



## About this Sustainability Data Book

This data pack has been prepared with reference to the Global Reporting Initiative (GRI) Standards (2021).

It provides details on our progresss on key Environmental, Social and Governance (ESG) metrics for the FY25 financial year.

It is designed to be read in conjunction with:

Inghams' 2025 Annual Report, available on the Company website at [www.ingham.com.au](http://www.ingham.com.au)

Inghams' Sustainability Governance and Management Approach FY25 available on our website at <https://ingham.com.au/our-purpose/sustainability/#reportdata>

Bureau Veritas has provided limited assurance over key planet data on spreadsheet 1\_Sustainability Data. The assured data is clearly marked in red. The Bureau Veritas assurance opinion is included on the 4\_Assurance spreadsheet within this data book.

For enquiries about sustainability at Inghams or this data book, please contact: [sustainability@ingham.com.au](mailto:sustainability@ingham.com.au)

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1. Sustainability Data



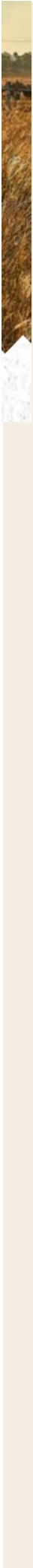
2. Graphs



3. Commitments and Performance



4. Assurance







Our Animals and Products

Animal Health and Welfare	Unit	FY25	FY24	FY23	FY22	FY21	FY20	FY19
Percentage of Australian meat chicken broiler farms with RSPCA Approved Farming certification	Percent	100%	100%	100%	100%	100%	100%	100%
Percentage of NZ meat chicken broiler farms with SPCA certification	Percent	100%	100%	100%	36%	32%	30%	30%

Product Safety	Unit	FY25	FY24	FY23	FY22	FY21	FY20	FY19
Average rating for audits by Brand Reputation through Compliance Global Standards (BRCGS)	Rating	AA	A	A	A	A	A	A
Product pride (food safety and quality culture program) completion	Percent	99%	98%	90%	99%	98%	98%	N/A program launch only

Climate Action and Planetary Health

Data subject to limited assurance in red

Production tonnes	Unit	FY25	FY24	FY23	FY22	FY21	FY20	FY19
Total production tonnes <sup>1</sup>	Tonnes	1,993,887	2,014,872	1,903,226	1,873,624	1,769,405	1,746,382	1,666,786

Greenhouse Gas (GHG) emissions	Unit	FY25	FY24	FY23	FY22	FY21	FY20	FY19
Scope 1 emissions total <sup>2</sup>	Tonnes CO <sub>2</sub> e	55,812	55,688	53,876	51,756	51,973	51,598	51,601
Scope 2 emissions (location-based)	Tonnes CO <sub>2</sub> e	128,861	136,958	138,462	158,010	160,225	165,745	172,026
Scope 2 emissions (market-based)	Tonnes CO <sub>2</sub> e	158,209	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported
Total scope 1 and 2 (location-based)	Tonnes CO <sub>2</sub> e	184,674	192,646	192,338	209,766	212,198	217,343	223,626
Movement from baseline	Percent	-17.4%	-13.9%	-14.0%	-6.2%	-5.1%	-2.8%	
Total Scope 1 and 2 (market based) <sup>3</sup>	Tonnes CO <sub>2</sub> e	214,021	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported
Scope 1 & 2 GHG Emissions Intensity (location-based)	kg CO <sub>2</sub> e/T	92.6	95.6	101.1	112.0	119.9	124.5	134.2
Movement from baseline	Percent	-31.0%	-28.7%	-24.7%	-16.6%	-10.6%	-7.2%	

Sustainable Agriculture and Biodiversity	Unit	FY25	FY24	FY23	FY22	FY21	FY20	FY19
% deforestation free soy in our feed: Australia	Percentage	100%	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported
% deforestation free soy in our feed: NZ <sup>4</sup>	Percentage	97.4%	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported

Water Usage	Unit	FY25	FY24	FY23	FY22	FY21	FY20	FY19
Water withdrawals (purchased, surface and bore water)	kL	4,797,430	5,129,104	4,731,506	4,552,679	4,557,497	4,760,906	4,452,575
Water recycled and reused on site	kL	1,012,183	910,101	989,949	1,120,311	1,084,141	1,100,225	1,129,474
Total water (withdrawals + reused)	kL	5,809,613	6,039,204	5,721,455	5,672,989	5,641,638	5,861,132	5,582,049
% Recycled water use in processing	Percentage	17%	15%	17%	20%	19%	19%	20%
Water Withdrawals Intensity (Total water/Production tonnes)	kL/Tonne	2.41	2.55	2.49	2.43	2.58	2.73	2.67
Total Water Intensity (Total water/Production tonnes)	kL/Tonne	2.91	3.00	3.01	3.03	3.19	3.36	3.35

Waste and Sustainable Packaging	Unit	FY25	FY24	FY23	FY22	FY21	FY20	FY19
Waste to landfill	Tonnes	8,708	9,331	9,741	9,897	11,149	11,541	Data not available
Waste diverted	Tonnes	61,979	60,859	61,464	48,770	47,240	36,410	Data not available
Total waste	Tonnes	70,686	70,190	71,205	58,667	58,389	47,951	Data not available
Waste diversion rate	Percent	88%	87%	86%	83%	81%	76%	Data not available
Waste to landfill intensity	kg/Tonne	4.37	4.63	5.12	5.28	6.30	6.61	Data not available
Packaging: Percentage reusable, recyclable or compostable <sup>5</sup>	Percent	89%	86%	>87%	>90%	>90%	Data not available	Data not available
Packaging: Average recycled content included in packaging <sup>5</sup>	kg/Tonne	58%	56%	>40%	>30%	>30%	Data not available	Data not available





