



PACKHORSE™

## Packhorse ESG Principles

### 1. Environment

#### 1.1 Protect and enhance animal welfare, biodiversity, soil and water

Effective measures are taken to ensure:

- (a) efficient use of resources including water and energy;
- (b) prevention of pollution of natural resources e.g. nutrient losses to water;
- (c) enhanced soil quality;
- (d) improved biodiversity; and
- (e) good status of animal health,

and where possible, the effectiveness of these measures should be quantified.

#### 1.2 Minimise risk from use of chemicals and atmospheric pollution

In the context of efficient agricultural operations effective measures are taken to ensure:

- (a) management of greenhouse gas emissions to reduce GHG production intensity;
- (b) reduce the use of artificial fertilizers and pesticides; and
- (c) increase carbon capture capacity of farmland,

and where possible, the effectiveness of these measures should be quantified.

## 2. Social

### 2.1 Enhance the safety, skills and job satisfaction of our people and the communities

Effective measures are taken to ensure:

- (a) that the Fundamental Conventions<sup>[1]</sup> of the International Labour Organization are respected;
- (b) health and safety at work, including clear assignment of responsibilities;
- (c) equal opportunities; and
- (d) staff development,

and where possible, the effectiveness of these measures should be quantified.

### 2.2 Promote well-balanced communities

Effective measures are taken to ensure:

- (a) operations protect cultural heritage and the rights of indigenous communities;
- (b) negative impacts on local communities are minimized; and
- (c) local communities are supported and consulted.

### 2.3 Grow healthy and safe products

Effective measures are taken to ensure:

- (a) efficient food safety management systems are implemented; and
- (b) food security.

## 3. Governance

- (a) Think long term and reward the team for behaving as owners including aligning incentives for key employees and operational partners.
- (b) Measure risks and manage them to appropriate levels including:
  - (i) regular review and discussion of key risks; and
  - (ii) develop appropriate metrics.
- (c) Promote open and honest communication with all parties including:
  - (i) prevent corruption / fraud;
  - (ii) manage conflicts of interest; and
  - (iii) transparent and regular communication with investors.