



Climate Change and Sustainability Report

MARCH 2021





Contents

Key facts	2
About this report	3
About ANZCO	3
CEO Statement	4
Strategy on a page	7
Reducing our environmental impact	9
Reducing our risks and enhancing our resilience	13
Caring for our people and communities	15
Improving our organisational structures and systems	19
Understanding our people	20
2021 Plan on a page	23
Stakeholder engagement	24
Appendices	27
United Nations Sustainable Development Goals alignment	28
GRI content index	30
Our locations	32

Key Facts about ANZCO

EMPLOYEES

2,800

Annual Salary and Wages
\$130m

80

Export countries

\$1.3b

Annual contribution to New Zealand via salary, wages and supplier payments

\$1.7b Turnover

7 processing sites

- 7 PROCESSING SITES
- 2 MANUFACTURING SITES
- 1 BUTCHER STORE
- 1 CATTLE FEEDLOT

\$700m ASSETS

BIOLOGICAL PROTEINS AND STERILE SERUMS BUSINESS

1

- 5 OFFSHORE MARKETING OFFICES
- 3 JOINT VENTURE COMPANIES
- 1 WAKANUI RESTAURANTS (OVERSEAS)
- 3 ACCREDITED LABS

5th

Largest New Zealand exporter

About this report

About this report

ANZCO Foods' 2020 report, covering the calendar year, is a first for the business and the content has been guided by the Global Reporting Initiative (GRI) Standard Core application levels (page 30) and the United Nations' Sustainable Development Goals that are most relevant to the business (page 28). As ANZCO continues its sustainability journey, the company intends to comply with the GRI standards by 2023.

Board accountability

ANZCO's Board is fully supportive of the company's Climate Change and Sustainability strategy and direction.

About ANZCO

ANZCO Foods has grown rapidly since it was established in 1984, to become a world-class producer of beef and lamb products.

Today, ANZCO Foods is one of New Zealand's largest exporters with a turnover of more than \$1.7b. The company, which employs 3,000 people mainly in regional New Zealand, processes and markets prime New Zealand beef and lamb to more than 80 countries around the world with the main markets being Asia, North America, Europe, and the United Kingdom. ANZCO also creates and designs sophisticated food and healthcare solutions.

In 2017 ANZCO Foods became 100% owned by its majority shareholder - Itoham Yonekyu Holdings - a top 10 global meat company.

ANZCO's supply chain - how we add value

ANZCO Foods' supply chain links rural and urban communities. Our chain starts with New Zealand's world-famous fertile soils, temperate climate and unspoilt landscape, where we procure stock from our world-class farmers who raise and care for animals in the way nature intended. ANZCO has direct oversight of the next steps in the chain, with the processing and packaging of our products. We carefully craft a range of beef and lamb products tailored to the needs of our global customers. These are then transported to our domestic and international retail and food service customers who sell them to the end consumers.



CEO Statement:



Welcome to our first sustainability report

The meat industry plays an important role in New Zealand's economy generating \$9.2b in exports for 2020 with an additional \$2.5b in domestic sales. The industry directly supports around 26,000 jobs mainly in rural New Zealand where we are often the biggest employers.

During COVID-19 the importance of the wider farmer sector to New Zealand's economy became more evident with the sector being an essential service. As New Zealand's second largest export sector and largest manufacturing employer, the industry has a key role in the nation's economic recovery.

The industry's supply chain connects rural and urban New Zealand; from the country's best farmers on our land; through our regional processing and manufacturing sites; using transporters and logistics businesses across the country to get our products to the ports for distribution around New Zealand and the world. The red meat industry significantly benefits and contributes to New Zealand in a range of ways, and as a good corporate citizen ANZCO Foods recognises it has responsibilities to do this in the most sustainable and efficient way possible.

We want to position and align our business with best practice sustainability thinking.

Our three year climate change and sustainability strategy sets us up well to reduce the impact we have on the environment and the impact the environment has on us, while also caring for our people and communities, and establishing the right processes and systems to manage accelerating social and environmental change.

