achieved Low GI certification from the Glycemic Index Foundation and has been endorsed by Diabetes Australia. In FY2022, we relaunched our Doongara, focused on the Australian and New Zealand markets. Low GI foods provide sustained energy release which helps people feel fuller for longer, and which may prevent and manage obesity as part of a healthy diet containing a variety of foods. Any food that carries the GI Symbol has undergone laboratory testing and meets strict nutrient criterion, helping make healthy choices easy.

Long term targets

Maintain SunRice manufacturing site certification to Global Food Safety Initiative (GSFI) recognised standard

Continue to invest in efficiency of rice breeding and extension programs to improve on farm productivity (yield/ha), quality and genetic purity

Leverage our global sourcing expertise to deliver quality product to local communities

FY2022 highlights

100% of SunRice contract suppliers with recognised CODEX Based HACCP certification

100% vitamin enrichment in our white rice provided to PNG and the Solomon Islands

Re-launched our Low GI rice, exclusively certified by the Glycemic Index Foundation and endorsed by Diabetes Australia

Nourishing, high-quality products are at the core of what we do. SunRice recognises the role that rice plays in food security, especially in times of food stress, and the importance of providing communities everywhere with a consistent supply of quality rice at a price point that they can afford. That is why we sourced rice from a geographically diverse set of 11 countries in FY2022 to ensure that we can always guarantee that supply, regardless of local climatic conditions.



Pure Seed Program, from Australian paddy to plate

SunRice's unique integrated and interconnected supply chain in Australia includes our traceable Pure Seed Program. This is a key component in enabling us to deliver the best quality rice from Australian paddy to plate. The Program tracks the genetic purity of our rice, checking for specific genetic markers that enable us to select pure lines with the same characteristics for guaranteed consistency. It also enables early detection to ensure that no genetic drift caused by cross-pollination or seed float that may cause contamination.

Quality processes and continuous improvement

Not all countries have equally well-developed manufacturing capabilities and supply chains, and SunRice is sharing expertise and best practices across our network in more than a dozen countries. Through our Supplier and Supply Chain Development process we identify gaps and opportunities in manufacturing capabilities with potential vendors and then address them collaboratively. Once a vendor is provisionally approved, the focus expands to validate their ability to meet SunRice's specifications for milling, processing and packaging practices. Work continues on food safety and quality all the way to the consumers' plate.

FY2023 actions

Maintain SunRice manufacturing site certification to GSFI recognised standard

Continuous improvement in Australian Pure Seed Program

Our Growers

Rice Growers’ Promise

In FY2022, the Rice Growers’ Promise – a grower developed and led sustainability framework for the Riverina rice industry – was enhanced through a sustainability academy of Riverina rice growers, SunRice, the Ricegrowers’ Association of Australia (RGA) and Murray Local Land Services.

The framework’s pillars of Innovation, Quality and Community and related priorities have been developed by growers and capture what growers think make a difference to the sustainability of their industry – emphasising strengths, opportunities, and focus points. The framework also helps tell our customers, investors and consumers about our Australian rice growing heritage and the many stories of excellence from the region.

Over the past 12 months, the data from close to a quarter of Riverina rice growers has contributed to baselines for setting tangible sustainability targets under the framework’s pillars. From this data collection, the sustainability academy was able to narrow down and set robust, tangible goals. A range of additional projects in efficiency improvements feed into this and will be detailed upon release of the framework in FY2023.

The framework is the gateway between paddock and plate and allows our rice growers to showcase their undertakings on farm and encourages a sustainable rice industry in the Riverina. As the world becomes more discerning in areas of provenance, traceability and sustainability, the Rice Growers’ Promise highlights the Riverina rice industry’s role in helping to maintain premium markets for high quality Australian rice.

The most exciting component of this framework is the grower input and how moving forward, we will be able to showcase some of our exceptional growers in each of the pillar priorities.



