



GROUP ENVIRONMENTAL POLICY

1. PURPOSE AND SCOPE

It is the purpose of this policy document to establish the processes through which the Fair Cape Group shall manage and control the impact which it has on the environment in all its activities. The policy applies to all staff regardless of position or seniority, as well as to all approved and designated sub-contractors engaged by the Organization. It is the intention of Fair Cape Dairies to ensure that through undertaking our business activities, we continually strive to protect the environment and our natural resources in every way possible whilst providing a safe and healthy workplace.

2. RESPONSIBILITY

All employees, contractors and visitors are accountable to behave in a safe and environmentally responsible manner at all times. Additionally, they have a personal responsibility to comply with this policy and to notify management of any non-adherence or questionable issues relating thereto. It is the responsibility of the Fair Cape Group Executive Management to ensure that sufficient resources are available to implement this policy. The Group Environmental Officer and the Chief Executive Officer are responsible for the formulation of an Environmental Policy statement for the company that shall be reviewed annually in the SHE management review meeting.

The prevention of pollution is a company priority. In all situations where there is a risk of causing environmental damage every effort will be made to ensure machinery and operators are able to avoid environmental pollution or when an incident occurs there will be a swift and effective response to minimize the impact of the incident. All Fair Cape staff shall be aware of their responsibilities with respect to the prevention of pollution and will be trained on pollution hazards and general environmental awareness. Management will exercise due diligence in the storage, handling and use of chemicals, fuel, oil, plastics and the storage of dairy products and fruit. Fair Cape Dairies is committed to comply with applicable environmental legal requirements necessary to conduct our activities in a responsible manner.

3. REFERENCES

N/A

4. ABBREVIATIONS AND DEFINITIONS

SHE – Safety Health Environment



5. POLICY

Our Philosophy

Fair Cape is dedicated to doing the right thing when it comes to environmentally sound business practices. We recognise the need to consider our responsibilities with respect to the environment whilst striving to achieve the highest standards of food production to meet the demands of our customers.

Our policy is company-wide, incorporating all operations and stakeholders who are either impacted by the company's activities or who have an impact on the company's activities. We are committed to investing in enhancing our environmental performance with appropriate resources in order to achieve our goals. We strive to continually improve our operational efficiency, and environmental performance through effective planning, sound implementation and the employment of best practice and leveraging advances in technology and innovation.

Our Goals

We are committed to:

- **Performance Management:** We will continually measure and monitor our environmental performance and impacts, including energy, water and raw material consumption, as well as waste generation. We will set reduction targets linked to employee KPI's, and will regularly review environmental performance objectives in order to eliminate or minimise our environmental risk and capitalise on opportunities
- **Legal Compliance:** Our activities should at all times conform to relevant national and international legislation and industry standards. Regular contact should be maintained with all regulatory bodies (e.g. Department of Environmental Affairs) to ensure awareness of any changes to Regulations.
- **Education & Awareness:** We will engage with all our stakeholders, (*our staff, community, customers and suppliers*) to transparently communicate our environmental performance, so that they can make informed decisions on whether to engage with us, and in order to motivate and enable them to reduce their own environmental impact. We will mobilise and empower our employees through targeted and relevant training as we recognise our employees' commitment and active involvement as a critical factor .to a successful environmental sustainability program,
- **Whole Systems Thinking:** We understand natural systems, and as such we will apply whole systems thinking to our farm management systems closing the production loop wherever possible so as to account for the life cycle impacts of our products. We will give consideration to minimising the generation of agricultural wastes arising as a result of farming activities. Where possible such waste should be converted into energy and other reusable resources, alternatively it should be reused and recycled. If that is not possible, waste should be disposed of in a responsible and traceable manner.
- **Conservation and environmental enhancement:** We recognise that we have a responsibility for the protection and, where possible, conservation of and even enhancement of biodiversity and wildlife habitats and natural systems. As such, we aim to manage our farmland in a manner that is sustainable and that favours the well-being of contributors.

Melt Loubser
Chief Executive Officer