

Our ESG Statement

*Our ESG Statement has been updated to better align with our **five ESG thematic areas** with the findings of our materiality assessment.*

GraceKennedy was founded on the ethos of *We Care*, which is at the heart of who we are as a Company, and how we achieve success. Our *We Care* ethos frames our approach to Environmental, Social, and Governance (ESG) and inspires our commitment to adhere to the highest ethical standards; provide a safe, diverse and respectful workplace; promote responsible products and services; be stewards of the natural environment; and enable inclusive and vibrant communities.



Adhering to the Highest Standards of Integrity

Corporate Governance: We are committed to maintaining a diverse and independent Board of Directors and fostering a balanced, informed, and inclusive decision-making process. We will operate pursuant to an established structure supported by transparent and fair policies and procedures.

Ethics & Compliance: We are committed to upholding the highest standards of integrity underpinned by our core values - *Honesty, Integrity* and *Trust*. We are committed to complying with all applicable laws and regulations and conducting our activities in accordance with our corporate policies and in alignment with international standards.

Responsible Procurement: We are committed to working with our suppliers and third parties who work on our behalf, to ensure that ESG risks and opportunities are considered.



Providing a Safe, Diverse & Respectful Workplace

Health, Safety & Wellbeing: We are committed to providing a work environment that inspires our team to grow and perform in a safe, healthy, and flexible way.

Labour Practices & Human Rights: We are committed to promoting freedom of association, eliminating workplace harassment and violence, and providing competitive compensation. We oppose the use of child labour, forced or compulsory labour, human trafficking, and all forms of modern slavery. We support and respect the protection of internationally proclaimed human rights, which includes the Universal Declaration of Human Rights and the core standards set out by the International Labour Organization.

Diversity, Equity & Inclusion: We are committed to ensuring we treat people with fairness and dignity, and reject all forms of discrimination based on race, colour, gender, sexual orientation, age, religion, ethnicity, national or social origin, property, political, disability or any other basis.



Promoting Responsible Products & Services

Privacy & Data Security: We are committed to safeguarding the privacy and personal data of all stakeholders, including our team, customers, business partners, shareholders, and other members of the communities we serve.

Consumer Financial Protection: We are committed to ensuring the fair and responsible treatment of our customers in all financial transactions and interactions, and adhering to applicable laws, regulations, and industry standards to protect consumer rights and promote financial well-being.

Product Quality & Safety: We are committed to delivering products of the highest quality, and will adhere to all relevant regulations and industry standards to ensure our customers' safety and well-being. We will invest in products and services that provide healthier, more sustainable options for our customers.

Responsible Marketing: We are committed to the responsible marketing of our products and services, respecting different cultures, demographics and geographies. We build our brand and position ourselves as market leaders through honest and fair business practices, and by operating with the highest level of integrity.



Being Environmental Stewards

Packaging Materials and Waste Management: We are committed to minimising the environmental impact of our packaging materials and optimising waste management practices for our operations, products, and services.

Climate Change and Decarbonization: We are committed to reducing our greenhouse gas impact, promoting the use of cleaner energy, and addressing climate risks and opportunities in alignment with the Taskforce on Climate-related Financial Disclosure (TCFD) recommendations.

Biodiversity: We are committed to ensuring ecosystem health and biodiversity is protected across our entire value chain.



Enabling Inclusive and Vibrant Communities

Community Investment: We are committed to supporting causes that create positive environmental and social contributions in the communities where we live and work.

Socio-Economic Impact: We are committed to driving economic prosperity through the direct and indirect benefits of our activities, including job creation, supplier payments, responsible taxes, and shareholder returns.

Stakeholder Relations: We are committed to proactively engaging and advocating on issues of public interest relevant to our stakeholders to help build trust and mutual understanding.