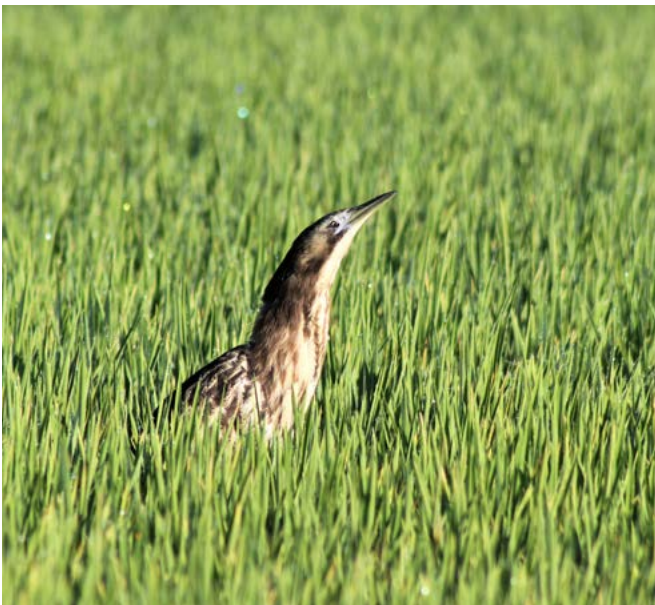
New research to boost grower returns

Game-changing research was put to the test during the CY22 harvest. Allister Clarke, Charles Sturt University PhD student and SunRice’s Research and Development Graduate (pictured left), is working with us and the Food Agility Cooperative Research Centre to develop a model to better manage rice storage and milling. Allister’s research uses satellite and climate data, historical rice production, harvest and milling information, along with machine learning algorithms to develop models to predict whole grain yield (WGY). “Rice needs to be stored, dried and milled before the WGY can be appraised. That means that growers don’t know the pay grade of their crop until months after harvest,” Allister explained. “Our model can change that by providing information about quality as the rice is delivered from the farm.” FY2022 is the second year Allister’s model underwent testing. Once finalised, we hope to use it to predict grain quality and optimise storage and processing, ultimately boosting Riverina grower returns.

Supporting the Australasian Bittern

In FY2022, Matt Herring’s Bitterns in Rice PhD was released following research undertaken with SunRice growers. Through government funding that enabled growers to fully flood their paddocks in conjunction with fox removal programs, growers provided habitat for the near-extinct Australasian Bittern. This had a huge positive impact on Bittern numbers, with 13 baby Bitterns recorded. More than 3000ha of our rice growers’ land has been included as habitat to date. Through current farming practices like early permanent water, our growers provide the ideal environment for the bittern and the program allows them to highlight the benefits of rice growing across the Riverina.

For more information on the Bitterns and Southern Bell Frogs pilot project see: www.lls.nsw.gov.au/regions/murray/articles-plans-and-publications/nrm-news-november-2021/new-bitterns-and-bell-frogs-project



CY21 Riverina Rice Harvest

417,000
paddy tonnes harvested

56%
of crops drill sown

Overall CY21 Riverina yields were 94% of five-year industry averages:

Exceptional whole grain yields of
64%
for all varieties, all regions

Average yield of
9.44
tonnes of paddy rice per hectare
(all varieties, all locations)

Top yields of
15.46
tonnes of paddy rice per hectare achieved by our new variety V071

Overall CY21 tonnes achieved per megalitre (ML) were down year-on-year, given unfavourable conditions, including severe cold:³¹

Average
0.73 t/ML
(all varieties, all locations)

Top return of
1.41 t/ML
(drill sown Reiziq crop)

Rolling five-year average
0.83 t/ML
(all varieties, all locations)



Soil health improvements

Maximising rice yields whilst improving soil health is a key priority for the Morona family, long term rice growers north of Deniliquin. Planting vetch, a leguminous, nitrogen-fixing plant prior to growing rice has reduced their reliance on synthetic fertiliser usage, improved overall soil health and has allowed them to continue to achieve high yielding rice crops.

“We’ll test our soils and then put lime out if it needs it before planting vetch. Being a legume you need to have your pH right and then that sets you up for rice and other cereal crops that will come after.” – Nick Morona (pictured far left, with wife Diane and son Dominic).

31. Current conditions indicate that FY2023’s result should trend favorably towards the industry goal.

Building deeper connections

Two years into the COVID-19 global pandemic and our people have continued to adapt and progress in extraordinary ways.

In FY2022, some managed their workloads remotely while home-schooling children, others were provided with accommodation on site at our Vietnam Mill to maintain their employment while complying with Government restrictions. All have shown exceptional commitment. Our focus for FY2022 has been to build deeper connections with our people, particularly given the challenges of absenteeism and retention faced by many industries, including our own.

Bringing our values and behaviours to life

FY2022 challenged us to live the value of “Dynamic” in meaningful ways for our people. For the first time since its inception, our annual engagement survey ‘Say it as you see it’, welcomed participants in four different languages – English, Vietnamese, Pidgin and Spanish – to give our people across the globe the opportunity to be heard.

We received 1500 employee responses with some encouraging insights into our workplace culture and community. Approximately 90% of participants said “they are proud to work for SunRice” and 88% said “they know how their work contributes to our goals” and that “safety and quality are top priorities”.

The results from ‘Say it as you see it’ also illuminated the need for us to stay focused on building deeper connections with our people through communication, collaboration and celebrating achievements. This year we created more opportunities for our people to do so through morning teas, virtual events and town halls and to recognize when their colleagues went above and beyond to achieve outstanding results. More than 150 employees were acknowledged in this way during FY2022.

Creating community to combat isolation

Our culture drives everything we do at SunRice, and in times of crisis it keeps us connected, positive and focused. Throughout FY2022 we prioritised our people’s health and well-being to support them to perform their best during the uncertainty of lockdowns and isolation. We launched “Staying Connected and Collaborative”, a series of weekly events to support employees working from home. This included a ‘KidsCo Virtual Lockdown Support Program’, with

dedicated content for our employees’ children. We also collaborated with our global manufacturing sites to ensure comprehensive safety measures were implemented to protect our people, offered additional wellness days and launched a dedicated COVID-19 vaccination program for employees at Trukai Industries, in PNG. We asked three of our employees what these support measures meant to them in FY2022:



Dang Hoang Ha, Milling Supervisor, Lap Vo Mill, Vietnam

Ha (pictured) was one of 70 employees who we provided with accommodation and additional support to maintain their employment and ensure business continuity at our Lap Vo Mill in Vietnam, after Government restrictions prevented travel movements. Ha demonstrated exceptional commitment, taking on supervisory roles at both our brown and white mills due to staff absences and received the site’s “Excellent Employee Award”. Ha said “it was very difficult, however I knew the Mill needed me and my family was also relying on my income, so I found a way to overcome the challenges, with the company’s support.”



