

MITOLO FAMILY FARMS
**SUSTAINABILITY
PLAN**



GUIDING PRINCIPLES

We are committed to the long-term sustainability of the natural land and water resources we use to produce our crops.

We will reduce our impact on the environment through sustainable practices in farming and packing operations.

We value our people and their communities.

We operate ethically.

We will collaborate with our industry to drive sustainable improvements in our supply chain.



OUR KEY FOCUS AREAS ARE



ENVIRONMENT



OUR PEOPLE



**COMMUNITY, HEALTH
& WELLBEING**

MITOLO FAMILY FARMS APPROACH TO ESG

ENVIRONMENT

1. **Greenhouse gas emissions:** We will understand our emissions baseline by measuring our current greenhouse gas emissions and establish a timeline and target for emissions reduction by 30 June 2023.
2. **Water:** We will establish targets to reduce water inputs per unit of crop produced through improvements in water use efficiency including irrigation techniques by 30 September 2022. We will focus on water savings at our processing facilities through improved treatment and recycling.
3. **Renewable Energy:** We will pursue the adoption of renewable energy sources where commercially practical to do so.
4. **Biodiversity:** We will prioritise the application of organic and biological pest and disease control methods where commercially practical and cost efficient.
5. **Soil Management:** We will maintain the health of our soils through development of best practice technique for Regenerative Agricultural practices for improving Soil Carbon through post crop rotations and soil remediation, with a focus on biological solutions and salinity management.
6. **Waste:** We are focussed on reducing waste from our crops and packaging. We are pursuing strategies to improve use of whole of crop for potatoes and onions and are committed to implementing sustainable packaging for consumers by 2025.
7. **Crop yields:** We will actively invest in agronomic innovations to grow more high-quality product with less inputs, with a focus on varietal selection by region and improved farming techniques.

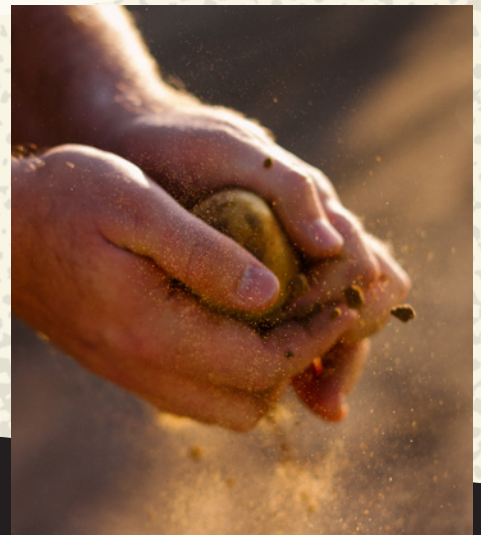


OUR PEOPLE

1. **Inclusive Workplace:** We will create a supportive and inclusive workplace that encourages people to be their best and deliver their best.
2. **Career paths:** We will provide meaningful career paths for all workers who choose to pursue them.
3. **Safe Workplace:** We are committed to providing a safe work environment for all employees, visitors and contractors. Our key pillars are: *Be Safe, Act Safe, Drive Safe, Stay Safe, Home Safe.*

COMMUNITY, HEALTH AND WELLBEING

1. **Community:** We are a major employer in many of the regions in which we operate. We recognise our role in ensuring those communities benefit socially and economically from our presence.
2. **Health and Wellbeing:** We promote the consumption of fresh vegetables as part of a healthy diet and actively educate consumers about the benefits of healthy choices available in our products.
3. **Hunger:** We actively support efforts to reduce hunger in our communities through our significant donations to organisations helping people affected by food insecurity in Australia.
4. **Leadership:** We will use our role as a leader in the fresh produce industry to advocate for improvements in sustainable practices across our supply chain.
5. **Suppliers:** We will only deal with suppliers who operate ethically.



MITOLO
FAMILY FARMS

The Mitolo Group

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