Our People and Communities

Employee Health Safety and Wellbeing	Unit	FY25	FY24	FY23	FY22	FY21	FY20	FY19
Achieve at least 95% compliance with the 2-year Safety for Life program	%	>95%	>95%	>95%	>95%	>95%	>95%	>95%
Lost time injury frequency rate (LTIFR)	Number	2.9	2.6	2.4	2.8	3.0	5.3	5.7
Movement in LTIFR year on year	Percent	11.5%	8.3%	-14.3%	-6.7%	-43.4%	-7.0%	
Total recordable injury frequency rate (TRIFR)	Number	4.25	4.41	4.74	5.10	6.00	9.00	9.80
Movement in TRIFR year on year	Percent	-3.6%	-7.0%	-7.1%	-15.0%	-33.3%	-8.0%	

Turnover	Unit	FY25	FY24	FY23	FY22	FY21	FY20	FY19
Proportion of leadership roles filled by internal candidates <sup>6</sup>	Percent	67.0%	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported
Overall turnover rate	Percent	18.1%	18.3%	19.0%	25.1%	20.8%	17.3%	19.7%
Movement in turnover year on year	Percent	-0.2%	-0.7%	-6.1%	4.3%	3.5%	-2.4%	

Gender Diversity	Unit	FY25	FY24	FY23	FY22	FY21	FY20	FY19
Proportion of women in senior leadership roles (Organisational Leadership Team) <sup>7</sup>	Percent	33%	31%	34%	28%	21%	20%	Not reported
Proportion of women on the Executive Leadership Team	Percent	25%	14%	14%	10%	10%	10%	17%
Proportion of women on the board	Percent	43%	43%	40%	44%	42%	37%	37%
WGEA Reporting: Average total remuneration gender pay gap	Percent	10.1%	9.6%	10.9%	12.0%	Not reported	Not reported	Not reported

Notes

All figures are for the Inghams' FY25 financial year and differ slightly from a standard FY25 financial year as it is based on a weekly reporting cycle. Inghams' FY25 financial year was 30th of June 2024 to 28th of June 2025. Inghams' financial year included 52 full weeks in FY25, where as FY24 included 53 weeks of data.

Inghams data is assured annually for greenhouse gas scope 1 and 2, water and landfill waste. The assured numbers are identified above in red.

Please refer to the Assurance Statement in the back of this FY24 Inghams Sustainability data book.

Changes to Sustainability Reporting in FY25

- The following changes to the business are included
- Bostock's has been integrated into Inghams reporting from FY25 onwards.
  - From FY25, historical data is only corrected for changes >5% per metric due to late invoices or operational boundary changes. No corrections were required this year.
  - Market based Scope 2 GHG reporting has commenced this year to account for New Zealand purchase of 100% renewable electricity.
  - Reporting on Percentage of Soymeal Certified as Deforestation Free commenced in FY25.

Definitions & Comments

- 1: Production Tonnes includes tonnes of product from Feedmills, Primary Processing and Further Processing.
- 2: Scope 1 methane emissions from industrial wastewater handling, whilst included in our annual National Greenhouse and Energy Reporting Scheme (NGERS) reports, are not currently captured in our annual GHG reporting. From FY26, we will incorporate this additional scope 1 source into our annual GHG reporting, with data re-baselined to our FY19 baseline year and target calculated updated to reflect this expanded reporting scope.
- 3: Market-based reporting has been introduced to capture reduced emissions profile of our renewable electricity purchases in New Zealand. In Australia, where no renewable electricity was purchased in FY25, market based calculation method applies a National Residual Mix Factor as listed in the Australian National Greenhouse Accounts Factors 2024. This factor is higher than the state based location-based emission factors, and hence our market
- 4: The small volume of uncertified soy used in New Zealand was procured by a recently acquired New Zealand brand operating independently.
- 5: Inghams' FY25 packaging reporting is in line with APCO reporting. Due to APCO reporting timelines, the data shown is from the previous FY. For example the FY25 APCO report captures FY24 performance. New Zealand is not included in APCO reporting. From FY26 we will incorporate NZ data in annual reporting using APCO methodology.
- 6: The number of leadership roles which are appointed from existing Inghams employees.
- 7: Leadership Roles is defined as direct reports to the Executive Leadership Team, Executive General Managers (EGMs) and General Managers reporting directly to EGMs.

