

ESG Snapshot 2022

Feeding the world with a system that **lasts forever**



Who we are



Hewitt is a leading global food producer with a fully integrated supply chain and ecosystem spanning livestock production through to branded retail-ready products.

Created from three outstanding separate businesses, we nurture a world leading certified organic supply chain, providing 400 tonnes of protein per week across the globe.



Our ESG strategy

As part of Hewitt's business strategy, we have identified ESG focus areas that are critical to our future success. Our ESG priorities are embedded in Hewitt's Vision and Mission, and we're investing across our company to excel in these areas.

Vision



To be the world's most sustainable meat producer

Mission



Creating sustainable foods

Critical success factors act as foundations

People



Empowering people to safely grow our culture and providing opportunities for Hewitt to proudly deliver company-wide outcomes with integrity.

Environment



Industry-leading sustainable outcomes through innovation, integrity, and responsible practices. Aiming to deliver environment positive products and services.

Product



Highest quality products, most efficient systems, and a culture of continual improvement through innovation. Delivering authentic, well credentialed products.

Performance



Leading industry in commercial outcomes for domestic and international markets. Prioritising efficiency in all business practices, to grow business responsibly.

Our nine ESG focus areas are supported by good Governance



We are in the process of baselining our performance, and designing an ESG measurement and reporting framework. This baseline data will allow us to establish KPIs against which we will measure our progress and set targets for improvement.

Our key stakeholders

We are committed to creating long term value for our key stakeholders. We will engage directly with these stakeholders as part of future ESG materiality assessments to ensure a holistic approach to our ESG agenda.

Impacted Stakeholders

Employees

Customers and End-Consumers

Suppliers

Communities

Investors

Government and Industry Associations

Our ESG ambitions

We are investing in ESG-related initiatives across all areas of our business. These are embedded in Hewitt's business strategy and operations, and are critical to our performance.

Develop an approach to **managing our climate related-risks and opportunities** in **2023** with reference to the Task Force on Climate-Related Financial Disclosures (TCFD) framework

70% overall reduction in plastic in our domestic and retail products by **2023**

Develop an **environmental management strategy** for Hewitt properties in **2023**

Set and disclose our Scope 1, 2 and 3 **GHG emissions reduction targets** by **2024**

Develop and implement our **emissions reduction portfolio of projects** starting from **2024**

70% of packaging to come from recycled or **FSC sourced** by **2025**

2023

Publish first **modern slavery statement**

From 2023, all **critical risk controls** will be **reported quarterly** to the board

Undertake a **modern slavery review and audit process** across critical components within our supply chain in **2023**

2024

Expand modern slavery review and audit process to **material tier 1 and 2 suppliers** from **2024**

By **2024**, we will engage an external provider to provide a **bespoke health and wellbeing program** for our employees

2025

Implement **third-party audit and certification regime** for critical suppliers from **2025**

Identify and implement **employer of choice initiatives** across our organisation by 2025



People



We are dedicated to continuous improvement in safety and culture across our business. Fostering positive employee engagement and culture is important to us and to Hewitt's success. We aim to achieve a safety status beyond zero harm and become the employer of choice with integrity. Our focus on wellbeing and vitality extends beyond Hewitt's operations to the communities we encounter and we strive to positively influence society more broadly.

2022 | Key highlights



Adopted best in class safety initiatives and systems. We have seen a strong reduction in LTIs across all departments in the last three years, with two departments recording 365 LTI free days in 2021 and 2022.



Undertook new employee engagement initiatives to retain and attract talent. We invested heavily in training and development, and expanded our staff engagement initiatives, recognition of staff anniversaries, and dedicated social events. We have also implemented organisation-wide policies and initiatives that embed social fairness principles throughout our supply chain.



Partnered with Royal Flying Doctor Service in a five year sponsorship, and the Clontarf and Stars Foundation in a three year partnership to give back to the communities in the regions and areas in which we operate.

2023+ | Key initiatives



Reinforce our safety culture for all our people by extending safety KPIs and reporting in a new WHS management system. We will also develop a safety program structure that includes a regular policy review, minimum training requirements, risks assessments and annual audit programs.



Continuing to invest in our people by partnering with an external health provider to create a bespoke employee health and wellbeing program, to provide support in overcoming the unique challenges of working and living in rural Australia.



Investing in opportunities for improvement, by measuring and tracking our gender pay gap across the organisation, and continuing to understand diversity, access and inclusion barriers and opportunities for all our people.



