



Policy statement

Effective waste management is essential to ensuring the health, safety and productivity of Australian agribusiness. As a provider of key inputs to Australian farmers, we are committed to responsibly managing waste produced throughout our value chain.

1. Policy objectives and scope

The objective of this Policy are:

- To express our commitment to continuous improvement of systems and processes that enable Elders to manage waste produced through our business activities
- To ensure compliance with relevant local, state and federal legislation
- Maintain Board and Executive oversight of our waste management activities.

This Policy applies to Elders Limited and each of our subsidiaries. Each relevant Elders company is referred to as Elders in this Policy.

2. Policy content

2.1 On-Site Waste

Elders is committed to reviewing and optimising waste reuse, recycling and management across our value chain. We aim to maintain this commitment by:

- Regularly reviewing and improving processes to minimise waste generation across our operations
- Engaging with the business to lead and support waste management initiatives
- Educating our people through specific training and awareness campaigns
- Working in partnership with external entities to address waste across our value chain
- Collaborating with our people and external partners to monitor and report on the effectiveness of our waste management systems and internal controls.

2.2 Hazardous Waste

Elders aims to ensure safe management of waste with characteristics or properties that make it hazardous or potentially harmful to human health or the environment by:

- Ensuring safe storage, handling and transportation of hazardous waste
- Conducting mandatory training for all employees involved in hazardous waste management, covering identification, handling, storage, and emergency response
- Developing and maintaining an emergency response plan for hazardous waste spills or incidents
- Disposing of hazardous waste that cannot be safely recycled or treated in compliance with local, state, and federal regulations
- Reporting of incidents in compliance with local, state, and federal regulations.

2.3 Packaging Waste

Elders is committed to reducing the amount of waste to landfill produced from the packaging of our own brand products and supporting resource recovery, reuse and recycling. We aim to maintain this commitment by:

- Ensuring our obligations under relevant laws relating to packaging waste are met
- Taking reasonable steps to reduce, recover, reuse and recycle as much packaging waste as reasonably practicable
- Consulting with and involving employees, suppliers, contractors and industry and community organisations on matters relating to packaging waste reduction and recycling
- Providing information, instruction and adequate facilities and equipment (where reasonably practicable) to support employees in packaging waste reduction and recycling
- Supporting local communities and clients through education, providing information and encouraging behavioural changes relating to recycling and resource recovery

- Supporting internal and external initiatives relating to packaging waste reduction and recycling
- Maintaining our membership of the Australian Packaging Covenant Organisation (APCO)
- Publicly reporting progress on packaging waste management in our APCO Annual Report and Action Plan
- Using the Sustainable Packaging Guidelines, which include the following principles, to evaluate all own-brand products and drive improvement:
 - Design for recovery
 - Optimise material efficiency
 - Design to reduce product waste
 - Eliminate hazardous materials
 - Use recycled materials
 - Use renewable materials
 - Design to minimise litter
 - Design for transport efficiency
 - Design for accessibility
 - Provide consumer information on sustainability

3. Roles & Responsibilities

- Everyone at Elders is responsible for adhering to this Policy, delivering on our waste management initiatives and ensuring management of waste is compliant with relevant laws and regulations.
- All waste management initiatives should be built in alignment and/or with reference to this Policy.
- Elders' APCO Committee holds responsibility for maintaining APCO reporting obligations and developing and implementing actions, strategies and policies pertaining to packaging waste management. The Committee will recommend decisions to the Board and Management.

4. Oversight and Reporting

- Elders will report on progress of waste management initiatives across our operations through Elders internal reporting processes and make external disclosure through the annual reporting suite.
- Elders will maintain APCO reporting obligations and disclose performance against packaging waste targets and exposure to risks and opportunities associated with packaging waste through the APCO Annual Report and Action Plan.
- Elders' progress and performance related to waste will be overseen by Elders' Management

Safety and Sustainability Committee and Elders' Board Safety and Sustainability Committee.

5. Policy review

- The Sustainability team is responsible for maintaining this policy through consultation with relevant business units.
- The policy is to be reviewed every two years by the Management and Safety and Sustainability Committee (MSSC).
- The accountable Executive General Managers for this policy are listed below.



1. Document Controls

Version	Date	Description of version & changes	Author	Accountable Executive	Approval	Date
1.0	March 2021	New policy.	Sustainability Team		MSSC	March 2021
2.0	November 2024	Update from Packaging Waste Policy to an overall Waste Policy.	Sustainability Team	Anna Bennet – EGM Strategy Sustainability and Innovation Tom Russo - EGM Network	MSSC	December 2024