

Vitaco Operating Policy			
<b>SUBJECT</b>	<b>Sustainability Policy</b>		
<b>AUTHORITY</b>	<b>Chief People &amp; Culture Officer</b>	<b>ISSUE DATE</b>	<b>REVIEW DATE</b>
		<b>November 2023</b>	<b>November 2025</b>

## ‘Empowering Healthier Lives’

### 1 Where we stand

As a company that values our people, our consumers and our planet, and in keeping with our company vision to ‘Empower Healthier Lives’, Vitaco is committed to taking bold action for a healthier environment.

On this journey, we will set ambitious targets and engage our employees, suppliers and customers to implement sustainable environmental practices. Together, we can make a difference through leadership, transparency, re-imagining packaging, improved water and resource usage, optimising transportation, minimising our greenhouse gas emissions and sustainable ethical sourcing.

#### **We Care:**

- Evaluating sustainability of our products, operations and supply chain
- Creating bold targets to reduce impacts we have on the environment
- Membership of Sustainable Business Network (NZ) where the funds go towards projects to create system change across climate, waste and nature

#### **We Act:**

- Engaging employees, customers, suppliers and other industry bodies to continuously improve sustainability across all aspects of our business
- Ensuring our team members have the skills, knowledge and other resources necessary to realise sustainability opportunities
- Reporting any non-compliance issues and implementing corrective actions
- Membership of the Australian Packaging Covenant and compliance with their principles, policies and procedures

#### **We Succeed:**

- Improving our sustainability performance every year
- Communicating results and celebrating success

### 2 Scope and Review

This policy applies to all Vitaco employees at all locations (you/we), and any person who acts on behalf of the company.

## 2.1 Related Policy and Legislation

This policy should be read alongside the following Vitaco Policy/ documents:

- Vitaco Code of Conduct
- Whistleblower Policy
- Ethical Sourcing Policy
- Modern Slavery Acts in Australia and New Zealand

## 3 Policy Provision

Sustainability includes our environmental and our social responsibilities.

We are committed to our environmental responsibilities by:

- conserving natural resources
- minimising waste and pollution
- minimising energy consumption
- reducing our carbon footprint
- utilising efficient renewable energy sources
- taking a preventative approach to environmental hazards
- improving sustainability in packaging and new product development
- engaging in recycling programs
- complying with environmental policy, laws and regulations

We are committed to our social responsibilities by:

- promoting equitable, inclusive and fair employment practices within our company, through our supply chain, and the local communities where we operate
- educating our leaders on the UN Guiding Principles on Business and Human Rights
- pro-actively sourcing from ethically responsible suppliers
- Assessing and reviewing our supply chain to ensure modern slavery risks are identified and suppliers adhere to our code of conduct provisions.

## 4 Guiding Principles

Our Sustainability Policy is guided by the following principles:

1. Responsibility and accountability: We will take responsibility for our actions and will be accountable for the environmental and social impacts of our business activities.
2. Transparency: We will be transparent in our operations and report externally on our sustainability performance annually to allow for easy tracking.
3. Continuous improvement: We are committed to continuously reviewing our practices and procedures to reduce our environmental impact, improve our sustainability performance and promote social responsibility.
4. Collaboration: We will collaborate with stakeholders including employees, customers, communities, suppliers, and regulators to improve sustainability in all aspects of our operations.

5. Education: We will provide education and training to our employees on the importance of sustainable practices and expect them to incorporate sustainable practices into their work.

**Leeza Aldworth**  
Safety & Sustainability Manager

...

**Lucinda Warren**  
Chief People and Culture Officer

...

**Roger Scott**  
Chief Operating Officer

...