

## GOVERNING FOR SUSTAINABLE OUTCOMES

**Our Sustainability Governance Framework is led by the Board and driven by management who are accountable for advancing sustainability in our business. The governance structure includes embedding sustainability priorities in our risk management and operating plans to enable us to clearly define, implement, monitor and review these priorities.**

### BOARD

The Risk and Sustainability Committee (RSC) has oversight of sustainability and climate-related risks and opportunities including:

- Material and emerging risks; and
- Approving Inghams' sustainability roadmap, strategies and policies and reviewing progress against targets and commitments.

The Finance and Audit Committee (FAC) has oversight of compliance against climate- and other sustainability-related financial disclosures. The RSC is consulted in this process.

The People and Remuneration Committee (PRC) is responsible for the inclusion of sustainability KPIs and targets in incentive plans.

The Charters for the RSC, FAC and PRC can be found on the Company website.

### EXECUTIVE LEADERSHIP TEAM (ELT)

The ELT and its committees are responsible for the monitoring and oversight of:

- Alignment of sustainability with Inghams strategic objectives;
- Sustainability strategy, target setting, measuring monitoring and reporting; and
- Continuing investment in our sustainability initiatives.

These functions are delivered through the:

- ELT Risk and Compliance (RAC) Committee (meet quarterly); and
- Capital Committee (meet monthly).

- RAC Charter (internal);
- Annual Operating Plan (internal);
- Annual integrated reporting; and
- Enterprise Risk Management Framework.

### FUNCTIONS & OPERATIONS

General Managers of operations and functions are responsible for implementing the Sustainability Roadmap commitments in their business area. Key responsibilities include:

- Collaborating with suppliers, customers and partners;
- Measuring, monitoring and reporting to improve performance;
- Integrating sustainability performance into key performance indicators (KPIs) and remuneration; and
- Empowering our people to act on sustainability KPIs in their role.

These functions are delivered through:

- Quarterly business unit and function risk committee meetings; and
- Monthly sustainability KPI dashboard.

### SUSTAINABILITY & ENVIRONMENT TEAM

The Sustainability and Environment team sits within the portfolio of the Chief Operations Officer. The team coordinates the development and delivery of the Sustainability Roadmap, in particular:

- Developing strategy for approval;
- Reporting and engagement of both internal and external stakeholders;
- Supporting operations with technical advice; and
- Facilitating external technical guidance and external assurance of annual reporting.

### SITE LEVEL

Site level sustainability teams maintain and follow an Environmental Management Plan (EMP) which is aligned to ISO14001. The EMP includes energy, water and waste targets.

- Site management is responsible for implementation of strategies, policies and commitments; and
- Performance is tracked through monthly site level sustainability team meetings.

Environmental Management Plan aligned to ISO14001.

- Site Planet KPIs reported monthly internally; and
- Annual site Planet KPI targets.

## POLICIES AND FRAMEWORKS

Inghams use internal policies and external frameworks to guide our approach, drive action and manage risks.

### INTERNAL POLICIES

#### Fairness for People & Animals

- Animal Welfare Policy
- Antibiotic Stewardship Policy
- Inclusion Equity & Diversity Policy
- Reconciliation Action Plan
- Anti-bribery and Anti Corruption Policy
- Whistleblower Policy
- Work Health and Safety and Injury Policy
- Supplier Code of Conduct

#### Climate Action & Planetary Health

- 2030 Sustainability Leadership Roadmap Environmental Policy
- #### Protein in Health
- Food Safety and Quality Policy
  - Ingham's Food Safety and Quality Management System
  - HACCP Plans
  - Product Pride: Food Safety and Quality Culture

#### Governance

- Board and Board Committee Charters
- Code of Conduct
- Sustainability Reporting Basis of Preparation FY2024

### EXTERNAL FRAMEWORKS & PARTNERSHIPS

#### Fairness for People & Animals

- RSPCA Approved Farming Scheme (AU)
- SPCA Animal Welfare Certification (NZ)
- Australian Chicken Meat Association
- Poultry Industry Association of New Zealand
- AgriFutures Australia
- Australasian Veterinary Poultry Association
- Australian and New Zealand College of Veterinary Scientists
- Workplace Gender Equality Agency
- Reconciliation Australia (WGEA)
- Modern Slavery Act
- UN Global Principles on Business & Human Rights

#### Climate Action & Planetary Health

- Global Reporting Initiative (GRI)
- The Paris Agreement
- International Sustainability Standards Board (ISSB)
- Australian Sustainability Reporting Standards (ASRS)
- Climate Active
- Toitū net carbonzero certification
- Sustainable Agriculture Initiative

#### Protein in Health

- Health Star Rating System
- Global Food Standards Initiative (GFSI)
- Brand Reputation through Compliance Global Standard (BRCCGS)
- Customer Standards
- Regulatory Requirements
- Animal Welfare Standards