

Sustainability Policy

1. Purpose and Commitment

Select Harvests Limited is committed to leading the agricultural sector in sustainability through integrated practices that protect natural resources, reduce environmental impact, and foster community collaboration. This policy consolidates our approach to biodiversity, circular economy, climate action, environmental stewardship, and water management into a unified framework that supports long-term business resilience and ecological integrity.

2. Values

Select Harvests recognises that by living our values and maintaining a high level of trust and integrity, we all contribute to the long-term success of the business.



3. Scope of Policy

This policy applies to all aspects of Select Harvests operations. It encompasses Select Harvests commitment to environmental sustainability across its entire business model, ensuring that every department and employee adheres to the principles of environmental stewardship, resource efficiency, and biodiversity conservation. By integrating these practices into daily operations, this policy aims to create a resilient and ecologically sustainable business framework that can adapt to evolving environmental challenges and market demands.

4. Policy Objective

The objective of this policy is to articulate Select Harvests commitment to sustainability as a core business principle. We aim to embed sustainability into decision-making, governance, and operational culture across the organisation. This policy provides a framework that guides our intent to:

- Operate in a manner that respects and regenerates natural systems.
- Minimise environmental impact through responsible resource use.
- Foster a safe, inclusive, and values-driven workplace.
- Uphold transparency, accountability, and ethical conduct.
- Contribute positively to the communities and ecosystems in which we operate.

Through this policy, we reaffirm our commitment to making meaningful contributions to sustainable agriculture by doing what we can to support long-term resilience, stakeholder trust, and shared value creation.

5. Strategic Pillars

5.1. Circular Economy

Select Harvests are committed to minimising waste and maximising resource efficiency across our operations. Our intent is to support circularity by:

- Encouraging responsible use and recovery of agricultural inputs.
- Promoting reuse and recycling across our supply chain.
- Supporting innovation in packaging and material design that reduces environmental impact.

5.2. Natural Capital

Select Harvests recognise the intrinsic value of natural systems and commit to protecting and enhancing biodiversity. Our approach is guided by:

- Supporting pollinator health and ecological diversity.
- Promoting responsible water use and stewardship.
- Valuing ecosystem services and integrating nature-positive practices.
- Exploring opportunities to participate in environmental markets and credit schemes.

5.3. Carbon Management

Select Harvests aim to reduce our carbon footprint and build climate resilience. Our commitments include:

- Transitioning toward renewable energy sources and low-emission technologies.
- Supporting initiatives that enhance carbon sequestration and soil health.
- Encouraging innovation and research that advances sustainable farming systems.
- Aligning with national and international climate frameworks.

5.4. Governance

Select Harvests uphold high standards of governance, transparency, and ethical conduct. Our sustainability governance is defined by:

- Clear oversight from the Board and Sustainability Committee.
- Integration of sustainability into corporate reporting and disclosures.
- Use of data and evidence to inform decision-making and track progress.
- Commitment to regulatory compliance and continuous improvement.

5.5. People

Select Harvests value the wellbeing, safety, and contribution of our people. Our intent is to foster a culture that supports:

- Safe and inclusive workplaces that prioritise physical and psychological wellbeing.
- Meaningful engagement with communities and stakeholders.
- Respect for human rights and proactive management of modern slavery risks.
- Ongoing education and awareness to ensure ethical conduct across our operations and supply chains.
- Support community engagement and stakeholder collaboration.


6. Contact Information

This policy was endorsed by the Sustainability Committee and approved by the Board on 30 September and replaces any previous version. It will be reviewed at least every three years, or earlier if required due to changes in legislation, business needs, or other relevant circumstances. Any amendments must be approved by the Board and will be communicated to employees as appropriate.

7. Contact Information

For inquiries regarding this policy, please contact the Select Harvests Sustainability Team at people@selectharvests.com.au.

8. Authorisation and Approval

Document Name	Sustainability Policy
Document Manager	General Manager, People Safety and Sustainability
Document Department	Sustainability
Contact	people@selectharvests.com.au
Approval Authority	David Surveyor – Managing Director & CEO
Approval Signature	
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