By implementing this strategy, we aim to be a thriving provider of the world's most socially and environmentally responsible red meat products. This is underpinned by a range of actions to monitor, measure and improve our overall environmental performance.

We've already made some good progress in a number of areas but we fully acknowledge we are very early on in our sustainability journey and that it will be one of continuous improvement. A quote by renowned American poet and activist Maya Angelou sums up our approach in this area:

Do the best you can,
until you know better.

Then when you know better,
do better.

CONTINUED

A good example of this is our bio-diversity project at our Wakanui site, where we are working closely with a range of non-government organisations to identify and further protect a number of special or threatened native plants. You can read more on this on page 11.

To help us learn from other businesses ahead of ANZCO in their sustainability journey and to align us with the wider New Zealand approach, ANZCO Foods has joined the Climate Leaders' Coalition and the Sustainable Business Council; and is a founding member of the New Zealand Roundtable for Sustainable Beef.

We are using the Global Reporting Initiative (GRI) standards as this basis of this report but aren't yet in a position to fully report in accordance with these. And, while we recognise the United Nations' Sustainability Development Goals (SDGs) were developed at a country level, we acknowledge that people connect with these so have also reported on how our sustainability programme relates to the spirit of the SDGs.

Our climate change and sustainability approach will be one of continual progress.

We've made a good start and have a long way to go. We look forward to sharing our progress with you in years to come.

Peter Conley
CEO





Strategy on a page

Bringing our consumers nutrition and good health from New Zealand's finest beef and lamb.

To be a thriving provider of the world's most socially and environmentally responsible red meat products.



Provide environmentally sustainable beef and lamb products.

- Reduce emissions
- Protect water bodies
- Improve soil health
- Minimise waste & convert to value where possible
- Increase habitat for native species



Prepare to thrive in a low-carbon economy subject to climate change and scarce natural capital inputs.

- Assess, monitor and address physical risks of climate change
- Assess, monitor and address transition risks of climate change
- Reduce freshwater use, energy consumption, and packaging
- Grow brand value through CC&S leadership



Care for the health and wellbeing of our workers and our communities.

- Protect and improve workers' health, safety and wellbeing
- Embrace and enhance ANZCO's workplace diversity
- Strengthen wellbeing of our communities through our activities



Establish the right structures and systems to manage accelerating environmental and social change.

- Strengthen CC&S governance
- Incorporate CC&S in core business strategies and financial plans
- Ensure CC&S risk processes established and mainstreamed
- Establish CC&S metrics, targets, and monitoring processes
- Verify CC&S risks, opportunities, and performance, and transparently communicated



Reducing our environmental impact

Provide environmentally sustainable beef and lamb products

ANZCO Foods endeavours to support and enhance New Zealand's reputation for environmental stewardship. We recognise the impact ANZCO, and the wider red meat industry has on the environment; and that this impact is coming under increasing focus for consumers, the public, regulators, politicians and investors. We take the responsibility of addressing our impact seriously and have started significant projects to quantify emissions and make improvements across our complex business.

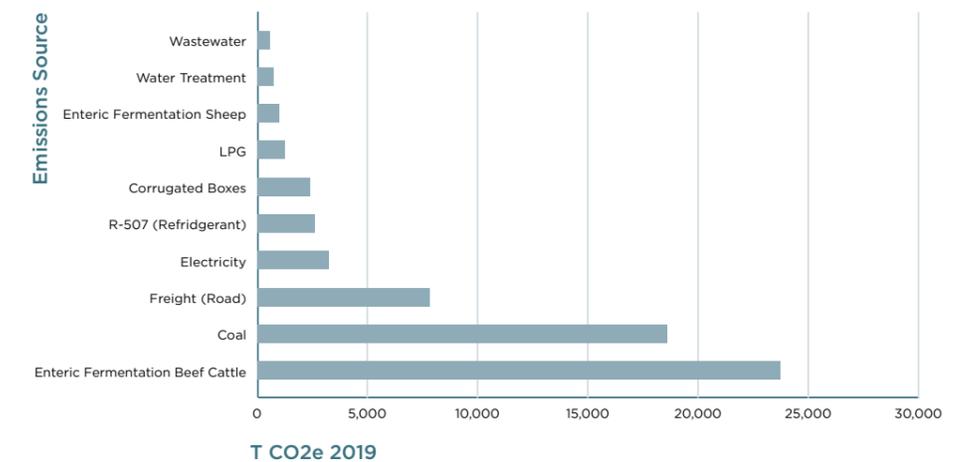
New Zealand has a dynamic environmental and climate-related landscape, fast moving policy, stakeholder expectations and market demand. To remain relevant, ANZCO must align with these changes and act accordingly.