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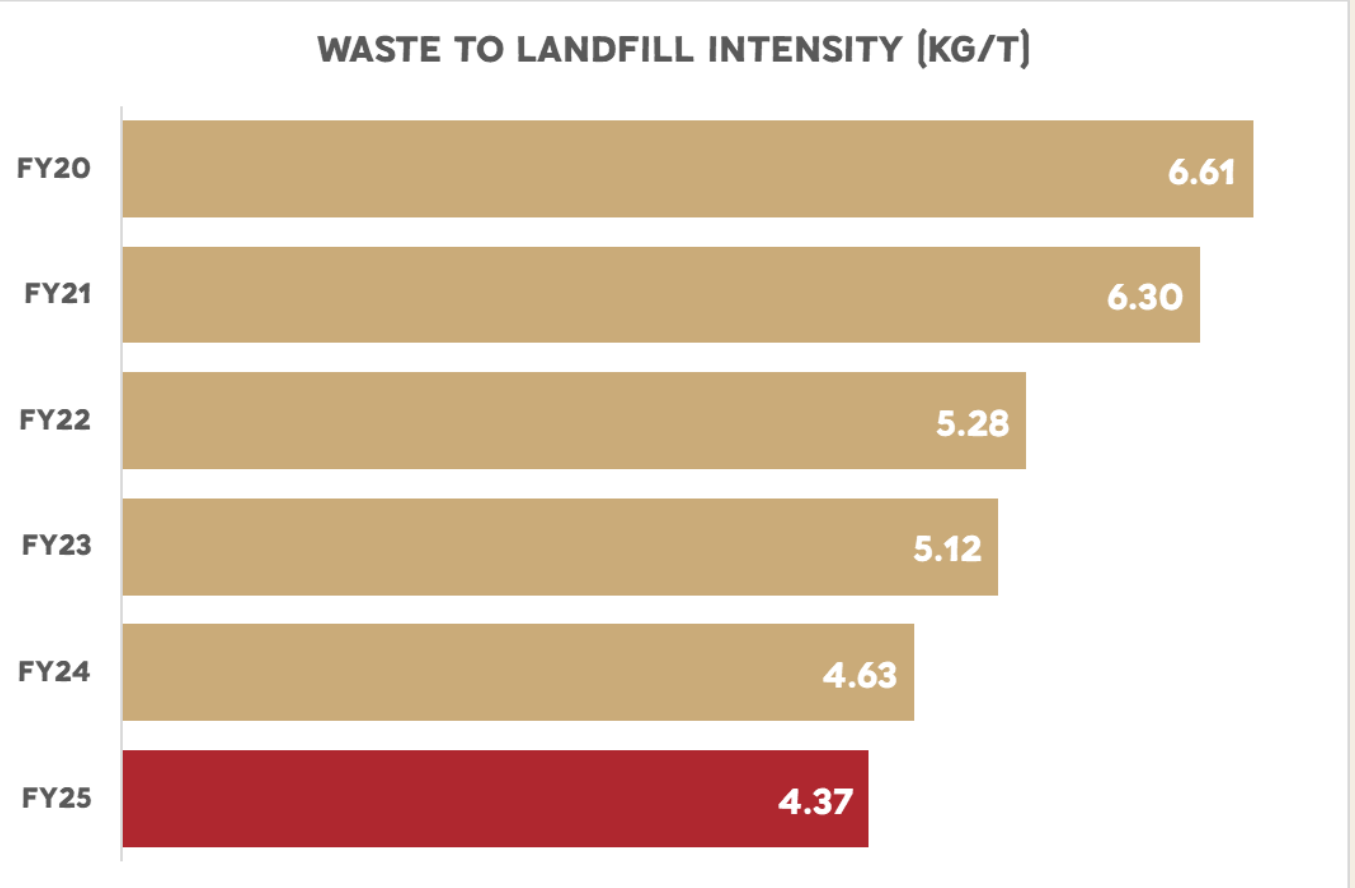
