

Group Biodiversity Policy

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Owner:	Group Sustainability and Market Heads
Approved by:	ESG Committee
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1. Overview

We recognise that biodiversity is a sustainability topic material to our business. As a food and beverage company, our operations are dependent on natural resources such as land and water to grow crops and produce our products. Therefore, our operations may bring about impacts to the ecosystems through such water and land use.

We are committed to protecting biodiversity and promoting sustainable practices to minimise our negative environmental impact, conserve natural resources, and contribute to the well-being of local communities and ecosystems.

This Policy forms an essential and integral element in complementing our Group Zero Deforestation Policy, Group Responsible Procurement Policy, Suppliers Responsibility Principles, Group Climate Change Policy, and Sustainable Farming Guidelines. The commitment in this Policy contributes to the United Nations Sustainable Development Goals (UN SDGs) regarding Goal 13 Climate Action, Goal 14 Life below Water and Goal 15 Life on Land, and makes reference to the TNFD (Taskforce for Nature related Financial Disclosure) framework.

2. Scope

This Policy applies to all our direct operations and our value chains including our agricultural and nature-based raw materials.

3. Principles and Commitments

We strive to achieve the following while taking into consideration the stage of development of our business and value chain, capability and resourcing, and the availabilities of sustainable options in the markets:

- Compliant with all biodiversity-related laws and regulations wherever we and our value chain operate
- Conduct nature-related dependency and biodiversity impact assessment for our existing and planned operational sites and our key commodity suppliers
- Minimise the adverse impacts of our operations and value chains, including the prohibition of deforestation, avoidance of operation site development in nationally or internationally recognised critical habitats and ecologically sensitive areas
- Work in partnership with farmers and direct suppliers to develop management plans and implement sustainable farming practices
- Support and promote nature conservation through stakeholder engagement and collaboration

- Regularly review our biodiversity, nature-related dependency and impact, and integrate findings into our enterprise risk management process

4. Implementation

Group Sustainability will lead the assessments and work closely with Market Heads and related functions including Group Purchasing, Group Manufacturing & Project Management, Group Product Development, Group Finance, Internal Audit and Risk Management, local operations, and other stakeholders along the value chains as needed to ensure implementation of this policy.

5. Review of the Policy

The ESG Committee will conduct a periodic review of this Policy every three years and whenever deemed necessary.

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