



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^[1] 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.