\$1,170
per employee
in training and
development



272
average
headcount



25.5
LTIFR
(12 LTI)



61.4%
staff turnover



159
new hires



27
events
sponsored in
2022



Environment



Our focus is to empower people to deliver best outcomes for the land, consumer, and planet by improving practices wherever possible. Coupling our ambitious Australian grazing systems with an ambition to increase capability and function, we are building a foundation of sustainable improvement and encouraging positive practice change and adoption. We aim to improve the future of agricultural production, not only to do less harm, but to do more good.

2022 | Key highlights



We commenced one of the largest sustainability projects in Australia, co-funded with Meat and Livestock Australia. This three-year research project will help us develop and implement strategies to achieve environmental objectives across emissions reduction, biodiversity and regenerative agriculture.



We began drought resilience demonstration projects and conducted a series of extension projects to capture water runoff, diverting water to grazing paddocks and prevent erosion on our dryland farming pastures.



Signed a research contract to investigate opportunities for carbon sequestration projects on our properties and progressed our work towards net zero operations. To date, we have baselined our Scope 1, 2 and 3 GHG emissions, and are currently in the process of obtaining the Climate Active certification.

2023+ | Key initiatives



Finalise our first environmental management plan (EMP) for Hewitt properties. Our EMP will cover:

- Livestock grazing
- Fire prevention
- Ground-based monitoring
- Remote-sensing of environmental conditions



Set and disclose our Scope 1, 2 and 3 GHG emissions, including emissions reduction targets and pathways. As part of this disclosure, we also plan on identifying carbon insetting opportunities to reduce the need for offsets and create a platform to monitor emissions performance.



Implement our office waste reduction initiative, as well as continue to collaborate with our business partners to reduce waste in our supply chain, including investment in R&D to extend the shelf life of products through improved packaging solutions.



170,380
total scope 1 & 2 emissions (CO2e)



\$1,989,000
invested in water infrastructure



\$1,171,000
invested in solar infrastructure



4,000,000
liters water saved



6%
reduction in Scope 1 emissions (2019 to 2021)



7
homesteads converted to solar



At Hewitt, we pride ourselves on our authentic and high-quality products and are driven to maximise responsible operations. Our business is built on the core value of animal health and wellbeing, and a deep care for animal welfare. Through demonstrated innovation, focus, efficiency and performance, we continually optimise our food safety and biosecurity credentials so our customers and consumers can trust our brand and our products.

2022 | Key highlights



Mapped our supply chain to better understand trade, transactions, customers, and suppliers that could pose a risk to business continuity.



Achieved LowCO2 business certification by the Carbon Reduction Institute, as well as our first Regenerative Organic Certification for a Hewitt property.



We developed new paper-based packaging for our Cleaver's product range, made from 100% recyclable materials, using less plastic than previous years.

2023+ | Key initiatives



Undertake a modern slavery review and audit process across critical components within our supply chain and introduce third party independent audits for critical suppliers.



Introduce improved packaging to increase the shelf life of our products and further reduce food waste.



Certifying all our properties in line with the Rodale Institute Regenerative Organic Certification program. We are also involved in phase 2 of Leading Harvest in Australia, working to enhance consistency, verification, and assurance of sustainability claims and outcomes in our industry.



0
product recalls over last 3 years



15.5 †
food waste reduction



100%
products hold Australian Food Safety and MSA certifications



100%
stations have Biocheck Biosecurity Plans



Governance



Our rigorous monitoring and governance of our business and operational practices underpins our ESG success. We are committed to demonstrating responsibility through the integration of ethics and professionalism in our business conduct. We don't just meet our legal obligations - we strive to exceed them through how we ensure the protection of our people and the environment we manage. Hewitt prides itself on maintaining effective governance systems to ensure we manage risk and security for the benefit of the business and the communities we operate in.

2022 | Key highlights



We formed the Safety and Sustainability Board Subcommittee which are responsible for ESG outcomes. We also developed our social responsibility policy with reference to the International Labour Organisation (ILO).



Embarked on a Critical Risk Project to identify critical risks across all of our sites.



Completed a cybersecurity audit and recorded zero identified leaks, thefts or losses of data.

2023+ | Key initiatives



Continued investment in enhancing our Critical Risk Project, finalising identification of WHS and critical risks across all sites, and reporting of critical controls to the Board, providing transparency on our critical controls and review process.



Develop a risk management action plan with committed timeframes and KPIs, as well as a register of compliance obligations and certifications.



Implement an Enterprise Resource Planning system.



Performance



As a responsible business, we want to report accurately, transparently, and with integrity. As our ESG reporting progresses, and investments in reliable and trusted data sources mature, we will report with confidence on our Performance metrics.

For now, this section stands as a placeholder. We acknowledge that as one of our internal Critical Success Factors, Performance is not excluded, and is to be included in future iterations as we progress on all our ESG metrics.

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