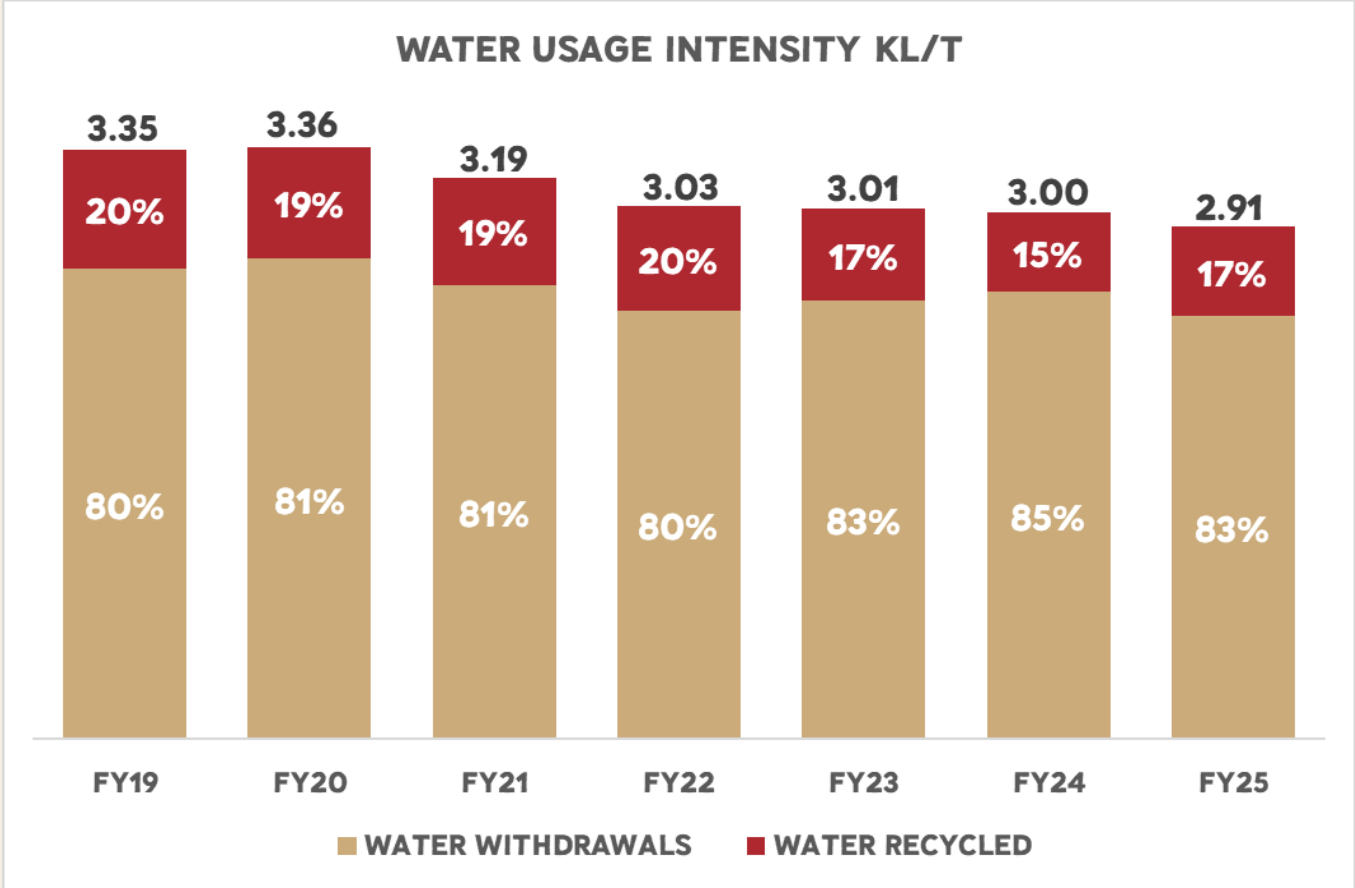
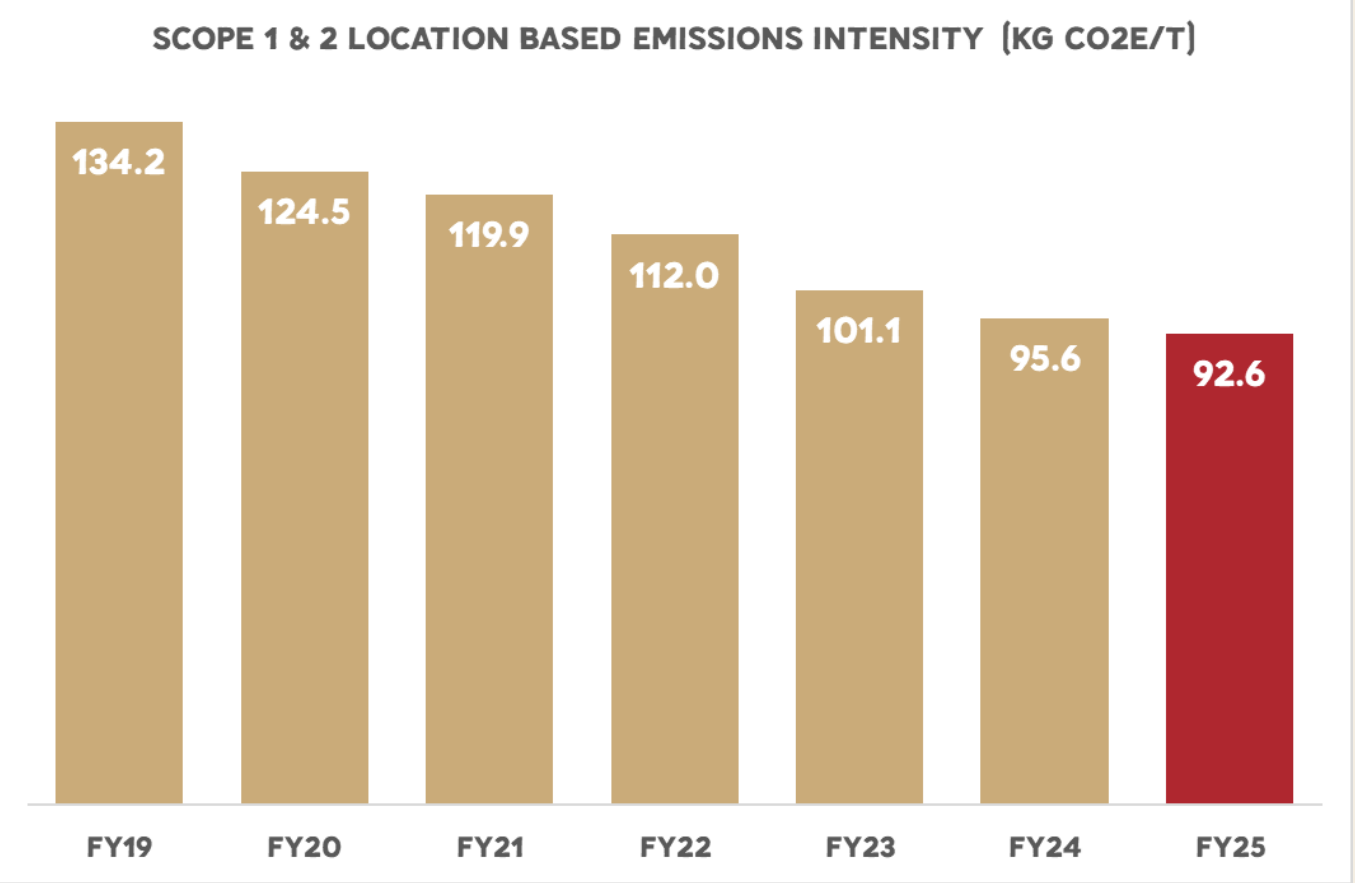
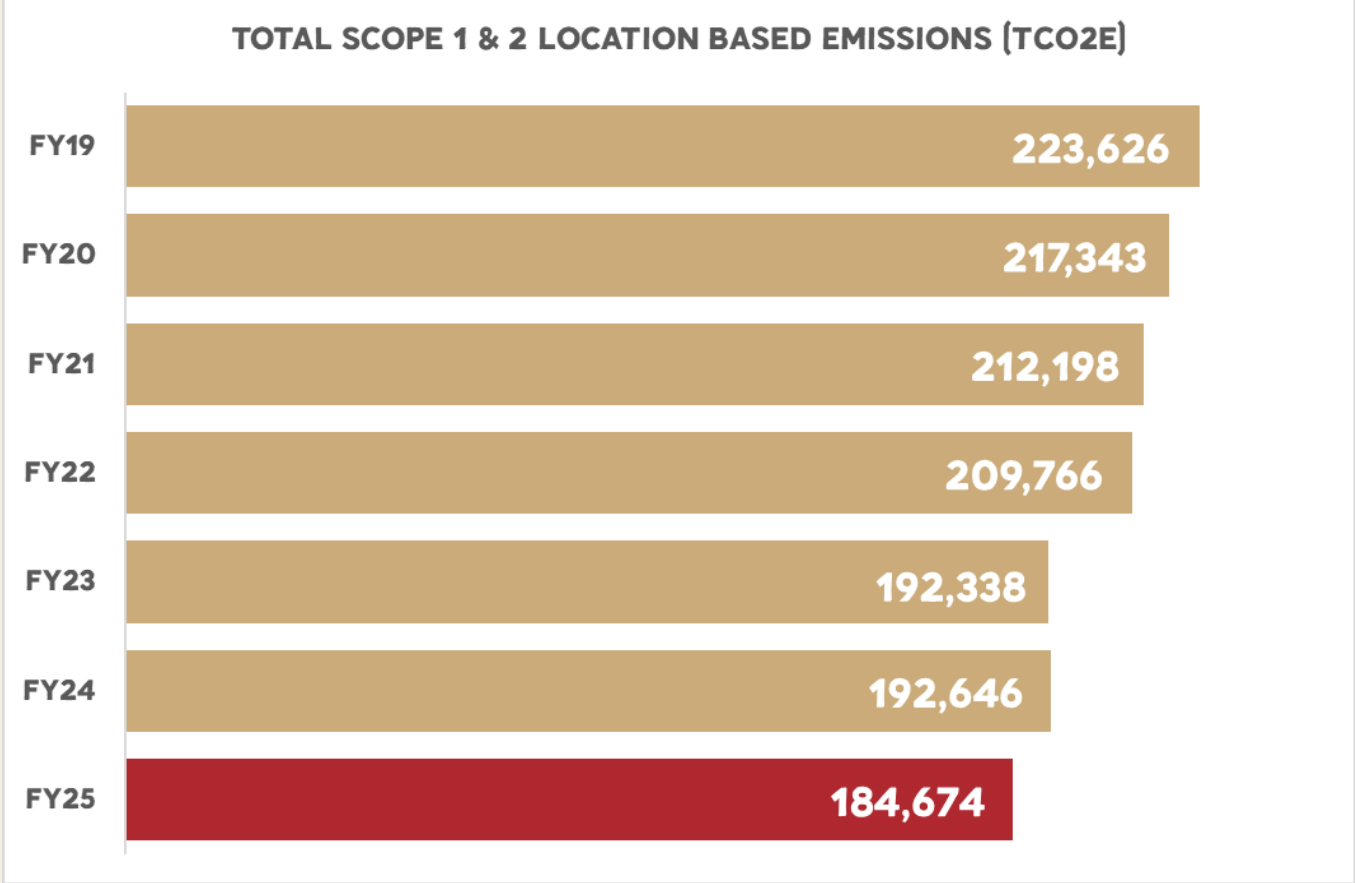


