

	POLICIES	PROCEDURE OWNER GROUP WHS&WC
	ENVIRONMENTAL POLICY	06

Commitment

Inghams Enterprises (Ingham's) is committed to employing sustainable practices to protect the environment from its activities, with a strong foundation of over 100 years in business. This commitment extends to:

- i. Development of an environmental management system that is integral to overall management;
- ii. Reduction of greenhouse gas emissions;
- iii. Prevention of pollution;
- iv. Continuous environmental improvement;
- v. Water, energy and material conservation;
- vi. The principles of Water Stewardship including good water governance, sustainable water balance, good water quality status, health status of important water related areas and the provision of water, sanitation and hygiene (WASH);
- vii. Principles of avoid, reduce, re-use, recycle, recover, including the purchase of recycled products and products with recycled content;
- viii. Designing and developing sustainable packaging solutions that are fit-for-purpose, maximise resource efficiency, enable maximum reuse, recycling or compostability and sourced from responsible suppliers;
- ix. Developing our people and other resources; and
- x. Working towards sustainability internally and within the supply chain.

Governance and monitoring

The Ingham's Executive Lead Team monitors compliance with this Policy. Compliance to the environmental system is encompassed into the Group Risk Management framework, reporting to the Board Risk and Sustainability Committee.

Environmental Management Plans (EMP)

Each Ingham's site is required to implement an Environmental Management Plan (EMP). The EMP template used by the Ingham's sites is aligned to the requirements of the ISO14001:2015 standard. The EMP objectives are:

- i. Compliance with applicable legal and other requirements;
- ii. Identification of the environmental impacts of our activities, products and services;
- iii. Implementation of procedures for managing activities with a potential to impact the environment;
- iv. Continuous environmental improvement through setting and reviewing specific objectives and targets for environmental compliance and sustainability; and
- v. Define organisational structure and implementation and review responsibilities

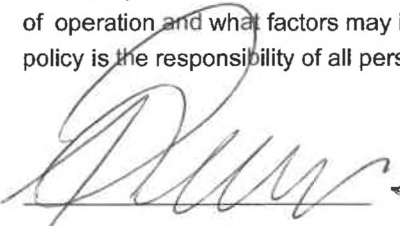
Environmental Review

Each site is required to prepare an annual self-assessment review against this Policy, the EMP and any applicable licence, plan or agreement. An independent audit (internal or external) will be undertaken periodically at major sites.

Implementation

All employees must be aware of the potential environmental impacts of their actions, the required environmental standards of operation and what factors may influence the ability of the site to comply with such standards. The implementation of this policy is the responsibility of all personnel.

Date: 15 November 2022


Andrew Reeves, CEO & Managing Director
Inghams Group Ltd