AUSTRALIAN EATWELL PTY LTD

ENVIRONMENTAL POLICY

Compliant with SEDEX / SMETA (4-Pillar) Environmental Requirements (Clause 10B), including Biodiversity and No-Deforestation Commitments

Document owner	Managing Director
Applies to	All employees, contractors, visitors and suppliers at the Australian Eatwell Pty Ltd site
Effective date	20.10.2026
Next review date	20.10.2027 (reviewed at least annually or after significant operational change)

1. Purpose

Australian Eatwell Pty Ltd (AEW) is a plant-based food manufacturer based in regional Victoria, Australia. This policy sets out AEW's commitment to responsible environmental management across its operations, in line with applicable local, state and national environmental laws and regulations, and with the environmental requirements of the Sedex Members Ethical Trade Audit (SMETA) methodology (Clause 10B – Environment).

2. Scope

This policy applies to all AEW employees, contractors, visitors and suppliers at our regional Victorian manufacturing site, and to all activities, products and services under AEW's operational control, including electricity and gas use, water use, raw material and packaging use, waste generation and disposal, and emissions to air, land and water, and covers biodiversity on and around AEW's site and in its supply chain.

3. Policy statement

AEW recognises that its operations have an impact on the environment and is committed to minimising that impact through the effective management of the environmental aspects of its business. AEW commits to the following:

3.1 Legal and regulatory compliance

- Identify, comply with, and keep up to date all applicable local, state/regional and national environmental laws, regulations, licences, permits and agreements relevant to our operations (e.g. the Environment Protection Act 2017 (Vic), the Water Act 1989 (Vic) and our Trade Waste Agreement with our regional water corporation, the National Greenhouse and Energy Reporting Act 2007, and Australian Packaging Covenant obligations).

- Maintain a legal and permit register recording all relevant permits, licences and agreements, their status, renewal dates and evidence location, and make this available for internal review, regulatory inspection and Sedex/SMETA audit.

- Hold, and keep current, all environmental permits, licences and registrations required for our activities, and notify the relevant regulator/authority of any material change to our operations that may affect our obligations.

3.2 Efficient use of resources (energy, water and raw materials)

- Monitor and report electricity, solar/renewable generation, water and LPG/gas use, and track these against intensity baselines and reduction targets (kWh, kL and L per tonne of product).

- Set measurable objectives and targets to improve energy efficiency, increase the share of renewable electricity, and reduce water and raw material use per tonne of product.

- Invest in resource-efficient equipment and practices, including solar generation and battery storage, water-efficient cleaning-in-place (CIP) processes, and equipment maintenance programmes.

3.3 Waste management, emissions and pollution prevention

- Maintain a system for identifying, segregating, storing and disposing of both non-hazardous and hazardous waste safely, and only use licensed, reputable waste and recycling contractors.

- Set targets to reduce general waste to landfill per tonne of product and to increase the recycling rate, and track tonnages against contractor waste transfer records.

- Control and minimise emissions and pollution from our activities, including greenhouse gas emissions, wastewater discharge, air emissions, odour and noise, so as not to cause harm to human health or the environment, consistent with our General Environmental Duty.

- Report and investigate any environmental incident, spill, non-compliance or complaint, implement corrective and preventive actions, and record these in an incident register.

3.4 Hazardous substances

- Store, handle, use and dispose of chemicals and hazardous substances (e.g. cleaning chemicals, LPG, refrigerants) safely and in accordance with relevant legislation, Safety Data Sheets (SDS) and manufacturer instructions.
- Maintain a current register of hazardous substances held on site, with SDS readily accessible to relevant staff.

3.5 Environmental emergency preparedness

- Maintain an environmental emergency plan covering foreseeable incidents such as chemical spills, LPG leaks, fire, or uncontrolled discharge to sewer, stormwater or land.

3.6 Training, awareness and engagement

- Ensure employees and relevant contractors receive induction and periodic training on environmental responsibilities relevant to their role, including energy and water use, waste segregation, chemical handling and emergency response.
- Encourage employee and contractor participation in identifying environmental risks and opportunities for improvement, and communicate this policy to all interested parties, including suppliers and customers, on request.

3.7 Monitoring, review and continual improvement

- Measure, record and review environmental performance data (energy, water, waste, emissions) at least monthly or quarterly as set out in our internal utilities and waste recording procedures.
- Review this policy, our environmental objectives and targets, and our legal register at least annually, or following any significant change to our operations, legal obligations or environmental performance, to drive continual improvement.
- Complete periodic self-assessment (e.g. the Sedex SAQ) ahead of external Sedex/SMETA audits to verify ongoing compliance with this policy and with applicable legal requirements.

3.8 Biodiversity

AEW recognises that its site, operations and supply chain can affect biodiversity — through land use, vegetation clearing, water use and discharge, and the sourcing of ingredients and packaging materials linked to land-use change. In addition to the no-deforestation commitment in AEW's Energy Conservation Policy, AEW commits to:

- Identify and comply with applicable local, state and national laws and regulations relevant to biodiversity, including the Commonwealth Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act), the Victorian Flora and Fauna Guarantee Act 1988,

Victoria's native vegetation clearing regulations (administered through the local planning scheme), the Environment Protection Act 2017 and Environment Reference Standard, the Catchment and Land Protection Act 1994, the Wildlife Act 1975, and any applicable local council planning scheme overlays (e.g. Vegetation Protection Overlay, Environmental Significance Overlay) or local laws.

- Obtain a planning permit before removing, destroying or lopping any native vegetation on AEW's site, and check for applicable planning scheme overlays and EPBC Act referral requirements before undertaking site works or expansion (including energy or waste infrastructure).
- Retain existing native vegetation on AEW's site wherever practicable, manage stormwater, wastewater and chemical storage so as not to contaminate adjoining waterways, land or habitat, and control pest plants and animals using methods that minimise harm to native wildlife.
- Manage biodiversity risk in the supply chain by applying AEW's no-deforestation commitment to ingredient and packaging inputs linked to land clearing or ecosystem conversion (e.g. soy, palm oil, cocoa, timber-fibre packaging), and preferring certified or verified sustainable sources (e.g. RSPO, FSC/PEFC, Rainforest Alliance) where available.
- Record any biodiversity-related incident (e.g. unauthorised vegetation clearing, contamination affecting a waterway) in AEW's incident register, take corrective action, and review biodiversity risk as part of AEW's broader environmental impact identification process.

4. Roles and responsibilities

Role	Environmental responsibility
Managing Director	Overall accountability for this policy, resourcing, and legal compliance; approves and reviews the policy.
Management	Day-to-day implementation, permit and licence management, incident response, and liaison with regulators (e.g. EPA Victoria, regional water corporation, local council).
Admin Officer	Recording utilities and waste data, maintaining the legal register, and filing evidence (invoices, dockets, certificates).

All employees and contractors	Following environmental procedures relevant to their role, reporting incidents or concerns, and participating in training.

5. Related documents

- Environmental Aspects and Reduction Targets register
- Utilities and waste data recording procedure
- Hazardous substances register and Safety Data Sheets (SDS)
- Energy Conservation Policy and Scheme (no-deforestation commitment)
- Environmental Impact Identification and Management System
- Coles Sustainability Alignment Gap Analysis & Remediation Plan

6. Policy approval

This policy has been reviewed and approved by AEW management and will be communicated to all employees, contractors and relevant interested parties.

Approved by (name):	Nathan Harris
Position:	Managing Director, Australian Eatwell Pty Ltd
Signature:	*Nathan Harris*
Date:	20/10/2026

This policy is publicly available on request and displayed at the AEW site for employee and visitor reference.