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Definitions	
<b>Exceeding:</b> Target exceeded before or by target date	
<b>Achieved:</b> Target fully achieved before or by target date	
<b>Meeting:</b> has met the required year on year target or improvement	
<b>On Track:</b> On track to meet by the specified target date	
<b>In Progress:</b> Progress is behind expected performance but measures are in place to rectify by the target date	
<b>Off Track</b>	

Our Animals and Products




Animal health and welfare	FY25 Performance	Status
Maintain 100% RSPCA Approved and SPCA Certified certification for our chicken broiler farming facilities	100% of our meat chicken farms and primary processing sites have maintained certification from RSPCA Approved in Australia and SPCA Certified in New Zealand.  We engaged with our learning team to develop a pilot of 'Bird Care Basics' training modules, which were delivered throughout all our breeder farms in Australia and New Zealand.	 <b>Meeting</b>
Product Safety	FY25 Performance	Status
Maintain an average A rating for Brand Reputation through Compliance Global Standard annual audits	Achieved an average AA rating under BRCGS across all sites, surpassing Inghams' targeted average A rating. We achieved an A rating or better across all our sites, with 15 of 19 sites audited, achieving AA.	 <b>Exceeding</b>
Maintain a Product Pride (food safety and quality culture program) completion target of 90%	99% completion of the Product Pride Program across all sites, above the FY25 target of 90%.	 <b>Exceeding</b>

