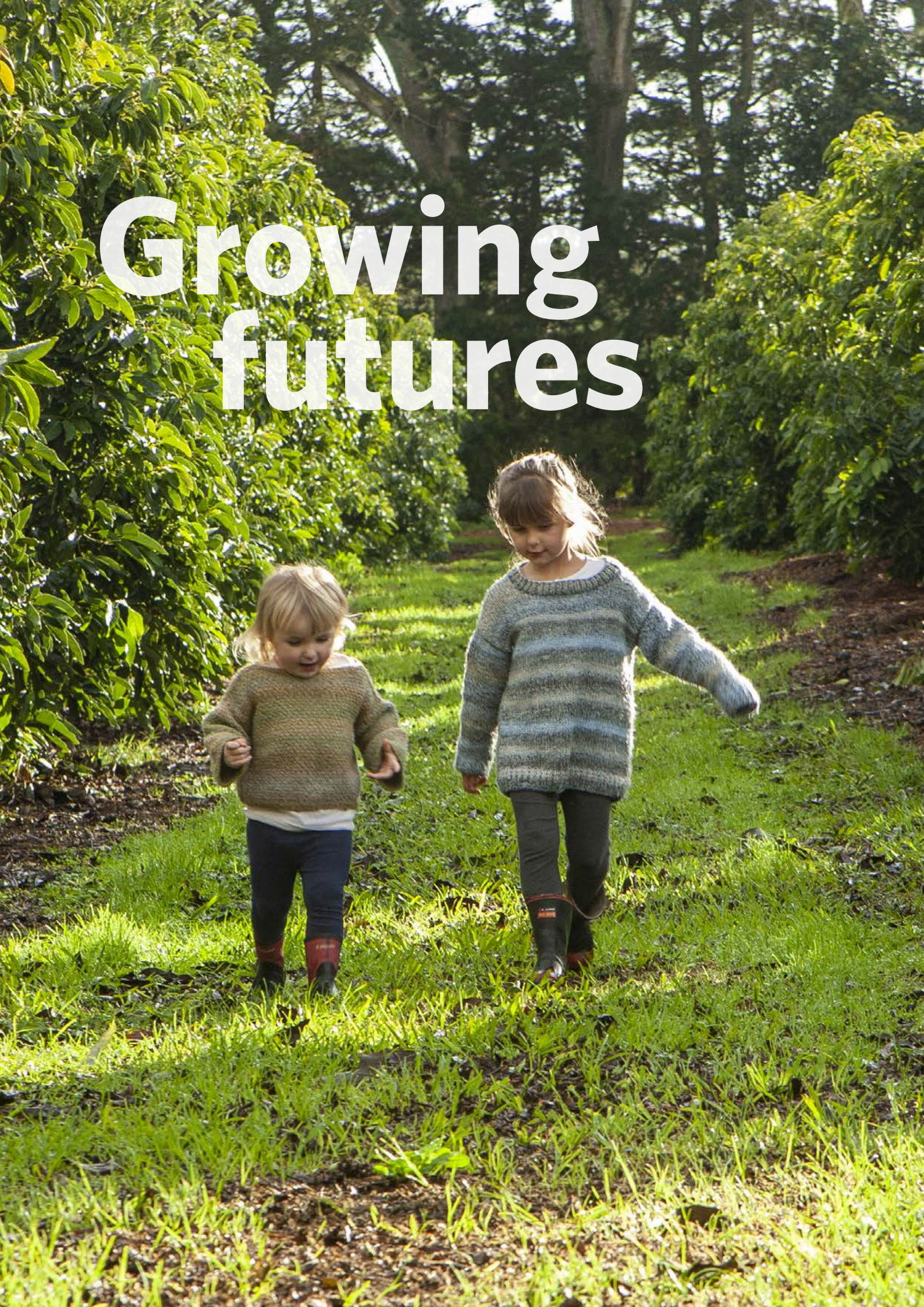
Seeka
SELECT EXCELLENCE

SUSTAINABILITY REPORT

JUNE 2022



Growing futures

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This integrated report links to videos and other information stored on the internet. Click on the QR codes or scan with your smartphone camera to view extra material.


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Welcome to sustainable Seeka

Welcome to Seeka's first comprehensive Sustainability Report where we describe our journey to be a leader in sustainability, as we watch over our environment and with our communities produce and supply the world with safe, high-quality, New Zealand and Australian fruit. Sustainability is central to our business and lies at the heart of our brand value *Growing Futures.*

Seeka's sustainability journey

Seeka is driving to be a sustainable business. The environment, our employees, suppliers and customers are critical to our success, and we are committed to long-term sustainable production and meaningful employment.

Seeka aims to be net zero carbon by 2050, an employer of choice, provide excellent service to our clients and support the wellbeing of our communities.

We have 30 years' experience in orcharding and post harvest services, and follow strict standards as we supply the world with safe and healthy fresh fruit. Our industry-leading regenerative land management practices are reducing artificial inputs and improving soil and plant health, and our supply chain initiatives are reducing waste and minimising Seeka's environmental footprint.

In 2020, we started assessing the risks and opportunities posed by a changing climate, and how our activities contributed to rising carbon levels. We have gathered information and are promoting change across our business to become a more sustainable company.

Seeka Agile Sustainability Team

The Seeka Agile Sustainability Team (SAST) brings together people from across the company to focus on our processes and identify areas for improvement. SAST mapped Seeka's operations and presented a broad range of projects to improve our environmental and social performance. As these projects evolved, many became more impactful than first anticipated, for example a small-scale cafeteria worm farm evolved into a 100-tonne worm farm handling packhouse organic waste.