Emmanuel Armand, Head of Group Finance, SunRice, Australia

Emmanuel (Manu) and his partner Alena spent more than six months of FY2022 working remotely from a temporary home in Sydney, while home-schooling their son Maxim. Manu said the KidsCo Virtual Lockdown Program was a fantastic initiative to bring some fun and diversity to Maxim’s day. For Maxim (pictured with Manu), Tim the Magician was a favourite. Manu said “based on the level of laughter, the program was highly engaging and entertaining. Did it help me to focus on work? Absolutely not... it was impossible to concentrate with all the screaming, but Maxim’s joy was priceless!”

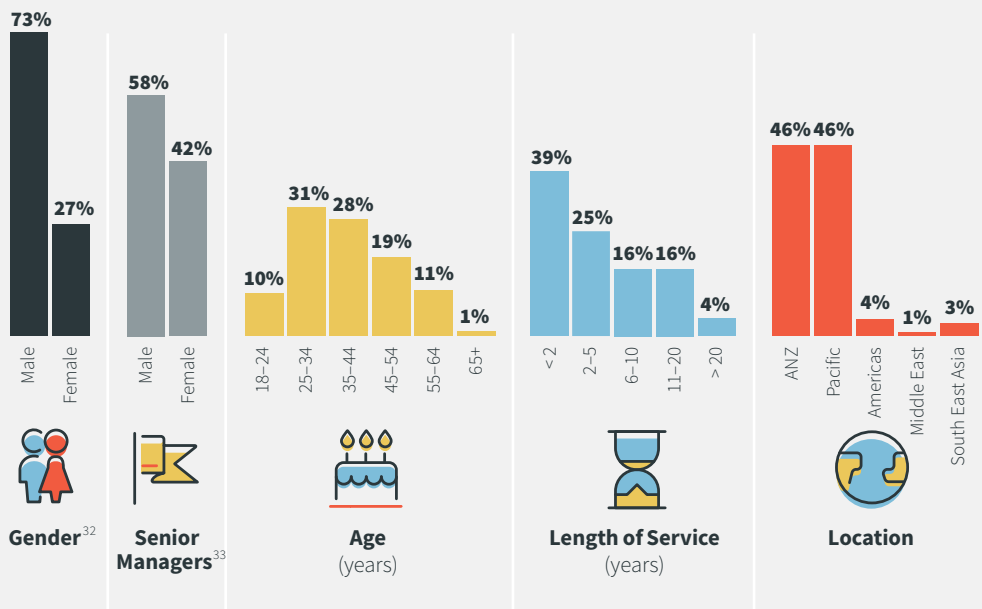


Martin Galweo, Bus Driver, Trukai Industries, Papua New Guinea

Low COVID-19 vaccination rates in PNG, where our Trukai Industries business operates, had the potential to create further disruption in FY2022. In an effort to mitigate these risks, we adapted our PNG operations to ensure hygiene precautions were respected and incentivised vaccination for employees. Martin (pictured) received his COVID-19 vaccinations as part of the program and said “I was scared to get the vaccine at first, but my first-born daughter is studying at IBS University and encouraged me to do so, as did Trukai. Now I tell others to get themselves vaccinated. Prevention is better than cure.”



Figure 2 – Our global employee base as at 30 April 2022



Supporting the next generation

In FY2022, SunRice continued its commitment to invest in opportunities for educational pathways for the next generation of leaders in our communities.

Now in its eighth year, the FY2022 Jan Cathcart Scholarship was awarded to Rebecca Groat from Leeton, NSW. Rebecca (pictured above) will be undertaking a Bachelor of Environmental Science, majoring in Climate Science and Sustainability at Charles Sturt University. Rebecca says she is “passionate about the rice industry and sustainability” and “understands the importance of positive outcomes for the environment.”

SunRice is also proud to have supported the Clontarf Foundation’s academy at Narrandera High School since 2018. The foundation exists to improve the education, discipline, life skills, self-esteem, and employment prospects of young Aboriginal and Torres Strait Islander men. Our employees played a key role in several super training events in FY2022 by giving students the opportunity to gain insight into employee careers and professional working lives at SunRice.

Refreshed diversity, equity and inclusion program

At SunRice, we’re committed to building a nurturing environment where our people can develop and reach their full potential. This year, we refreshed our Diversity, Equity, and Inclusion (DE&I) Program to celebrate what we have achieved since 2014 and to raise awareness around how we can harness our people’s unique attributes to help create a workplace in which everyone feels valued and can make a difference towards achieving our strategic objectives.