In 2020 ANZCO Foods achieved its first Toitu Carbon Reduce Certification; a significant step in our sustainability journey.

The carbon footprint of ANZCO Foods Canterbury and Five Star Beef for 2019 has been quantified, audited and certified. The measurements for these sites are considered the baseline standard. To achieve certification, ANZCO Foods also developed an emissions reduction plan and started projects to promote positive change. In 2021 this work will be expanded across all ANZCO sites.

To assess, measure and monitor our on-farm impact, ANZCO Foods worked closely with AgriMagic to develop a dashboard to show the environmental status of our farms, covering compliance, environmental stewardship/eco-system impact and gaseous contribution. The inaugural assessment for purely farming was taken across ANZCO's Canterbury farms in 2020. Action plans have been developed as a result of this work.

Canterbury and Wakanui Sites Supply Chain Top Emissions





CONTINUED

Reducing our environmental impact



Biodiversity is central to a thriving eco-system

ANZCO Foods' Wakanui site has a number of rare and threatened plants. We have teamed up with Forest and Bird and the QEII Trust and fenced off 20 acres to ensure these important plants are protected and the conservation groups have easy access to them.

The Wakanui site has the only known remaining grove of kowhai on the Ashburton Plains, estimated to be around 100 years old. Other old kowhai on the Canterbury Plains are rare and single. The kowhai at Wakanui are a source of viable seeds for regeneration projects.

The site is also home to the threatened *craspedia wakanui*. ANZCO is working with local conservation groups to protect the existing examples and gather seeds to propagate more. The conservation team is also interested in two other native plants - a New Zealand flax and a bidibidi - not previously reported on Ashburton Plains before.



PLANNED FOR 2021

- Expand the Toitu and AgriMagic work across all ANZCO sites
- Implement emissions reductions projects across the Canterbury sites to reduce our impact:
 - Trial Mootral at Five Star Beef with the goal of reducing total emissions. (Mootral is a feed supplement that reduces methane emissions from cattle by 30%.)
 - Upgrade ANZCO Foods Canterbury's ammonia refrigeration system
 - Start implementing high temperature heat pump technology to reduce energy demand and use, and to optimise performance.
- Continue working with conservation groups to protect rare and threatened species at our sites



Reducing our risks and enhancing our resilience

Prepare to thrive in a low-carbon economy subject to climate change and scarce natural resources

The world we live in is continually evolving. To sustain its business, ANZCO Foods must continue to adapt and embrace change. For climate change and sustainability, we must go beyond addressing our direct climate impact to understand the risks of climate change on our business and across our supply chain.

During 2020 we developed an impact assessment framework to identify high risk areas across the business and completed this assessment at ANZCO Foods Canterbury. The assessment highlighted areas of risk and levels of understanding. It established a good baseline for the business and these assessments will be carried out at all sites in 2021.

Change for good

ANZCO Foods' processing sites have a focus on improving water use and optimisation. ANZCO Foods Rangitikei has reduced its water use by 40% compared to the previous year with a site-wide focus on identifying where it could change practices and processes. This significant water reduction has had many benefits across the entire site, but specifically decreased pressure on the wastewater processing system.



PLANNED FOR 2021

- Expand the impact assessment across all ANZCO sites
- Form a collaborative working group across industry to support achieving He Waka Eke Noa emissions reporting objectives
- Full product traceability
- Sustainable packaging (organisation wide)
- Extending PVDC-free packaging



Caring for our people and communities

Care for the health and wellbeing of our workers and communities

With around 3,000 employees during our peak season, ANZCO Foods wants to provide a positive workplace culture where workers are valued for who they are and where health, safety and wellbeing is integrated into our operations. And because most of our employees are based in rural communities across New Zealand, we also recognise we have responsibilities in these communities.