Our Environment








Climate action	FY25 Performance	Status
Reduce scope 1 and 2 absolute GHG emissions by 46.2% by 2030 against the FY19 baseline	Since FY19, we have reduced our absolute Scope 1 and 2 GHG emissions by 17.4% against our 2030 commitment of 46.2% reduction. <sup>2</sup> In April 2025 we switched to purchasing 100% renewable electricity for all New Zealand operations.	 <b>On Track</b>
Develop a Scope 3 GHG emissions target by 2030	In FY25, Inghams completed a comprehensive scope 3 footprint using FY24 data. We will continue to develop our scope 3 reporting capability in FY26 in preparation for public reporting in FY27.	 <b>On Track</b>
Sustainable agriculture and biodiversity	FY25 Performance	Status
Deforestation free soy in feed by 31 December 2025	In March 2025, we released our Deforestation-Free Soymeal Statement, committing to sourcing soymeal exclusively from certified deforestation-free supply chains. In FY25, 100% of soy used by Inghams in Australia was certified as deforestation free, and 97.3% of soy purchased in New Zealand was certified deforestation free.  In New Zealand, we continue to partner with government, industry and universities on a project to develop alternative protein sources for poultry feed. While an Australian trial did not proceed in FY25 due to feasibility constraints, we remain focused on future innovations.	 <b>On Track</b>
Water stewardship	FY25 Performance	Status
Reduce water withdrawn intensity (kL/T) by 20% by 2030 against a FY19 baseline	Decreased water withdrawn from the environment intensity by 5.5% in FY25 vs FY24: from 2.55 to 2.41 kL/Tonne. <sup>3</sup> Recycled 17.4% of total water through onsite treatment and recirculation.	 <b>On Track</b>
Reduce total water intensity (kL/T) by 20% by 2030 against a FY19 baseline	Reduced total water intensity by 3.0% vs FY24 and 13.1% vs FY19, on track towards our 2030 target.	 <b>On Track</b>





Waste and sustainable packaging	FY25 Performance	Status
Reduce waste sent to landfill intensity (kg/T) by 20% by 2030 against a FY20 baseline	In FY25, Inghams achieved a 33.9% reduction in waste to landfill intensity from our FY20 baseline, exceeding our target of 20% waste reduction by 2030. <sup>4</sup>  Diverted 88% of waste generated from landfill in FY25.	 <b>Achieved</b>
100% reusable, recyclable or compostable packaging	We achieved 89% reusable or recyclable packaging towards our target of 100% reusable, recyclable or compostable packaging as defined by Australian Packaging Covenant Organisation (APCO). <sup>5</sup>	 <b>In Progress</b>
50% average recycled content included in packaging	We exceeded the target of 50% of packaging comprised of recycled content, with 58% recycled content on average across all our packaging <sup>5</sup>	 <b>Exceeding</b>

## Our People and Communities

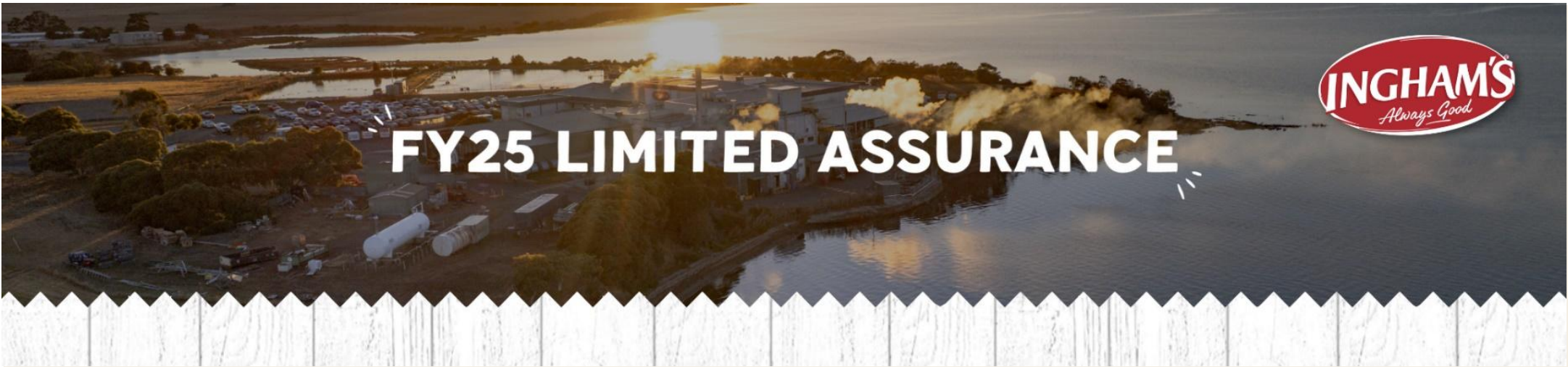
Keeping our People Safe	FY25 Performance	Status
Achieve at least 95% compliance with the Safety for Life program each year (two-year rolling strategies)	Completed the first year of the two-year FY24 to FY26 Safety for Life program across all sites, surpassing our 95% compliance target company-wide.	 <b>Achieved</b>
Reduce Total Recordable Injury Frequency Rate (TRIFR) by 3% from FY24 <sup>6</sup>	We exceeded our commitment to reduce Total Recordable Injury Frequency Rate (TRIFR) by 3% from FY24, achieving a 4% decline from 4.41 to 4.25.  Delivered safety-focused capital investments in manual handling and traffic management.	 <b>Met</b>
Growing our people	FY25 Performance	Status
40% of women in leadership roles by 2030	In FY25 the proportion of women in leadership roles increased to 33% from 31% in FY24. We launched Infinity, a women's development group to support our target of 40% women in leadership by 2030. The program includes mentoring and Chief Executive Women participation and supporting our succession planning where 47% of candidates are women.	 <b>On Track</b>
To progress the company's Reconciliation Action Plan journey from Reflect (the first phase) through to Innovate (second phase) and Stretch (third phase) by 2030.	We advanced our Reflect Reconciliation Action Plan (RAP) by developing business cases for First Nations inclusion in recruitment and learning programs, benchmarking First Nations employment, requesting diversity details in our new supplier system, career trackers internships, cultural awareness training and celebrating National Reconciliation and NAIDOC weeks at sites and corporate offices.	 <b>On Track</b>
Greater than 50% of leadership roles filled by internal candidates <sup>1</sup>	67% of leadership roles were filled by internal candidates.	 <b>Meeting</b>
Year-on-year reductions in turnover	Achieved a 0.2% reduction from FY24 from 18.3% to 18.1%. Connect: Launched a training program that supports cultural alignment through values-based behaviours and well-being focus.	 <b>Meeting</b>
Supporting our local communities	FY25 Performance	Status
Deliver partnerships, programs and initiatives that make a positive impact on our local communities	Our Foodbank partnership donated 1,123 tonnes of product in Australia—equivalent to more than 2 million meals—plus 14.87 tonnes in New Zealand, demonstrating our commitment to addressing food insecurity. Continued support for Woolies Wheels and Walks Tour de Cure, Foodbank, Ronald McDonald House Charities, the National Institute of Dramatic Art and CareerTrackers, and New Zealand's Matamata sports centre. Sites participated in local planting days in collaboration with local Landcare and Community groups.	 <b>Meeting</b>