We recognise that a workplace that offers perspectives from diverse gender, age, ethnicity and cultural backgrounds promotes creativity and innovation that benefits SunRice’s shareholders, customers, suppliers and other stakeholders.

Keeping our employees safe

The safety and wellbeing of our people and the communities we work in is one of SunRice’s highest priorities. Health and safety is embedded in all organisational aspects, from operational practices, training and development, performance reviews and auditing programs, to reward and recognition. Our Health and Safety Policy and underpinning Safety Management System reflect our responsibilities and objectives to support the consistent delivery of safe and healthy workplaces and practices to our stakeholders and customers.

In FY2022, we continued to maintain our AS/NZS 4801 Occupational Health and Safety Management System certification for all Australian businesses, as well as our ISO45001 Occupational Health and Safety Management Systems certification of our international sites in PNG and the U.S. A total of 80% of our global operations have been included within the certification scope of AS/NZS4801 and ISO45001, with planned transition of all remaining sites by the end of FY2024.

Pleasingly, in FY2022, our Group safety performance showed a positive trend, including a 23% reduction in the number of injuries recorded; an improved Lost Time Injury Frequency Rate (LTIFR) of 1.88 (a 55.8% reduction on FY2021); and Total Recordable Injury Frequency Rate (TRIFR) of 11.26 (a 27.3% reduction on FY2021).

Our commitment to managing risk and preventing incident reoccurrence was also reflected in our achievement of a “High Standard” in proactive measures, with an Action Closure Rate of 96.7% and a Hazard Closure Rate of 99.3% in FY2022. A 99.6% completion rate for our Safety Leadership Activities Program contributed to this outcome, as did a 93.2% completion rate for training programs supporting safety ownership and leadership across all sites.

In FY2023, we will continue to engage with our global employees to establish meaningful safety initiatives to enable the realisation of our ‘Zero Harm’ vision. This will include the implementation of our Global Health and Safety Strategy, which focuses on impacts across people, culture, systems and processes and will be governed by established objectives and measures in leadership engagement, risk management, worker health and injury management and compliance to our obligations.

32. Please note the manufacturing and operations industry continues to be largely dominated by males, which skews the overall gender balance. There is more parity at a corporate level and we continue to interview gender diverse candidates for all roles.
33. Senior Management includes Senior Executives and their direct and indirect reports, who have responsibility for creation and implementation of long term strategy, autonomy to operate and/or leadership responsibilities.

Our Sustainability Performance FY2022

Our priorities:



Making a difference to the sustainability of people and lives

Priority	Performance Data	Crop Year 19 Financial Year 20	Crop Year 20 Financial Year 21	Crop Year 21* Financial Year 22	Material Topic
Our business	Group revenue	\$1.13 billion	\$1.03 billion	\$1.33 billion	Financial challenges in the supply chain
	Australian Paddy Price ¹	A\$500 Fixed Price per tonne (Reiziq)	A\$750 Fixed Price per tonne (Reiziq)	A\$475 Fixed Price per tonne (Reiziq) A\$428 Pool Price per tonne (Reiziq)	
	Tonnes rice harvested ²	54,000 paddy tonnes harvested	45,000 paddy tonnes harvested	417,000 paddy tonnes harvested	R&D and agronomics Financial challenges in the supply chain Water management Secure rice supply Product quality and safety
	Tonnes of paddy rice per hectare average yield ²	10.75 tonnes per hectare	10.62 tonnes per hectare	9.44 tonnes per hectare	
	Number of regions (countries) rice sourced from	11 countries	12 countries	11 countries	
	Number of Australian growers ²	71	105	475	
	Government and university partnerships	24	28	28	

Making a difference to our environment

Minimise the envrionmental impact of our products from farm to table

Our priorities:



Priority	Long-term target	Performance Data	Crop Year 19 Financial Year 20	Crop Year 20 Financial Year 21	Crop Year 21* Financial Year 22	Material Topic
Water Productivity Toward the most water-productive rice products in the world	Support the broader Australian rice industry’s aspirational target of 1.5 tonnes per megalitre for Australian rice by the end of 2027	Average paddy tonnes produced per megalitre²	0.87 tonnes per megalitre	0.88 tonnes per megalitre	0.73 tonnes per megalitre	R&D and agronomics Water management Secure rice supply Product quality and safety
Climate Resilience Net zero emissions across our value chain Partner with growers to create a step change in reducing emissions	Net zero by 2050 at the latest Near Term:³ By 2030, Scope 1 and 2, non-rice Scope 3: <ul style="list-style-type: none">25% reduction in emissions100% renewable energy Rice-related Scope 3: Working with our rice supply chain to achieve Net Zero across their operations by the end of 2050	Group Scope 1 emissions⁴	9,576 tonnes of CO2e	9,577 tonnes of CO2e	9,837 tonnes of CO2e	R&D and agronomics Water management Secure rice supply Product quality and safety Role in local economies Climate change
		Group Scope 2 emissions⁴	51,612 tonnes of CO2e	44,854 tonnes of CO2e	78,405 tonnes of CO2e	Energy efficiency and energy reduction Climate change
		Group Total energy consumed⁴	377,700 GJ	365,948 GJ	484,124 GJ	
		Total GJ per tonne of finished product (FP) produced⁴	0.285 GJ/ FP tonne	0.495 GJ/ FP tonne	0.411 GJ/ FP tonne	
		Total tonnes of CO2e per tonne of FP produced⁵	0.046 Tonnes of CO2e / FP tonne	0.074 Tonnes of CO2e / FP tonne	0.067 Tonnes of CO2e / FP tonne	
Adopt TCFD recommendations	Implement TCFD recommendations	Progress towards TCFD recommendations	TCFD Report disclosed www.sunrice.com.au/tcfid-2022			
Waste Reduction Toward zero waste from our products and packaging	Meet Australian APCO Targets by the end of 2025: <ul style="list-style-type: none">0% single use100% reusable, recylcable and compostable50% recycled content	% of product packaging on the Australian market that is conditionally recyclable and/or kerbside recyclable (by weight)⁶	99% SunRice only	99% SunRice only	97%⁷	R&D and agronomics Role in local economies Product safety & quality
		% of product packaging on the Australian market that is made of recycled content⁸			8%	
	100% of all Australian and New Zealand products feature ARL by end of FY2024	% of Group product packaging SKUs optimised against sustainable packaging guidelines based on APCO⁹		63% SunRice only	100% SunRice, table rice only 36% Group	
		% of Group product displaying the Australasian Recycling Label (ARL)¹⁰		41% SunRice only	60% SunRice, table rice only 36% Group	
	50% reduction in operational waste to landfill by end FY2024, against the Group’s FY2022 baseline	Tonnes of waste diverted from landfill¹¹	3,297 tonnes	13,480 tonnes	15,579 tonnes	
		% of tonnes of waste diverted (recycled, reused) from landfill (excluding by-products sold or donated)¹¹	27.1%	47.9%	72.2%	
		% of rice hulls resulting from the yearly rice production which are on sold for re-use¹²	99.8%	100%	96.6%	

Making a difference to our communities

Partner with communities to enrich lives socially and economically, leveraging our expertise wherever we operate.

Our priorities:



Priority	Long-term target	Performance Data	Crop Year 19 Financial Year 20	Crop Year 20 Financial Year 21	Crop Year 21* Financial Year 22	Material Topic
Resilient Communities Our communities consider SunRice a vital part of their ecosystem	600,000 meals donated between FY2022–FY2024	Number of meal equivalents donated ¹³			480,000+	Our people Labour practices
		Value of donations to community organisations ¹⁴			\$1.04M	
Respecting Human Rights Equity and equality across our operations and supply chain	100% of SunRice owned sites with refreshed social and ethical audits by the end of FY2024	Cumulative number of sites with social and ethical audits			37% ¹⁵	Our people Role in local economies
		Number of employees who have completed role-relevant training on the Modern Slavery Act requirements in support of our Supplier Sustainability Program ¹⁶		527	172	
		The number of suppliers who have been risk assessed in EiQ ¹⁷		2,000+	5,000+	
		Training of employees - Anti-Bribery and Corruption (ABC)	All ABC training is up to date. All new starters complete online training with medium and high risk employees receiving alternate face to face and online training each year.	All ABC training is up to date. All new starters complete online training with medium and high risk employees receiving alternate face to face and online training each year.	All ABC training is up to date. All new starters complete online training with medium and high risk employees receiving alternate face to face and online training each year.	Anti-bribery and corruption Our people Role in local economies

Making a difference with nourishing products

Create nutritious products to improve the lives of consumers.

Priority	Long-term target	Performance Data	Crop Year 19 Financial Year 20	Crop Year 20 Financial Year 21	Crop Year 21* Financial Year 22	Material Topic
Food security & quality Secure, nourishing and quality products	Maintain SunRice controlled operations maintain GSFI recognised standard	Number of facilities meeting specified quality standards ¹⁸	All SunRice manufacturing plants hold food safety and quality certification to the Codex HACCP International Food Standard. Additional quality and related certifications are held at sites according to the needs of the business and customer requirements. These include GFSI, non-GMO, Halal, Kosher and Organic certifications.	All SunRice manufacturing plants hold food safety and quality certification to the Codex HACCP International Food Standard. Additional quality and related certifications are held at sites according to the needs of the business and customer requirements. These include GFSI, non-GMO, Halal, Kosher and Organic certifications.	All SunRice Group manufacturing sites hold food safety and quality certification to the Codex HACCP International Food Standard. Additional quality and related certifications are held at sites according to the needs of the business and customer requirements. These include GFSI, non-GMO, Halal, Kosher, FeedSafe and Organic certifications.	Product Safety and Quality
	Continue to invest in efficiency of rice breeding and extension programs to improve on farm productivity (yield/ha), quality and genetic purity	Continuous improvement in Australian Pure Seed Program (4 generations by FY2024) ¹⁹			6 generations	

Our priorities:



Governance

Priority	Long-term target	Performance Data	Crop Year 19 Financial Year 20	Crop Year 20 Financial Year 21	Crop Year 21* Financial Year 22	Material Topic
Our People		Total employees	2,176	1,953	2,059	Our people Labour practices Role in local economies
		Female employees	560	543	548	
		Male employees	1,616	1,410	1,511	
		Diversity statistics at board, senior management, senior executive, and total women	See full graphs in 2020 Corporate Governance Statement (page 2)	See full graphs in 2021 Corporate Governance Statement (page 7)	See full graphs in 2022 Corporate Governance Statement (page 7)	
		Senior Management positions held by women ²⁰	31.3%	40%	42%	
		Number of employees who undertook leadership development courses ²¹	58	31	22	
		Generational statistics	11% Baby Boomers 35% Gen X 46% Gen Y 8% Gen Z	9% Baby Boomers 34% Gen X 46% Gen Y 11% Gen Z	8% Baby Boomers 31% Gen X 48% Gen Y 12% Gen Z	
		Average age of employees	39	38	39	
		Indigenous employees ¹	1.8%	3.4%	3.4%	
		Employee Engagement Score	Survey conducted every 12–24 months	75% (Global)	Survey conducted every 12–24 months	
Our Safety		Average tenure	6.7	6.4	6.0	Our people Labour practices Work health and safety
		TRIFR (per million hours worked)	12.89	15.49	11.26	
		Recordable injuries		62	48	
		Change in TRIFR	Increase of 8% from CY18	Increase of 16.7% from CY19	Decrease of 27.3% from CY20	
		Change in LTIFR			Decrease of 55.8% from CY20	
		Safety training completion rate	94.6%	95%	93.2%	
		Safety leadership activities		99.5%	99.6%	
		Safety Action Closure Rate			96.7%	
		Safety Hazard Closure Rate			99.3%	
		Workers operating under OHS certifications			80%	

• Unless otherwise stated all disclosures in the Annual Report and this performance data table relate to the Financial Year ended 30 April 2022 (FY2022).

1. Australia only.

2. Riverina only.

3. Detail on Near Term targets is subject to validation by SBTi, including specific guidance on Agricultural targets to be released in Forest, Land and Agriculture (FLAG) Guidance.

4. Global data. Facilities under SunRice operational control. FY2022 data is forecasted based on 8 months of actual data. Australian data prepared as per NGER reporting standards for the SunRice FY ending 30 April 2022 (note NGER public reports and disclosure in the Directors Report 1 July–30 June). International data calculated based on available data.

5. Global data. FY2022 data is forecasted based on 8 months of actual data.

6. Packaging is recyclable kerbside or through RedCycle.

7. Expanded this year to include SunRice, Riviana and CopRice products sold in Australia. APCO targets refer to % of SKUS that are totally reusable, recyclable or compostable. SunRice Group has 56% of its SKUS that meet this target.

8. Reporting for the first time this year.

9. These numbers align with current APCO reporting period which is calendar year.

10. Reporting for the first time this year. These numbers align with current APCO reporting period which is calendar year. Significant progress has been made in first four months of this calendar year.

11. FY2022 data range for May 21 to Dec 21 and extrapolated for 12 months. Improvement reflects data collection improved on prior year. Continuing to improve data collection.

12. Australia only. FY2022 data range for May 21 to Dec 21 and extrapolated for 12 months.

13. Every 0.555kg of product donated is equivalent to 1 meal donated.

14. Includes cash and value of product donated.

15. Equivalent to six sites as at FY2022.

16. Training is role-specific and is valid for two years, explaining lower number in FY2022.

17. EiQ is ELEVATE's proprietary supply chain insight platform. Target wording updated from 'Number of new suppliers enrolled in new Supplier Sustainability Program'. We have changed what we are including in this number to better reflect the improvements in our processes moving forward.

18. Target updated from 'Quality Standards – No of facilities meeting specified std'

19. Improvement relates to the lowering of the number of generations over time.

20. Senior Management includes Senior Executives and their direct and indirect reports, who have responsibility for creation and implementation of long term strategy, autonomy to operate and/or leadership responsibilities.

21. Financial Year. This number has decreased this year due to a reduction in face-to-face training (COVID-19) and particular courses which run for two years.

This index has been prepared in accordance with the
GRI Standards 2016: Core option.

It supports our 2022 Annual Report. Unless otherwise stated the data in this index relates to the fiscal year ending 30 April 2022.

We note the release of revised GRI Standards 2022, which will become effective on January 2023. At this time, we will review and align our disclosures against the revised GRI Standards 2022. For a detailed explanation of the GRI indicators, visit the GRI website at www.globalreporting.org.