ANZCO Foods' goal is to be a great, safe place to work. We have made significant improvements in our health and safety programmes and reporting. This is backed by a strong, proactive injury rehabilitation programme.

In 2020 ANZCO Foods achieved improvements in all its key health and safety metrics compared to the previous year.



TRR is an industry standard KPI also called Total Recordable Injury Frequency Rate (TRIFR).

The calculation uses Lost Time Injuries, Medical Treatment Injuries and Total Hours Worked for a 12 month rolling period - with a multiplier of 200,000.

The calculation results in an estimation, based on the previous 12 months data, of likely injuries per 200,000 hours worked.

LOST TIME INJURY

18.3%

A Lost Time Injury is an injury that results in lost time, as a result of the injury, after the day of injury.

Positive Safety Observations

120%

This measure records all Near Miss and Safety Observations as a pure count of reports.



Caring for our people and communities

Health and safety work in 2020 included:

- Completing the roll out of the Bladestop bandsaw technology to all sites. Bladestop uses two safety systems to detect when someone's fingers come near the blade of the bandsaw and it's designed to stop the blade within 0.0009/sec. Since the introduction of Bladestop, ANZCO hasn't had any injuries in this area.
- Assessments at all ANZCO Foods' sites by the Technical Engineering Group (TEG). TEG completes machinery assessment to meet the AS/NZS 4024 Standard.
- Implementing a group-wide safety management system that features all health and safety processes, a group audit programme to assess the key aspects of the system, and review the implementation of the processes at each site.
- Implementing consistent pre-qualification assessments for contractors on our health and safety processes, training, registrations and safety performance.
- Introducing a consistent online contractor induction featuring group requirements and site specific information.
- Standardising group eye and hearing protection with eye protection worn in operational areas at all times and replacing ear plugs with full earmuffs.

We know that diversity in the workforce enhances business performance. ANZCO is supporting its teams and developing a strong culture to support our values and our growth. We aim to embrace and enhance diversity within our workforce and have a range of activities planned for 2021.

When the going gets tough

As an essential service during the nation's COVID-19 lockdown, ANZCO Foods had to quickly devise and introduce new procedures and protocols to keep our people safe. We all had to adapt to new ways of working - at the sites with social distancing and new stringent procedures and with most office-based staff having to work remotely. We're incredibly proud of the positive response from everyone to these challenges which meant we were able to keep the business running relatively smoothly.



Community contribution

As a significant employer in New Zealand's regions, ANZCO Foods seeks to make a positive contribution to the communities where our sites are located. Our sponsorship and donations programme ranges from providing an ambulance to St John to supporting local dog trials. Our programme mainly focuses on rural communities.

After the mosque shootings in 2019 ANZCO employees, customers and suppliers asked the company to identify a community initiative they all could contribute to. Based on the collective response of our emergency services, ANZCO Foods decided to provide an ambulance to St John. The ambulance and all those who work and travel in it, were blessed at an official ceremony in August 2020. ANZCO has also committed to providing the ambulance's annual running costs.

ANZCO Foods' Helping Make Ends Meat programme was developed following the COVID lockdowns. During the national lockdown, we donated cash to foodbanks in the regions we are located because this was considered the best way to address immediate needs. This led to the development of the Helping Make Ends Meat programme that saw ANZCO donate 10 tonne of mince worth \$100,000 to its communities in last half of 2020. Foodbanks often struggle to get protein so the response has been very positive.





Caring for our people and communities

In 2020 ANZCO Foods' donations to rural schools exceeded \$1m. Our Sponsor a School programme is our way of thanking farmers for choosing ANZCO and showing our support for local rural schools and communities. In less than ten years we have donated more than \$1.1 million to rural schools throughout New Zealand that has been used to provide schools and their students with sports equipment, learning resources, computers, swimming pools, building maintenance and much more.



