

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 Price¹	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 harvested²	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 yield²	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 growers²	71	105	475	
	Government and university partnerships	24	28	28	

Our priorities:



Making a difference to our environment

Minimise the environmental impact of our products from farm to table

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 Role in local economies Climate change
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 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	Group Scope 1 emissions⁴	9,576 tonnes of CO2e	9,577 tonnes of CO2e	9,837 tonnes of CO2e	Energy efficiency and energy reduction Climate change
		Group Scope 2 emissions⁴	51,612 tonnes of CO2e	44,854 tonnes of CO2e	78,405 tonnes of CO2e	
		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 use • 100% reusable, recyclable and compostable • 50% 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%		

Our priorities:



Making a difference to our communities

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

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 donated¹³			480,000+	Our people Labour practices
		Value of donations to community organisations¹⁴			\$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 Program¹⁶		527	172	
		The number of suppliers who have been risk assessed in EiQ¹⁷		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.	

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 GFSI recognised standard	Number of facilities meeting specified quality standards¹⁸	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			

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 women²⁰	31.3%	40%	42%		
		Number of employees who undertook leadership development courses²¹	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 employees¹	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		TRIFR (per million hours worked)	12.89	15.49	11.26	Our people Labour practices Work health and safety	
		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.