GRI 2016	Disclosure	Disclosure/Response	Page number for reporting reference	UNGC Principle
102-1	Name of the organisation	Ricegrowers Limited ABN 55 007 481 156 Trading as SunRice		
		AR > About this Report	AR Inside Front Cover	
102-2	Activities, brands, products, and services	AR > About SunRice	Page 8	
		AR > Our Brands and Products	Page 10	
		AR > Our Financial Performance and Position	Page 16	
102-3	Location of headquarters	AR > Financial Report	Page 89	
102-4	Location of operations	AR > Corporate Directory	Page 150	
102-5	Ownership and legal form	AR > About this Report	AR Inside Front Cover	
		AR > About SunRice	Page 8	
		AR > Financial Report	Page 89	
102-6	Markets served	AR > Our Strategy in Action	Page 14	
		AR > Our Financial Performance and Position	Page 21	
102-7	Scale of the organisation	i. Employee data:		6
		AR > Our People	Page 47	
		GRI Index > Employee data	Link	
		Corporate Governance Statement 2022	Link	
		ii. Operations data:		
		AR > Financial Report	Page 89	
		AR > Shareholder Information	Page 148	
		iii. Sales revenue:		
		AR > Consolidated Income Statement > Segment note	Page 98 (note 2a)	
		iv. Capitalisation:		
		AR > Consolidated Balance Sheet	Page 92	
		AR > Debt Statement > Notes to Financial Statements	Page 121 (note 4d)	
		v. Products and Services:		
		AR > Our Financial Performance and Position	Page 16	
		www.sunrice.com.au/products		
		www.rivianafoods.com.au/about-us/		
		www.coprice.com.au/about/		
		www.trukai.com.pg/our-story		
		www.hinoderice.com		
		www.kjandco.com.au		
		www.prydes.com.au		
102-8	Information on employees and other workers	GRI Index > Employee data	Link	
102-9	Supply chain	Modern Slavery Statement 2021	Link	

The following reports are references in this index:

[SunRice Annual Report 2022](#) (AR)
[Modern Slavery Slavery Statement 2021](#) (MSS)
[SunRice Corporate Governance Statement 2022](#)

Where other reports are referenced, a link is provided within our GRI Index.

GRI 2016	Disclosure	Disclosure/Response	Page number for reporting reference	UNGC Principle
102-10	Significant changes to the organisation and its supply chain	AR > Chairman's Report	Page 4	
		AR > CEO Report	Page 6	
		AR > Our Strategy in Action	Page 14	
		AR > Our Financial Performance and Position	Page 16	
		AR > Financial Report	Page 89	
		Our Modern Slavery Statement website	Link	
		Modern Slavery Statement 2021	Link	
102-11	Precautionary Principle or approach	Partially reported:		7
		SunRice Sustainability Reporting Website	Link	
		AR > Our Approach to Sustainability	Page 30	
		AR > Our Approach to Risk	Page 48	
102-12	External initiatives	UN Global Compact Australia		
		Sustainable Development Goals		
		Sustainable Rice Platform		
102-13	Membership of associations	SunRice is a member of the following associations (note major Associations listed):		
		Asia Society of Australia		
		AusCham Shanghai		
		AusCham Vietnam		
		Australian Farm Institute		
		Australian Food and Grocery Council (AFGC)		
		Australian Sustainable Agriculture Initiative (SAI) Platform		
		Australia-Papua New Guinea Business Council		
		Freight and Trade Alliance of Australia NSW		
		New Zealand Pet Food Manufacturers Association (NZPFMA)		
		Pet Food Industry Association of Australia (PFIAA)		
		Farm Writers' Association		
		SEDEX		
102-14	Statement from senior decision-maker	AR > Chairman's Report	Page 4	
		AR > CEO's Report	Page 6	
102-15	Key impacts, risks and opportunities	AR > Our Approach to Risk	Page 48	
		SunRice Stakeholder Engagement Statement	Link	
102-16	Values, principles, standards, and norms of behaviour	AR > About SunRice	Page 8	10
		AR > Our People	Page 46	
102-18	Governance structure	AR > Our Approach to Risk	Page 48	
		AR > Corporate Governance Overview	Page 58	
		Corporate Governance Statement 2022	Link	
102-40	List of stakeholder groups	AR > Our Stakeholders	Page 9	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Statement	Link	
102-41	Collective bargaining agreements	GRI Index > Employee data	Link	

GRI 2016	Disclosure	Disclosure/Response	Page number for reporting reference	UNGC Principle
102-42	Identifying and selecting stakeholders	AR > Our Stakeholders	Page 9	
		AR > Our Approach to Sustainability	Page 30	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
102-43	Approach to stakeholder engagement	AR > Our Stakeholders	Page 9	
		AR > Our Approach to Sustainability	Page 30	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
102-44	Key topics and concerns raised	AR > Our Stakeholders	Page 9	
		AR > Our Approach to Risk	Page 48	
		AR > Our Approach to Sustainability	Page 30	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
102-45	Entities included in the consolidated financial statements	AR > About SunRice	Page 8	
		AR > Our Financial Performance and Position	Page 16	
102-46	Defining report content and topic Boundaries	AR > About this Report	AR Inside Front Cover	
		AR > Our Stakeholders	Page 9	
		AR > Our Approach to Sustainability	Page 30	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
102-47	List of material topics	AR > Our Stakeholders	Page 9	
		AR > Our Approach to Sustainability	Page 30	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary and Sustainability Performance Data Table	Link	
102-48	Restatements of information	No restatements have been made to information presented in previous GRI indices		
102-49	Changes in reporting	There have been no significant changes in reporting since our last GRI index was produced		
102-50	Reporting period	1 May 2021 to 30 April 2022		
102-51	Date of most recent report	SunRice Annual Report 2022	Link	
102-52	Reporting cycle	Yearly Annual Report release	Link	
		Yearly Sustainability data with updates on Sustainability Website as required	Link	
102-53	Contact point for questions regarding the report	Head of Sustainability: sustainabilityinfo@sunrice.com.au		
102-54	Claims of reporting in accordance with the GRI Standards	This report (including the AR, the Sustainability Performance Data Table as updated on the Sustainability Reporting website) has been prepared in accordance with the GRI Standards 2016 Core option		
102-55	GRI content index	GRI Index on SunRice Sustainability Reporting Website	Link	
102-56	External assurance	External assurance has not been sought in relation to the sections of the Annual Report with the exemption of our Financial Statements, as described in our report		