PLANNED FOR 2021

- H&S Culture Change Programme
- Health & Safety Representative Annual Forum
- Groupwide H&S training programme
- Embrace our diverse workforce with programmes to raise understanding and awareness



Improving our organisational structures and systems

Establish the right structures and systems to manage accelerating environmental and social change

Around the world business leaders are recognising the role and value of structures, policies and processes in providing organisations with resilience in the face of uncertain change, and have set benchmarks like those of the Taskforce on Climate-related Financial Disclosure for organisations, like ANZCO Foods, to test itself against.

We have already taken significant steps to ensure that we reach the standards we expect of ourselves. Continuing to improve our structures, policies and processes will not only make us more resilient to disruptive change, but also makes us the kind of business consumers can continue to have trust in.

In addition, we understand the importance of getting the fundamental building blocks of structures, policies and processes in place, and working together is essential if we are to achieve our sustainability ambitions.

ANZCO Foods already had robust policies in place, so in 2020 it took the opportunity to formalise and strengthen its sustainability strategy and structure. This included appointing new roles, establishing a company-wide sustainability leaders' group, and developing a new three-year company-wide climate change and sustainability strategy, which was endorsed by the ANZCO Board.

To support ANZCO Foods on its sustainability journey, it joined the Climate Leaders' Coalition and the Sustainable Business Council. These organisations provide ANZCO with an opportunity to learn from others and continue its sustainability programme in line with the wider New Zealand approach. ANZCO Foods is also a founding member of the New Zealand Roundtable for Sustainable Beef which has been established to produce the world's most sustainable beef through strategic, collaborative and co-ordinated action spanning the supply chain.

We are members of the New Zealand Farm Assurance Incorporated (NZFAI), the governing body for combined industry assurance standards New Zealand Farm Assurance Programme (NZFAP) and NZFAP+. ANZCO actively supports the uptake and extension of NZFAP across our farmer supplier base. We endorse and recognise these through our direct supply programmes.

PLANNED FOR 2021

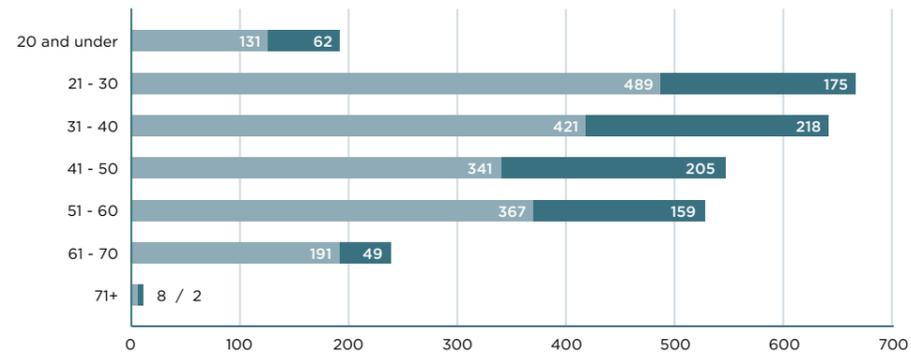
- Sustainable governance training for the ANZCO Board
- Continue to develop the company's sustainability function
- Sustainability training for Executive Leaders and the Sustainability Leaders' Group
- Work towards a Taskforce on Climate-related Financial Disclosure (TCFD) report

Understanding our people

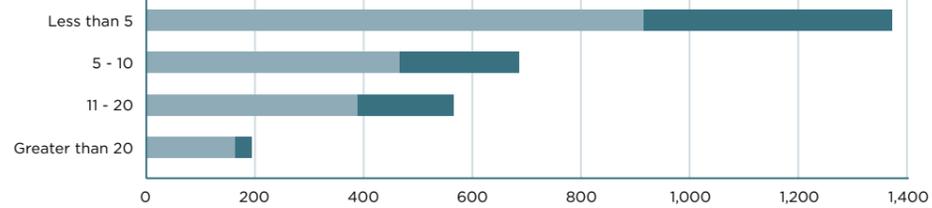
For ANZCO Foods, 2020 has been about capturing data to set benchmarks to report against.

