

Global Sustainability Policy

Board approved 4 December 2024

At Fonterra we believe:

A sustainable future for our Co-operative is how we will create long-term value for our stakeholders and for future generations. Achieving that sustainable future depends on our environmental, social and economic performance. We must take responsibility for the impacts of our decisions on society and the environment and think for the long term, acting with manaakitanga (the respect we show for others) and kaitiakitanga (how we care for our environment).

By working collaboratively with others (whanaungatanga - how we connect with each other for common strength and purpose), we can deliver change at scale and contribute to safeguarding the future of the environment and communities we operate within.

We are committed to:

- Considering the long-term challenges and transitional changes we face as a global food producer, including but not limited to nature and climate related risks and opportunities.
- Acting and planning today with a long-term view, managing risks and identifying opportunities to deliver sustainable business outcomes.
- Monitoring and respecting international norms of behaviour and adopting these within our global policies and standards.
- Engaging with our stakeholders to assess the importance of sustainability topics and reflect commitments in global policies and standards and key improvement actions in our sustainability plans.
- Conducting an annual review of our performance in relation to key improvement actions and compliance with relevant policies and standards.
- Transparent external reporting of our commitments and progress on sustainability, especially those topics of most interest to stakeholders.
- Taking approaches that are informed by globally recognised leading practice, such as the UN Sustainable Development Goals, the UN Guiding Principles on Business and Human Rights and ISO 26000 Guidance on Social Responsibility.
- Respecting universally recognised human rights and contributing to positive human rights outcomes.
- Working across our value chain, including with our suppliers, to encourage the adoption of practices that align to this and related global policies.

And we expect that:

Our people understand Fonterra's sustainability ambitions and how they apply to them in their roles and the decisions that they make. This includes but is not limited to:

- Contributing to environmental, social, and human rights outcomes as we improve the sustainability of our Co-operative.
- Contributing to positive social impact through the products we deliver, the way we behave and livelihoods that we support.



Miles Hurrell
Chief Executive Officer



Mike Cronin
Managing Director Co-operative Affairs