Definitions & Comments

- 1: Leadership Roles is defined as direct reports to the Executive Leadership Team, Executive General Managers (EGMs) and General Managers reporting directly to EGMs.
- 2: FY23, FY24 and FY25 scope 1 and 2 GHG data has been assured. Prior year data has been restated. Refer to "5\_ Sustainability Data " for more details.
- 3: FY23, FY24 and FY25 water data has been assured. Prior year data has been restated. Refer to "1\_ Sustainability Data " for more details.
- 4: FY23, FY24 and FY25 landfill data has been assured. Prior year data has been restated. Refer to "1\_ Sustainability Data " for more details.
- 5: Inghams FY24 packaging reporting is in line with FY25 APCO reporting. The above data captures FY25 performance.
- 6: Our FY26 TRIFR reduction target has been set at 2%, reflecting our best-practice safety performance and the incremental nature of further improvements at industry-leading levels.
- 7: Calculation method: the number of customer complaints per million kg (CPmKg) is compared to the previous financial year to calculate a percentage reduction. These year on year percentage reductions are then

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INDEPENDENT ASSURANCE STATEMENT

To the Stakeholders of Ingham's Group Ltd (Ingham's)



Limited Assurance Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe the water related metrics ("Subject Matter Information"), including associated methods, assumptions, and estimation uncertainty, presented in Ingham's Annual Report 2025 ("the Report"), are not fairly presented and prepared, in all material respects, in accordance with the Reporting Criteria, within the scope of our limited assurance engagement (as outlined below).

Scope of the Assurance Engagement

The scope of assurance was limited to the Subject Matter Information, as presented in the table below and within the Report, applicable to facilities under Ingham's operational control (breeder farms, broiler farms, feed mill, hatcheries, primary/further processing sites, distribution centres, administration offices) in Australia and New Zealand for the period of 30<sup>th</sup> June 2024 to 28<sup>th</sup> June 2025 (Ingham's own financial year of 2025).

Subject Matter Information	Assured Figures
Production (t)	1,993,887
Scope 1 GHG emissions (tCO2-eq)	55,812
Scope 2 GHG emissions (tCO2-eq) (location based)	128,861
Scope 2 GHG emissions (tCO2-eq) (market based)	158,209
Total Scope 1 & 2 GHG emissions (tCO2-eq) (location based)	184,674*
Total Scope 1 & 2 Location based emissions intensity (kgCO2-eq/t)	92.6
Total Scope 1 & 2 GHG emissions (tCO2-eq) (market based)	214,021
Waste to landfill (kg)	8,707,867
Waste to landfill intensity (kg/t)	4.37
Total water withdrawn (kL)	4,797,430
Total water withdrawn intensity (kL/t)	2.41
Total recycled water usage (kL)	1,012,183
Total water usage (kL)**	5,809,613
Total water intensity (kL/t)	2.91

Note\*: The figure may not precisely sum due to standard mathematical rounding conventions applied during calculation.

Note\*\*: Total water usage comprises the sum of all water withdrawn and the recycled water from water treatment plants necessary to meet production targets.

Our assurance engagement does not extend to any other information included in the Report or information from earlier periods. We have not performed any procedures on the excluded information and, therefore, do not express any conclusion on it.

Reporting Criteria

The Reporting Criteria used for the reporting of the GHG emissions are the *GHG Protocol Corporate Accounting and Reporting Standard* (Revised Edition) (2015) issued by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), and Ingham's internal document - "Sustainability Reporting Basis of Preparation FY2025" dated May 2025.

Ingham's Responsibilities

Management of Ingham's was responsible for:

- Selecting and establishing suitable reporting criteria for preparing the Subject Matter Information subject to assurance.
- Preparing and presenting the Subject Matter Information in accordance with the Reporting Criteria.
- Designing, implementing, and maintaining internal controls relevant to the preparation of the Subject Matter Information that is free from material misstatement whether due to fraud or error.
- Advising us of any known or suspected issues related to the Subject Matter Information.