Male ■ Female ■

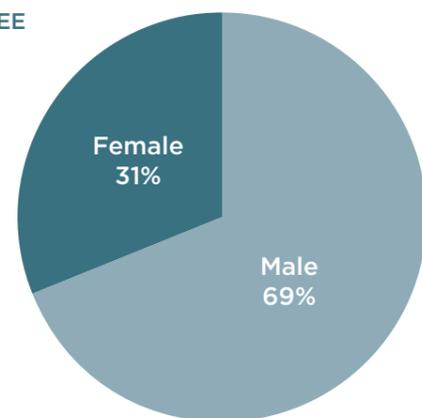
AGE



SERVICE



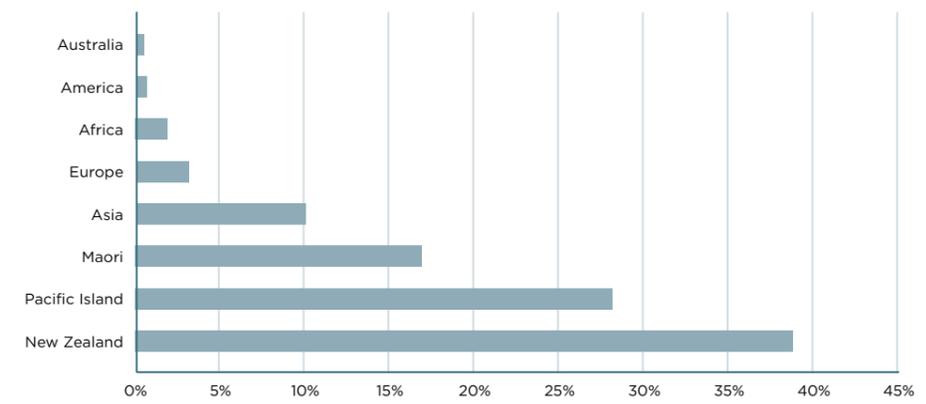
EMPLOYEE GENDER



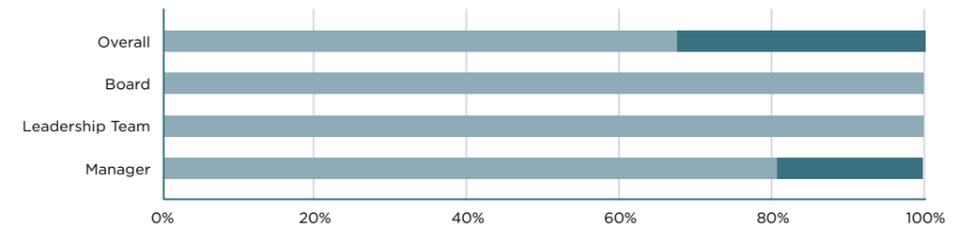
2,818
TOTAL
number of
employees

Male ■ Female ■

ETHNICITY



GENDER DIVERSITY



30%
Internal Appointments
(Salary Employees)

4.8%
TURNOVER
(Salary Employees)



2021

Plan on a page



Reducing our environmental impact

- Expand the Toitu and AgriMagic work across all ANZCO sites
- Implement emissions reductions projects across the Canterbury sites to reduce our impact:
 - Trial Mootral at Five Star Beef with the goal of reducing total emissions. (Mootral is a feed supplement that reduces methane emissions from cattle by 30%.)
 - Upgrade ANZCO Foods Canterbury's ammonia refrigeration system
 - Start implementing high temperature heat pump technology to reduce energy demand and use, to optimise performance.



