AB Agri Environmental Policy

This policy covers AB Agri Limited and businesses operating under this group. This policy applies to all employees, contractors and temporary staff working for and on behalf of AB Agri.

We recognise that our businesses use natural resources, and create emissions and waste. This policy outlines AB Agri's commitment to be a responsible steward of the environment by minimising any negative impacts.
As a minimum, we will know and comply with current applicable legislation and regulations of the countries in which we operate. With this foundation in place, our operations continually consider and implement activities, voluntary commitments and internationally recognised management systems (such as ISO 14001 and ISO 50001) to manage our environmental impacts.

Our Approach

Our approach to environmental stewardship includes:

- Managing our emissions to air, releases to water and landfill of solid wastes so that we do not pollute;
- Developing and implementing environmental assessments and mitigation plans for significant plant and process changes with regards to potential adverse environmental effects;
- Promoting the efficient use of natural resources, especially energy and water, in our operations and supply chain;
- Identifying opportunities to reduce greenhouse gas emissions;
- Minimising the generation of raw material waste and reducing, reusing or recycling solid waste where practicable;
- Minimising the amount of packaging used for our products while meeting requirements for food safety and product protection;
- Efficiently transporting products to minimise fuel usage, consistent with customers' demands, production arrangements and vehicle fleet operations;
- Seeking to avoid environmental incidents and using effective emergency response procedures to minimise the impact of any incidents which do occur;
- Through our overall Responsibility Programme and Net Zero Business and Industry Workstreams, we set out how we as a business can make the biggest positive difference to our customers, operations, employees, communities and industry. Our activities under this policy will contribute to our achieving these goals.
- Monitoring, auditing and reporting our environmental performance, particularly in energy and water consumption, waste generation and greenhouse gas emissions, to support continual improvements, meet our Responsibility Programme goals, and be transparent in our performance;
- Collaborating and sharing good practice across the group and across the industry to promote best practice and innovation;
- Being a responsible neighbour and engaging with the local community and other stakeholder groups to reduce any adverse environmental impacts;
- Engage all our employees with our programme of activity and ensure they act in a responsible manner.

Governance
The AB Agri CEO has overall responsibility, and within each business the Managing Director(s) have responsibility for their individual businesses. For more detail on company responsibilities please refer to Appendix 2.

The Managing Director(s) will, with the Business Management Teams, carry out periodic performance reviews of the company's environmental policy; monitor its success; and ensure sufficient support is available to enable employees with delegated responsibilities to effectively carry out their duties. For more detail on specific responsibilities please refer to Appendix 1.

The day-to-day operational responsibilities of ensuring environmental compliance rest with Site Manager(s). For more detail on specific responsibilities please refer to Appendix 1.

This policy is communicated to all employees and all those working on behalf of AB Agri.

This policy will be reviewed at regular intervals and brought to the attention of all employees.

This policy statement is binding on AB Agri Limited and its businesses.

Signed _____ Date 20/07/23

José Nobre, AB Agri CEO

Appendix 1 - Individual Responsibilities

A. AB Agri CEO

The AB Agri CEO will have overall responsibility for environmental affairs and for ensuring legislative requirements are met, this will then be delegated to the Managing Directors of each of the individual businesses. Operationally, in all AB Agri business divisions this will then be delegated to the relevant business manager.

B. Senior Management

Senior Management and Executive Boards within all business divisions of AB Agri will be responsible for ensuring compliance with the AB Agri Environmental Policy, relevant regulations, laws and internal systems within their scope of influence. They will ensure sufficient resource is made available, and where appropriate review progress against environmental objectives, Responsibility Programme goals, and site targets with their direct reports.

C. Group Safety and Environment Manager and **Safety and Environment Manager(s)**

The Group Safety & Environmental Manager in conjunction with the Safety & Environment Manager will be responsible for the development of an Environmental Management System (EMS) and ensuring compliance with internal systems for each Business Division and site. Specifically, they will:

- Ensure compliance with the AB Agri Environmental Policy, relevant regulations and laws.
- Provide resources and direction to Site Operations Managers and other relevant managers, so that divisional and environmental performance requirements are met.
- Assist in ensuring environmental objectives, Responsibility Programme goals, and site targets are met and continually improved upon.
- Assist in ensuring consistent operation of the environmental system (ISO14001) and clearly define the delegated authority for its day to day control.
- Review management training requirements.
- Review legislative requirements and communicate to the organisation.
- Make the policy available to the public and communicate with stakeholders.

