



INTRODUCTION

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; and
- d. A commitment to positive outcomes for people and nature.

Through our Harmony Plan, Comvita has outlined our aspirations and commitments to deliver positive impact for people, bees, and planet, leaving the world in a better place.

PURPOSE

The purpose of this policy is to set out our environmental commitments and expectations to guide our sustainability strategies and activity throughout our value chain and through the evolution and activation of our Harmony Plan.

OUR COMMITMENTS

Comvita is committed to protecting and enhancing the natural environment through the following:

1. **Impact focussed** - Understanding our impacts on the natural environment and the interdependencies, and seeking to minimise the negative impacts and enhance the positive impacts we make. New partners or suppliers will be actively chosen and prioritised based on their commitment to decarbonisation, recyclability, and circularity. Existing partners will be required to provide data and again actively evidence their own carbon and waste reduction activity
2. **Stakeholder driven**– Considering the key environmental aspects and impacts that are important to our stakeholders as part of all business decisions. We will regularly engage with stakeholders to understand their views and consider their interests when making decisions and generally. Our stakeholders include (but are not limited to): shareholders and investors; consumers and customers; employees, suppliers and contractors; local communities including iwi; and the New Zealand apiculture industry.
3. **Climate and nature positive** – Ensuring:
 - a. sustainable resource use, including promoting circularity;
 - b. climate change adaptation and mitigation including decarbonisation;
 - c. support and protection for bees; and



- d. protection and enhancement of ecosystems and biodiversity through native regeneration and supporting activity.
4. **Continuous improvement** - Seeking continuous improvement in our environmental performance, independent verification, and commitments, with ongoing reference to global best practice. Improving our environmental management processes, systems, reporting, and supporting capability to support such improvement.
5. **Results driven** - Setting ambitious environmental objectives, with supporting metrics and the necessary programming and resourcing to achieve such targets. Assessing progress and performance by measuring and reporting progress against these targets.
6. **Holistic decision making** – Ensuring environmental considerations are incorporated with decision making processes for our products, procurement, capital, and investment, and in other strategic and operational decisions.
7. **Structured governance** – Having clear governance structures in place to ensure appropriate oversight, clear accountabilities, and to encourage broad and holistic thinking. Ensuring Comvita has access to the right skills and competencies to meet our commitments and achieve our objectives.
8. **Positive leadership and influence** – Leading, supporting and/or influencing our suppliers, customers, staff, the New Zealand apiculture industry, and other stakeholders, nationally and globally, to improve their own environmental performance.
9. **Legislative compliance** - Conforming to applicable local and international legislative, regulatory, and compliance obligations.

COMMUNICATION

This policy is communicated to all interested parties as well as being made available to the wider community through publication on our website, noticeboards, and intranet.

IMPLEMENTATION AND REVIEW

Approved By: Comvita Board

Approval Date: 27 March 2024

Review Period: Every two years.

Responsibility: Implementation will be led by the Chief Executive Officer and supported by the Chief Purpose and Transformation Officer and the Chief Financial Officer.