Reducing our risks and enhancing our resilience

- Expand the impact assessment across all ANZCO sites
- Form a collaborative working group across industry to support the achieving He Waka Eke Noa emissions reporting objectives
- Investigate technology required for implementing full product traceability
- Investigate suppliers to source sustainable packaging options (organisation-wide)
- Extending PVDC-free packaging



Caring for our people and communities

- Introduce a company-wide health and safety culture change programme
- Hold an annual forum for company health and safety representatives
- Further develop a company-wide health and safety training programme
- Embrace our diverse workforce by raising understanding and awareness



Improving our organisational structures and systems

- Sustainable governance training for the ANZCO Board
- Continue to develop the company's sustainability function
- Sustainability training for Executive Leaders and the Sustainability Leaders' Group
- Work towards a Taskforce on Climate-related Financial Disclosure (TCFD) report

Stakeholder engagement

Our key stakeholders include our employees, our farmers, our customers and suppliers, and the communities where we are based. Our sustainability journey will be guided strongly by their requirements. Engaging with each audience enables us to identify any issues as well as what's important to each grouping and this will in turn help us prioritise our activities and resources.

Employees



ANZCO Foods' 3,000 employees are at the heart of our business. We have a number of channels and activities to engage with employees. Most of our employees work in processing and don't have easy access to electronic communications. As a result we continue to identify ways we can engage and communicate with this important group.

Ways we engage

- Regular updates on
 - TV screens in smoko rooms
 - Facebook group
 - Email
 - Intranet
- Face-to-face/meetings
- Performance reviews and objective setting
- Internal conferences
- Day-to-day team interactions
- Annual inductions
- Suggestion box
- Competitions
- Fundraising and volunteering

Key issues discussed

- COVID-19 and keeping people safe while being an essential service
- Health and safety and mental wellbeing
- Keeping yourself safe
- Development and training
- Product quality and quality performance
- Market trends and customer requirements
- People news
- Company news, innovations, and performance
- Community contribution

Farmers



We work closely with our farmer suppliers to ensure we get access to their animals when we need them to meet our customer needs. We also support various programmes to ensure the animals and the environment are being cared for.

Ways we engage

- Farmer meetings
- Monthly email newsletters
- Face-to-face with livestock representatives
- Mailouts

Key issues discussed

- Farm assurance programmes
- Loyalty
- Animal welfare
- Compliance and legislation
- On-farm performance
- Company performance
- Market trends
- Customer requirements
- Quality performance

Customers & Suppliers



ANZCO Foods exports its products to more than 80 countries around the world, supplying retailers and foodservice with New Zealand's premium beef and lamb. Our customers are our connection with the end consumer. We engage with them so we can share the proud New Zealand story behind the products, and to get their feedback on what's important to the end consumers and markets.

We use a range of local, national and international suppliers to maintain our sites, transport animals and our products and ensure the overall smooth running of our business.

Ways we engage

- Face-to-face
- Brand material
- Electronic communications
- Industry events and exhibitions (not during COVID)
- Collaboration on product innovation

Key issues discussed

- COVID-19 and keeping people safe while being product provenance
- Environment
- Packaging
- NZ story
- Product quality
- Efficiency
- Issues

Communities



ANZCO Foods' processing sites are located throughout New Zealand, often in rural communities, where we are one of the biggest employers. We recognise this comes with responsibilities and aim to make a positive contribution in these locations. Improving our sites is one way we do this along with various support, sponsorships and seeking to be a good neighbour.

Ways we engage

- Community meetings
- Media
- Sponsorships/donations
- Salary/wages and supplier payments
- Meetings with local bodies

Key issues discussed

- Community relationships
- Environment
- Company involvement and contribution

Appendices



Appendix United Nations Sustainable Development Goals alignment

ANZCO acknowledges that the United Nations Sustainable Development Goals were developed for implementation at a country level, however we also recognise that people connect with these so, where relevant, we have reported on how our climate change and sustainability activity is in keeping the wider spirit of what the SDGs aim to achieve.

