



GraceKennedy Limited Policy	
Policy	SUSTAINABILITY POLICY

1. PURPOSE

GraceKennedy's commitment to sustainable and responsible business practices aligns with our *We Care* ethos. This Sustainability Policy (policy) defines the guiding principles and strategic direction that support the following five (5) sustainability pillars:

- (i) Adhering to the Highest Standards of Integrity
- (ii) Providing a Safe, Diverse & Respectful Workplace
- (iii) Promoting Responsible Products and Services
- (iv) Being Environmental Stewards
- (v) Enabling Inclusive and Vibrant Communities

These pillars are integral to GraceKennedy's purpose and vision, ensuring that our success is achieved responsibly, and in alignment with the interests of our Stakeholders and the environment.

2. DEFINITIONS

"Stakeholders" includes employees, shareholders, directors, partners, customers and "contractors of GraceKennedy.

"Strategic Business Unit" or "SBU" refers to operations within GraceKennedy that are managed and reported on as a distinct unit. It may be a company or a division/department/subset of the company.

"Subsidiary(ies)" refers to an entity which is controlled by GraceKennedy Limited.

3. SCOPE

3.1. This policy shall apply to GraceKennedy Limited and each of its wholly owned Subsidiaries.

3.2. In the event of a conflict between the provisions of this policy and the laws of the country in which GraceKennedy operates, the provisions of the policy will be superseded by the provisions of the law to the extent necessary for compliance with the law.

4. POLICY STATEMENTS

4.1. Adhering to the Highest Standards of Integrity

- (i) We act ethically and responsibly with honesty, integrity and in a manner consistent with the legitimate interests and expectations of Stakeholders.
- (ii) We are committed to complying with all applicable laws and regulations and conducting our activities in accordance with our corporate policies and in alignment with international standards.
- (iii) We maintain robust systems to ensure that our suppliers and partners align with our values and ethical principles.
- (iv) Our governance framework includes the policies and procedures that guide our business operations ensuring prudent risk management, accountability, sound decision-making and resilience across GraceKennedy.
- (v) The GraceKennedy Limited Board of Directors provides oversight of the integration of sustainability principles into GraceKennedy's strategy and enterprise risk management framework.

4.2. Providing a Safe, Diverse & Respectful Workplace

- (i) We adhere to applicable labour standards, ensuring fair treatment, respect, and dignity for all employees. We oppose child labour, forced labour, and all forms of discrimination.
- (ii) We adopt best practices relating to business continuity to address, among other things, identifying and mitigating risks and embedding disaster and crisis readiness and resilience into our operations.
- (iii) We maintain safe, healthy, and flexible work environments that promote the well-being of employees.
- (iv) We are committed to treating people fairly and respecting individual differences among our Stakeholders.

4.3. Promoting Responsible Products and Services

We are committed to fair, transparent, and ethical business practices aimed at delivering products and services of the highest quality to customers, contributing to a better global society and greater financial well-being.

4.4. Being Environmental Stewards

We are committed to environmental stewardship and the sustainable management of natural resources and will reduce our environmental footprint by:

- (i) Managing our greenhouse gas emissions and energy use.
- (ii) Promoting waste reduction, recycling, and responsible packaging.
- (iii) Encouraging resource efficiency and sustainable sourcing.
- (iv) Protecting biodiversity and ecosystem health across our operations and value chain.
- (v) Integrating climate considerations into the design and delivery of our products and services, in alignment with international best practices which may be adopted from time to time.

4.5. Enabling Inclusive and Vibrant Communities

Guided by our commitment to the communities we serve, we invest in education, sports, youth development, and other nation-building initiatives, including the provision of scholarships, food assistance and mentorship programmes, ensuring that we contribute to social progress and national development.

4.6 Embedding The Five (5) Sustainability Pillars

All SBUs are responsible for:

- (i) Operationalising sustainability principles within their respective units including strategic planning, budgeting, risk management, procurement, and human resource processes.
- (ii) Ensuring that employees are aware of their roles in supporting the operationalising of the sustainability principles and empowering employees to contribute to and actively participate in initiatives that support the sustainability goals.

4.7 Monitoring & Reporting

GraceKennedy shall establish Key Performance Indicators (KPIs) to monitor the implementation of the five (5) sustainability pillars and report at least annually to its Stakeholders on the performance of these KPIs.

5. REVIEW PERIOD

This policy shall be reviewed at least every five (5) years.