Our Responsibilities

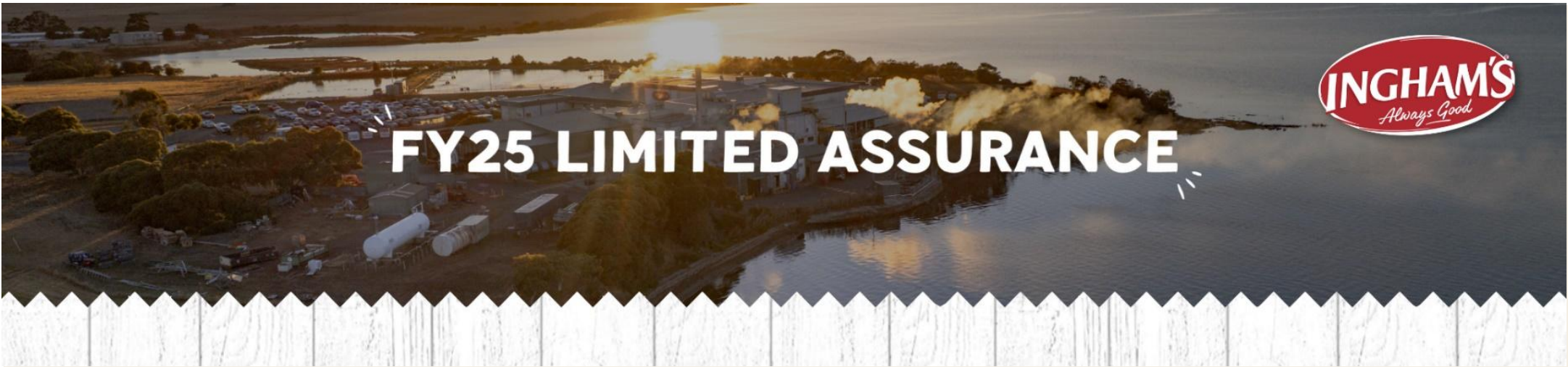
Bureau Veritas Australia Pty Ltd ("Bureau Veritas") was responsible for:

- Planning and performing the engagement to obtain the intended level of assurance about whether the Subject Matter Information is free from material misstatement, whether due to fraud or error.
- Forming an independent conclusion based on the procedures performed and evidence obtained.
- Reporting our conclusion to the Directors of Ingham's.

Bureau Veritas was not involved in the drafting of the Report and our independence has not been compromised.







INDEPENDENT ASSURANCE STATEMENT



Summary of Work Performed

Our limited assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3410 *Assurance Engagements on Greenhouse Gas Statements*, ISAE 3000 *Assurance Engagements other than Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board (IAASB) and informed by Bureau Veritas' standard procedures and guidelines for external verification and assurance of ESG Information and Sustainability Reports.

Our work was planned and executed in a manner designed to produce the intended level of assurance and to provide a sound basis for our conclusions.

The procedures we performed were based on our professional judgement and included enquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. In undertaking our assurance engagement, our procedures comprised:

- Review of the suitability and application of the Reporting Criteria used as the basis for preparing the Subject Matter Information.
- Enquiries of Ingham's representatives to gain an understanding and evaluate implementation of processes, systems and internal controls to collect, aggregate, calculate, analyse and report the Subject Matter Information.
- Enquiries of personnel responsible for the performance of the processes and preparation of the Subject Matter Information.
- Review of documentary evidence produced by Ingham's representatives.
- Comprehensive performance data testing, involving source verification as well as mathematical accuracy of the calculations pertaining to the Subject Matter Information.
- Assessment of whether the methods for developing estimates are appropriate and had been consistently applied.
- Review of the presentation and disclosure of the Subject Matter Information within the Report.
- Request of Management Representation Letter on key assertions.

The scope of a limited assurance engagement is significantly narrower than a reasonable assurance engagement. This includes fewer risk assessment procedures, a more limited understanding of internal controls, and less extensive responsive testing. Consequently, the level of assurance obtained in a limited engagement is substantially lower than a reasonable assurance. Even a reasonable assurance engagement, while providing a high level of assurance, does not guarantee the detection of all material misstatements, should they exist.

Inherent Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined reporting period.
- Statements of commitment to, or intention to undertake future actions by Ingham's.
- Statements of position, opinion, belief and/or aspiration by Ingham's.
- Financial data audited by an external third party.
- Other sites and/or activities not included in the scope.

This independent assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Impartiality, Competence

Bureau Veritas is a global leader in Testing, Inspection and Certification ("TIC") services whose mission is to support its clients complying with regulations, managing risks and improving performance to meet the challenges of quality, health, safety, hygiene, environmental protection and social responsibility. Leveraging its renowned expertise, as well as its impartiality, integrity and independence, Bureau Veritas has helped build trust between companies, public authorities and consumers for nearly 200 years (<https://group.bureauveritas.com/>).

Bureau Veritas operates a quality management system across its activities and has implemented a robust Code of Ethics to maintain high ethical standards among its personnel and business partners in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with Ingham's, its Directors or Managers beyond that required of this assignment. We have conducted this assurance engagement independently and there has been no conflict of interest.

The assurance team was selected based on its extensive industry sector knowledge and experience in conducting independent verification, validation and assurance of Environmental Social and Governance (ESG) information and associated systems and processes.

Bureau Veritas Australia Pty Ltd  
11<sup>th</sup> September 2025

*Bureau Veritas*

Jeremy Leu  
General Manager, Perth, Australia



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