

# Our Sustainability Performance 2020






## Our Focus Areas






Focus Area	Material Topic	Performance Data	Crop Year 17 Financial Year 18	Crop Year 18 Financial Year 19	Crop Year 19 <sup>1</sup> Financial Year 20
<b>General</b>					
	Financial challenges in the supply chain	<b>Group Revenue</b>	<b>\$1.17</b> billion	<b>\$1.19</b> billion	<b>\$1.13</b> billion
		<b>Aust Paddy Price*</b>	<b>\$A379</b> per tonne (Reiziq)	<b>A\$411</b> per tonne (Reiziq)	<b>A\$500 Fixed Price</b> per tonne (Reiziq)
	R&D and agronomics Financial challenges in the supply chain Water management Secure rice supply Product quality and safety	<b>Tonnes rice harvested in Australia*</b>	<b>802,000</b> paddy tonnes harvested	<b>623,000</b> paddy tonnes harvested	<b>54,000</b> paddy tonnes harvested
		<b>Number of regions (countries) rice sourced from</b>	<b>7</b> countries	<b>9</b> countries	<b>11</b> countries
		<b>Number of Australian growers*</b>	<b>772</b>	<b>571</b>	<b>71</b>
	R&D and agronomics Financial challenges in the supply chain Water management Secure rice supply Product quality and safety	<b>Government and University partnerships</b>	Data not reported	Data not reported	<b>24</b>


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Focus Area	Material Topic	Performance Data	Crop Year 17 Financial Year 18	Crop Year 18 Financial Year 19	Crop Year 19 <sup>1</sup> Financial Year 20
<b>Environmental</b>					
	R&D and agronomics Water management Secure rice supply Product quality and safety Role in local economies	<b>Tonnes of paddy rice per hectare average yield*</b>	<b>9.87</b> tonnes per hectare	<b>10.47</b> tonnes per hectare	<b>10.75</b> tonnes per hectare
		<b>Average paddy tonnes produced/ML*</b>	<b>0.83</b> tonnes per megalitre	<b>0.87</b> tonnes per megalitre	<b>0.87</b> tonnes per megalitre
	Energy efficiency and energy reduction Climate change	<b>Group Scope 1 emissions<sup>2</sup></b>	<b>14,938</b> tonnes of CO2e	<b>9,980</b> tonnes of CO2e	<b>9,576</b> tonnes of CO2e
		<b>Group Scope 2 emissions<sup>2</sup></b>	<b>102,680</b> tonnes of CO2e	<b>62,647</b> tonnes of CO2e	<b>51,612</b> tonnes of CO2e
		<b>Group Total energy consumed<sup>2</sup></b>	<b>653,568 GJ</b>	<b>432,549 GJ</b>	<b>377,700 GJ</b>
		<b>Total GJ per tonne of finished product (FP) produced</b>	Data not available	<b>0.287</b> GJ/ FP tonne	<b>0.285</b> GJ/ FP tonne
		<b>Total tonnes of CO2e per tonne of FP produced</b>	Data not available	<b>0.048</b> Tonnes of CO2e / FP tonne	<b>0.046</b> Tonnes of CO2e / FP tonne
	R&D and agronomics Role in Local economies Product safety & quality	<b>% increase in SunRice packaging being recycled through the REDcycle program<sup>3</sup></b>	<b>9%</b> increase	<b>52%</b> increase	<b>167%</b> increase <sup>3</sup>
		<b>% of Australian product packaging that are conditionally recyclable and/or kerb side recyclable (by weight)</b>	Data not available	Data not available	<b>99%</b> (71% curb side, remainder through REDcycle <sup>4</sup> )
		<b>Tonnes of waste diverted from landfill*</b>	<b>50</b>	<b>3916<sup>5</sup></b>	Due to reporting cycles, FY2020 data was not available at the time of publishing the Annual Report. Details will be updated online when available.
		<b>% of tonnes of waste diverted (recycled, reused) from landfill (excluding by-products sold or donated)<sup>7</sup></b>	Data not reported	Data not reported	
			<b>% of rice hulls resulting from the yearly rice production which are onsold for re-use*</b>	<b>89.50%</b>	<b>95.10%</b>
<b>Communities</b>					
	Role in local economies Our people	<b>Number of community organisations supported</b>	Data not reported	Data not reported	<b>150+</b>
	Our people Role in local economies	<b>Total Employees</b>	<b>2180</b>	<b>1902</b>	<b>2176</b>
		<b>Female Employees</b>	<b>535</b>	<b>489</b>	<b>560</b>
		<b>Male Employees</b>	<b>1645</b>	<b>1413</b>	<b>1616</b>