GRI 2016	Disclosure	Disclosure/Response	Page number for reporting reference	UNGC Principle
Material Topic Disclosures				
103-1	Explanation of the material topic and its boundary	AR > Our Stakeholders	Page 9	
		AR > Our Approach to Sustainability	Page 30	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
103-2	Management approach and its component	AR > Our Stakeholders	Page 9	
		AR > Our Approach to Sustainability	Page 30	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
103-3	Evaluation of the management approach	AR > Our Stakeholders	Page 9	
		AR > Our Approach to Sustainability	Page 30	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
201-1	Direct economic contribution	AR > Financial Report	Page 89	
		SunRice Sustainability Website	Link	
201-2	Financial implications and other risks and opportunities due to climate change	AR > Our Approach to Sustainability	Page 30	
		AR > Our Approach to Risk	Page 48	
		AR > Adapting and responding to Climate Change	Page 54	
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	
302-1	Energy consumption within the organisation	Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	
303-1	Water withdrawal by source	AR > Our Approach to Sustainaibility	Page 30	8
		Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	
305-1	Direct (Scope 1) GHG emissions	AR > Our Approach to Sustainaibility	Page 30	
305-2	Energy indirect (Scope 2) GHG emissions			
305-3	Other indirect (Scope 3) GHG emissions			
305-4	GHG emissions intensity			
305-5	Reduction of GHG emissions			
401-1	New employee hires and employee turnover	AR > Our Approach to Sustainability	Page 30	
		AR > Our People	Page 46	
		Corporate Governance Statement 2022	Link	
		Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	

GRI 2016	Disclosure	Disclosure/Response	Page Number for Reporting reference	UNGC Principle
405-1	Diversity of governance bodies and employees	AR > Our People	Page 46	
		AR > Corporate Governance Overview	Page 58	
		Corporate Governance Statement 2022	Link	
		Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	
403-1	Occupational Health and Safety management system	→ AR > Our People Sustainability Data Table	Page 46 Link	
403-2	Hazard identification, risk assessment, and incident investigation			
403-5	Worker training on occupational health and safety			
403-9	Work related injuries			

Employee Data

	Permanent Full-Time ¹		Permanent Part-Time ¹		Temporary Fixed Term ²		Casual ³		Headcount ⁴
	F	M	F	M	F	M	F	M	
CopRice	46	142	4	1	5	5	4	8	215
Corporate Administration (Company Secretary & Executive Support)	8	2	5		2		2		19
Finance Group	11	23	7			1	1		43
Global Rice	116	325	10		12	34	6	11	514
People, Culture & Safety	16	6	1		1	1	1		26
Riviana Foods	47	28	16		1	1			93
SunRice		1							1 ⁵
Total Australia⁶	244	527	43	1	21	42	14	19	911
Papua New Guinea (Trukai Industries)	143	731					6	42	922
United States of America (SunFoods LLC)	21	59					1	1	82
New Zealand⁶ (CopRice & Global Rice)	6	16			1	3			26
United Arab Emirates (Ricegrowers DMCC) ⁷	3	4							7 ⁶
Solomon Islands (SolRice)	19	18							37
Singapore (Ricegrowers Singapore)	9	3							12
Thailand (Ricegrowers Singapore)	2	1							3
Vietnam (Ricegrowers Vietnam)	15	44							59
Outside Australia	218	876	0	0	1	3	7	43	1148
Total Group	462	1403	43	1	22	45	21	62	2059

1. Permanent employees are employed by SunRice and its Subsidiaries on a full time or part time basis.
2. Fixed term employees are employed by SunRice and its Subsidiaries for a fixed term (their employment has an agreed end date).
3. Casual employees are paid on an hourly basis.
4. Total headcount includes permanent employees, fixed term employees and casual employees. It excludes Board members, temps, special contractors and vendors.
5. CEO.
6. Collective bargaining agreements in place in Australia and NZ only (percentage of ANZ employees covered is 49.8%).
7. Includes APC (Jordon).

For yearly trend data on key employee metrics please see [Our Sustainability Performance](#)



www.sunrice.com.au