D. Site - Managers

The Site Manager will:

- In conjunction with the **Global Head of Safety and Environment** and the **Safety & Environment Managers**, identify the site's significant environmental impacts and implement the company EMS to manage and control these impacts and to comply with legislative requirements.
- Integrate environmental consideration into all areas of the business.
- Ensure and monitor compliance with work procedures and work instructions with respect to protection of the environment.
- Ensure that sufficient resource is available for the implementation of EMS.

- Work with the **Group Safety and Environment Managers** to evaluate performance, set objectives and targets and to ensure these, and the goals under the Responsibility Programme are met.
- Minimise energy consumption in all areas of the business, through both best available technology and energy efficient operating practices.
- Commit to the prevention of pollution by minimising harmful emissions and waste generated.
- Make the best use of resources and minimises wastage taking into account environmental considerations when making purchasing decisions.
- Continually strive to improve the efficiency of transport and distribution systems to minimise the impact on the environment.
- Minimise our impact on the local community, engage with and respond to any concerns raised.
- Ensure the timely completion of maintenance and monitoring of plant and equipment in line with manufacturer's recommendations.
- Encourage all employees to participate in improving the environmental performance of the site and understand their role in helping to achieve this.

E. All employees, contractors and temporary staff

All employees, contractors and temporary staff are responsible for ensuring that they are familiar with the AB Agri Environmental Policy and their relevant responsibilities. All employees, contractors and temporary staff will:

- Conduct all duties in line with the environmental regulations by following operating guidelines and Safe Systems of Work (SSOW) set out by the site and other business management.
- Contribute to continual improvement, the meeting of environmental objectives, Responsibility Programme goals, and other targets.
- Comply with any task specific environmental responsibilities and instructions, as covered in job descriptions and work instructions.
- Report any adverse environmental conditions or quality, safety, health or environmental concerns, such as spills, dust and general site cleanliness to the Site Manager.

Appendix 2 – Business responsibilities

All AB Agri Operating Businesses shall:

- Have an environmental policy which, as a minimum, is consistent with the ambition and intention of the AB Agri Environmental Policy and ensure compliance with all aspects of their legal requirements.
- Identify responsible persons at board and operational level who are accountable for environmental performance.
- Define the environmental roles and responsibilities of all managers.
- Provide employees with an adequate level of environmental awareness and training.
- Identify the hazards and assess the risk of environmental harm from activities and review every two years (or more often as required).
- Act on hazards identified and document procedures to ensure an appropriate and adequate level of control over relevant environmental risks.
- Provide, and rehearse as appropriate, suitable procedures for responding to significant environmental incidents and emergencies. Include relevant stakeholders in these arrangements as necessary.
- Investigate incidents and put in place the necessary corrective action and preventative measures to reduce risk of re-occurrence.
- Provide adequate, financial, managerial and operational resources in order to achieve compliance with this policy
- Set targets and objectives to improve environmental performance and support the goals communicated under our Responsibility Programme.
- Audit the environmental aspects of operations annually (or more often as required) and monitor performance against KPIs and targets.
- Ensure that the business has effective procedures, which allow for monitoring and audit on:

    - Preventing pollution incidents.
    - Investigating any environmental incident, recording and implementing preventative measures.
    - Recording and responding to concerns and complaints raised by stakeholders, including, but not limited to, neighbours, suppliers, customers and employees.
    - Monitoring and demonstrating legal compliance with authorisations licences and consents.
    - Monitoring the creation and categorisation of wastes, with particular regard to hazardous waste. Ensuring safe storage, handling and disposal of non-hazardous and hazardous waste.
    - Monitoring the efficiency of transporting products to customers.
    - Monitoring the consumption of energy and water.
    - Assessment and prior authorisation of significant plant and process changes in order to prevent adverse environmental impacts.

Training conducted and completed for all staff on environmental issues, awareness and any task specific environmental training.