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Focus Area	Material Topic	Performance Data	Crop Year 17 Financial Year 18	Crop Year 18 Financial Year 19	Crop Year 19 <sup>1</sup> Financial Year 20
<b>Communities (continued)</b>					
 Our people Role in local economies	<b>Diversity statistics at board, snr management, senior executive, and total women</b>	See full graphs in 2018 Annual Report (page 23)	See full graphs in 2019 Annual Report (page 19)	See full graphs in 2020 Corporate Governance Statement (page 2)	
	<b>Number of employees who undertook leadership development courses</b>	<b>281</b>	<b>118</b>	<b>58<sup>6</sup></b>	
	<b>Generational statistics</b>	<b>15%</b> Baby Boomers, <b>38%</b> Gen X, <b>43%</b> Gen Y, <b>5%</b> Gen Z*	<b>14%</b> Baby Boomers, <b>39%</b> Gen X, <b>43%</b> Gen Y, <b>4%</b> Gen Z* <sup>6</sup>	<b>11%</b> Baby Boomers, <b>35%</b> Gen X, <b>46%</b> Gen Y, <b>8%</b> Gen Z	
	<b>Indigenous employees*</b>	<b>2.6%*</b>	<b>2.5%*</b>	<b>1.8%*</b>	
	<b>Employee Engagement Score</b>	<b>69%</b>	<sup>7</sup> Survey is conducted every 18 - 24 months*	<b>61%<sup>7</sup></b>	
	<b>Change in Employee Engagement Score</b>	<b>Up from 62%</b> since prior survey		<b>Down from 69%</b> since prior survey <sup>7</sup>	
	<b>Other employee engagement stats</b>	<b>73%</b> believe safety top priority; <b>68%</b> happy with L&D opportunities; <b>77%</b> believe SunRice services as good as, or better than competitors.		<b>86%</b> of our new employees know what our values are; <b>85%</b> of respondents know what they need to do to be successful in their role; <b>82%</b> of respondents understand how their work contributes to SunRice's goals; <b>67%</b> of respondents understand that day-to-day decisions demonstrate that safety and quality are top priorities; <b>77%</b> of respondents are proud to work for SunRice; <b>72%</b> believe SunRice services as good as, or better than competitors.	
	<b>Average Age of Employees</b>	<b>42</b>	<b>39.9</b>	<b>39</b>	
<b>Average Tenure</b>	<b>7</b>	<b>8</b>	<b>6.7</b>		
 Our people Labour practices Work health and safety	<b>TRIFR (per million per hours worked)</b>	<b>14.17</b>	<b>11.94</b>	<b>12.89</b>	
	<b>Change in TRIFR</b>	<b>Decrease of 19.7%</b> from CY16	<b>Decrease of 15.7%</b> from CY17	<b>Increase of 8%</b> from CY18	
	<b>Safety training completion rate</b>	<b>94.80%</b>	<b>93.50%</b>	<b>94.60%</b>	
 Product safety and quality	<b>Quality Standards - No of facilities meeting specified std</b>	Data not reported	Alignment to the GFSI in all our facilities (Global Food Safety Initiative)	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 Plants according to the needs of the business and customer requirements. These include GFSI, non-GMO, Halal, Kosher and Organic certifications. <sup>8</sup>	

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	Anti-bribery and corruption Our people Role in local economies	<b>Training of employees completed Anti-Bribery and Corruption (ABC) training target met</b>	All training is up to date for medium and high risk employees.	<b>ABC training program is up to date.</b> All new starters complete online training with medium and high risk employees receiving alternate face to face and online training each year.	<b>ABC training program is up to date.</b> All new starters complete online training with medium and high risk employees receiving alternate face to face and online training each year.
	Our people Role in local economies	<b>Training of employees completing Modern Slavery Act and Labour Rights training in support of Supplier Sustainability Program (SSP)</b>			Roll out to commence early FY21
		<b>Number of new suppliers enrolled in new Supplier Sustainability Program</b>			Roll out to commence early FY21
		<b>Number of new suppliers in detailed engagement</b>			Roll out to commence early FY21

\* Australia only.

1. Unless otherwise stated all disclosures in the SunRice Annual Report and this performance data table relate to the Financial Year ended 30 April 2020 (FY2020).
2. Facilities under SunRice operational control. Above Australian data prepared as per NGER reporting standards for the SunRice FY ending 30 April 2020 (note NGER public reports and disclosure in the Directors Report 1 July - 30 June). International data calculated based on available data.
3. Australia program only. The percentage increase in SunRice packaging returned is reflective of the general increase in consumers returning soft packaging for recycling via the RedCycle program and related to calendar year 2019. Due to a change in REDcycle reporting approach for partners, the percentage is an estimate based on the actual total branded packaging returned via the program and the last SunRice REDcycle specific review completed by REDcycle in the prior year.
4. Number refers to SunRice and CopRice brands for this reporting period. Riviana brands will be included in FY21. The same packaging is used internationally but not all countries have REDcycle or similar systems to recycle soft plastics. Measurements are by weight.
5. Improvement reflects data collection improved since prior year. Continuing to focus on data collection improvements.
6. Reduction in participants due to Riverina re-configuration and current Leadership Development Program under review.
7. Results from last survey - survey is conducted every 18-24 months. FY20 survey period included restructure of Riverina operations. Results have been incorporated in business plans to target key drivers of engagement.
8. Codex = Codex Alimentarius Commission of the UN Food and Agriculture Organisation; HACCP = Hazard Analysis and Critical Control Point (a systematic risk based approach to food safety); GFSI = Global Food Safety Initiative. A global network organisation comprised of retailers, manufacturers and others. Aim is to recognise and accredit various food safety certification models and standards. We generally use SQF Standard (Safe Quality Food) administered by the SQF Institute; Non-GMO = not containing any genetically modified organisms or genetic modification; Halal = Islamic food standard meaning "lawful"; Kosher = "compliant" to Jewish food laws; Organic = grown and processed according to organic produce standards.