	UN SDG	SDG Target
	3 Good health and wellbeing Ensure healthy lives and promote well-being for all at all ages.	3.4 Reduce premature mortality from non-communicable diseases through prevention and treatment, and promote mental health and well-being.
	8 Decent work and economic growth Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.	8.5 Achieve full and productive employment, and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
	12 Responsible consumption and production Ensure sustainable consumption and production patterns	12.2 Sustainable management and efficient use of natural resources 12.3 Halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses. 12.5 By 2030 substantially reduce waste generation through prevention, reduction, recycling and reuse. 12.6 Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
	15 Life on land Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	15.1 Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands. 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity, and protect and prevent the extinction of threatened species.
	17 Partnerships for the goals Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

How we contribute	Page
<ul style="list-style-type: none"> ANZCO's nutrition rich, safe, and high-quality products are exported to 80 countries around the world. We support and encourage wellbeing with our employees and our suppliers. 	3 15 16 24
<ul style="list-style-type: none"> ANZCO is a significant employer in the rural regions of the country. We strive to build meaning into staff roles and provide development opportunities. We have a comprehensive health and safety management system that covers all our workers and contractors. 	15 16
<ul style="list-style-type: none"> ANZCO has had a focus on doing more with parts of the carcass that would have traditionally gone to rendering or to waste and has developed new food products including stocks, broths and healthcare products. This has created more value from what was already available. We have had a focus on reducing waste and improving our use of resources including water. Sustainability is considered in our wider strategic approach and capex process. We are working towards producing a full GRI report and TDFC report by 2023. 	2 3 13 30
<ul style="list-style-type: none"> ANZCO actively supports the uptake and extension of the industry assurance standards NZFAP and NZFAP+ with the latter also covering bio-security and environmental sustainability. ANZCO is working with conservation groups to protect rare and threatened plants at its Five Star Beef site. We promote and use good animal welfare practices on farm and improve soil health by sustainable farming practices. 	11 19
<ul style="list-style-type: none"> ANZCO has strong relationships across the supply chain, the wider industry and beyond. Our relationships and partnerships enable genuine collaboration in the spirit of SDG 17. In many instances the key focus of these relationships is centered on improving and promoting good sustainability practices. 	17 18 19 24 25

Appendix GRI content index

GRI Standard	Disclosure	Reference	Page
Organisational profile	102-1 Name of organisation	ANZCO Foods Limited	
	102-2 Operations	Our strategy	2, 3
	102-3 Head office	Christchurch, New Zealand	
	102-4 Locations	About ANZCO	3
	102-5 Legal type of entity	Limited liability company	
	102-6 Markets served	Global	2, 3
	102-7 Scale of organisation	About ANZCO	2, 3
	102-8 Workforce	Understanding our people	20, 21
	102-9 Supply chain	About ANZCO	3
Strategy	102-14 MD Statement	CEO Statement	4, 5
Ethics and integrity	102-16 Values, principals, standards	ANZCO Foods' purpose is to bring you nutrition and good health from New Zealand's finest beef and lamb.	
Reporting practice	102-46 Basis of report content	About this report	3
	102-50 Report period	1 January to 31 December 2020	
	102-51 Report date	31 March 2021	
	102-52 Report cycle	Annual	
	102-53 Contact information	sustainability@anzcofoods.com	
	102-54 GRI compliance	About this report	3
	102-55 GRI content index	This page	

GRI Standard	Disclosure	Reference	Page
Economic	201-1 Direct economic value generated and distributed	About ANZCO	2
	204-1 Expenditure on local suppliers	About ANZCO	2
Environmental	305-1 GHG emissions Scope 1	Reducing our environmental impact	9
	305-2 GHG Scope 2	Reducing our environmental impact	9
	305-3 GHG Scope 3	Reducing our environmental impact	9
	302-1 Manufacturing energy and coal consumption	Reducing our environmental impact	9
	303-1 Nitrogen losses	Reducing our environmental impact	9
	303-5 Water consumption	Reducing our risks and enhancing our resilience	13
Social	405-1 Diversity of governance bodies and employees	Understanding our people	20, 21
	401-1 Annual employee turnover	Understanding our people	20, 21
	403-9 Annual injury, severity and fatality rates	Caring for our people	15, 16
	413-1 Operations with local community engagement, impact assessments and development projects	Caring for our people	17, 18, 24, 25
Management approach	103-2 Management approach	About ANZCO CEO Report	3, 4, 5

If you have any feedback or questions on our report please get in touch with one of the team: sustainability@anzcofoods.com



Climate Change and Sustainability Report