

### Our Purpose

Comvita's purpose is working in harmony with bees and nature in New Zealand, to heal and protect the world. The connection between people, nature and the environment has been integral to the company's thinking since its inception nearly 50 years ago.

### Our Sustainability Stance

Comvita seeks to do business in a way which embraces science and nature, shows respect and care for heritage and our place, and restores balance. Our aspirations, and the commitment Comvita is making to safeguard our environment for the future, are articulated through the Māori world view of *Kaitiakitanga* (Guardianship or Protection). This philosophy of environmental stewardship underpins all Comvita business and decision-making, including:

- a) The quality and efficacy of its products
- b) The health, safety, and wellbeing of Comvita people - embracing diversity and offering equal opportunities within the workplace
- c) The way Comvita does business - protecting and healing the environment for future generations to come - and advocating for a future where people and bees can thrive together.
- d) A commitment to positive outcomes for people and nature.

### Our Over-Arching Sustainability Leadership & Strategy

We are committed to:

- Setting ambitious climate action targets that not only reduce our own environmental impact but inspire others toward a zero-carbon economy.
- Doing our part to protect and restore nature to positively impact on Aotearoa, New Zealand's ecosystems.
- Providing a balanced perspective of our non-financial and environmental performance within our corporate reporting disclosures.
- Considering key Comvita stakeholder material issues and priorities in the design and implementation of our environmental and corporate strategies.
- Setting clear ethical behavioural expectations for all our suppliers and partners within our supply chain, to collectively drive change and improvement.
- Investing 1% of EBITDA in community partnerships and initiatives in support of better outcomes for bees, our communities, and our planet.
- Supporting the protection and welfare of bees by actively leading development of industry bee welfare standards and legislation where bees are protected.
- Encouraging our loyal customers around the world to develop bee friendly areas at their home, in their workplace and in communal spaces.

### Our Environmental Protection Commitments

- a) Measure, disclose and reduce the environmental footprint of Comvita's operations across its value chain. Where necessary invest in dedicated resource and expertise to support delivery and assurance against international standards and best practice.
- b) Comply with all regulations and laws governing the environment and look for ways to improve and exceed beyond these regulations.
- c) Continuously review and monitor the organisations environmental impacts and risks with the intent to adopt new and improved business practices where necessary in order to reduce or remove negative environmental impacts (ie; pollution, waste, contamination).
- d) Reduce, reuse or use more sustainable materials where possible, and progressively improve circularity of Comvita products, ensuring all Comvita products and packaging are recyclable by 2025 (wherever possible).
- e) When designing or redesigning our products or packaging, consciously remove or minimise any negative impacts on the environment.

- f) Commit to prioritising environmental considerations and impacts in day-to-day operational decisions, actively seeking out ways to progressively reduce our environmental impact and enhance the environments we operate within.
- g) Commit to environmental considerations in the design and construction of major capital & investment projects, including site development and improvement.
- h) Include environmental and ethical considerations in all procurement and commercial investment decisions including acquisitions and partnerships.
- i) Conserve and reduce the use of natural resources in our operational activities and aim to remove negatively impacting waste streams and operational outputs.
- j) Seek ways to protect and enhance biodiversity within our Mānuka Forests in Aotearoa, New Zealand.
- k) Positively influence environmental actions at local, industry, national and international level through communication, collaboration and partnerships.
- l) Foster a culture where Comvita whānau are engaged and invested in improving their own personal and collective environmental sustainability practice by:
  - i. Delivering environmental education and training to build knowledge and awareness
  - ii. Encouraging environmentally conscious methods of transport when commuting to work
  - iii. Supporting actions to reduce their own carbon footprint – aspiring for households of Comvita’s global team to all be Carbon Neutral.
- m) Ultimately achieve the organisation’s stated aspiration to be Carbon Neutral by 2025 and Carbon Positive by 2030.

### Environmental Protection Targets

The Comvita Board sets and reviews Comvita’s sustainability objectives each year. These objectives are designed to provide transparency around delivery against the intentions of this policy, and include by way of example:

- GHG (Carbon) measurements, science-based targets and reporting (Scope 1, Scope 2 and Scope 3)
- Sustainable energy use and production
- Waste management and reduction
- Water conservation
- Packaging recyclability and circularity
- Native forest regeneration and biodiversity improvements in Aotearoa, New Zealand

Objectives are recommended to the Safety & Performance Committee each year by Management, for Board approval. The Committee annually reviews Comvita’s progress towards achieving them.

### Implementation and Review

This Policy was approved by the Comvita Board on 19<sup>th</sup> October 2021 and is reviewed annually. Implementation will be led by the Chief Executive Officer and the Chief Purpose and Transformation Officer.

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1. For purposes of this policy, the following definitions apply:

**Environment** relates to ecosystems and their constituent parts, including people and communities, all natural and physical resources; and all relevant social, economic, aesthetic, and cultural conditions which may affect these.

**Sustainability** integrates the concern for social, economic and environmental issues, and involves thinking broadly about objectives, considering long-term as well as short-term impact, assessing indirect as well as direct effect, and taking extra care when changes brought about by Comvita might be irreversible.

**Environmental footprint** is the impact of Comvita’s operations across its value chain. It takes into consideration resource use, waste generation and actions with potential impact on physical environmental changes.

**Kaitiakitanga** is the exercise of guardianship, conservation and sustainability within the environment, born from the Māori world views which see a deep relationship between humans and nature and in accordance with tikanga Māori (Māori practices and values); this includes the ethic of stewardship.