

Alaron's priority goals as part of its larger sustainability strategy

Become a low-emissions, carbon neutral business.

- Measure our greenhouse gas emissions and develop an emissions reduction plan, including achieving targets around use of sea freight.
- Use no natural gas in our operations by FY25.

Responsibly manage and reduce all our impacts on water.

- Develop a detailed understanding of all water impacts at our site, reduce these and transition to more sustainable chemicals where possible.
- Engage our ingredients suppliers on their water management practices and work with selected suppliers to improve these.

Be a visible part of our community.

- Select community engagement initiative(s) that aligns with Alaron's purpose and staff values for long term partnership and achieve set targets around scope of community engagement.
- Actively communicate the success and benefits of being a living wage employer.

Ensure we recognise and support all aspects of our peoples' wellbeing.

- Drive greater staff participation in health and wellness initiatives, including a programme on mental wellbeing.
- Incorporate lead indicators into health, safety and wellbeing reporting and achieve targets.
- Review processes that have PPE as primary control and set FY25 target for engineering / automation projects to improve processes to have PPE as secondary or tertiary controls.

Be a leader in circular manufacturing and waste reduction, with a zero-waste culture.

- Measure all materials we send to landfill and recycle, by type and volume.
- Develop waste reduction strategy to enable us to reduce material sent to landfill and volume of soft plastics we use by 20%.
- Review all plastic and packaging used in internal operations and identify hard-to-recycle components.
- Develop and implement plans to phase out at least 50% of hard-to-recycle components by 2026.

Have visibility of our entire supply chain and ethical practices within it.

- 80% of suppliers to have signed our supplier code of conduct by end of FY24 and 100% by end of FY25.
- Engage 20% of ingredient suppliers by FY25 to understand labour practices in their supply chain.
- Map 50% of our ingredients to country (or region) of origin by FY25.