Understanding the carbon footprint

The next stage of our journey was to understand our impact on the environment, and we measured our 2019 emissions using the Ministry for the Environment's carbon footprint workbook. Seeka's finance team led the programme and calculated each operation to capture the carbon outputs, with the external specialist Toitū performing a GAP analysis to ensure our calculations were comprehensive and complete.

The team then gathered 2020 and 2021 carbon footprint data, and defined 2019 as the baseline year. The calculations were completed under the internationally recognised standard, *ISO 14064-1: 2018 - Greenhouse gases* and verified by Toitū. Seeka was one of the first companies in New Zealand to adopt and be verified under the 2018 standard, which introduces six categories of carbon emissions as opposed to the three scopes commonly reported. A summary of Seeka's three years of carbon footprint reporting is on page 12.

Oakside site manager Michelle Bennett at Seeka's largest post harvest facility.

Setting environmental targets

Seeka's carbon footprint calculations allowed us to understand our impact on the environment and identify three key areas of emissions. We then considered the best ways to minimise these emissions and develop meaningful, and achievable reduction targets.

We also established broader environmental and social sustainability targets.

Project focused

Our sustainability journey is focussed on achieving results and investing in projects that will make a difference. This includes minimising waste, becoming more energy efficient and learning how regenerative horticulture can benefit orchards. Our teams are applying sustainability in the real world and our projects are reducing our footprint. You can read more about Seeka's carbon reduction initiatives on page 19.

Meaningful employment

Seeka's people and culture team ensures we provide meaningful employment as we develop and upskill employees. Our cadet scheme is growing horticulture careers and creating pathways through internal promotion.

While Seeka operates a seasonal business, we are making more full-time jobs available by creating roles that span orchard and post harvest work.

During harvest, our peak employment period, we support local people into seasonal jobs, and recruit people from the Pacific to work in New Zealand through the Recognised Seasonal Employer (RSE) scheme. You can see more on Seeka's social sustainability on page 27.

Our communities

We operate in prime fruit growing areas, which are often in remote rural communities. We encourage and assist regional development by facilitating orchard development and operation, helping generate returns to landowners, and creating local job opportunities. We also partner with iwi on orchard development and operation.

Our RSE programme supports Pacific Island communities by enabling Pacific people to work in New Zealand when our seasonal demands are high and cannot be met with our local workforce. In return this generates income that the Pacific people can send home. We operate a pastoral care programme that helps Pacific people adjust to New Zealand culture. We recognise that working away from families can be difficult and aim to support them in every way that we can while they are in New Zealand.

Sustainability highlights

Sustainability highlights

Carbon footprint

verification and assurance for 2019, 2020 and 2021 by Toitū Envirocare

Capacity for

446kW

of solar power with systems installed at Seeka Kerikeri, Seeka Australia and Seeka360

Growing the

Māori economy

by supporting Māori growers and developing Māori land

100

tonnes of organic waste able to be diverted to regenerative horticulture; composted at Seeka's worm farm and applied to Seeka orchards

Recovered strings from

150

hectares of SunGold orchards recycled and diverted from landfill

6

hybrid vehicles join Seeka's fleet

Growing the Pacific economy with

781 Pacific

people supported into seasonal employment in 2021 through Seeka's recognised seasonal employer programme

$270k

donated to charity, sports groups and local organisations

CO2e reduction targets

Absolute and intensity-based carbon reduction targets
for categories 1 and 2 starting from 2019 baseline

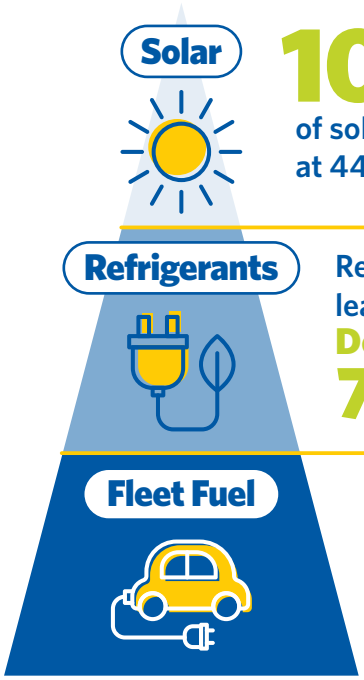
2025 30% Reduction

2030 50% Reduction

2050 Net Zero Carbon

We operate in fast-growing industries and we intend to continue expanding through the planned increase in New Zealand kiwifruit crops and through acquisition. While we are using absolute carbon reduction targets, as an expanding business it is equally important to use intensity-based reduction targets. These will capture efficiency gains as Seeka's business grows.

Initiatives to achieve targets



Solar
1000kW of solar installed by 2025 (already at 446kW). 3000kW by 2030

Refrigerants
Reduction in fugitive emissions leaks based on 2019 levels
Down 50% by 2025 and 75% by 2030

Fleet Fuel
Percentage of total fleet either low or zero emissions vehicles
2025 = 15% & 2030 = 25%

Circular economy and waste diversion from landfill

100% of orchard strings recycled by 2025

100% of organic waste diverted from landfill by 2025

We are Seeka

Seeka is a vertically-integrated fruit handler. We work with landowners to grow healthy, high-value fruit, and care for their produce from orchard to export.

About Seeka Limited

Seeka was founded in 1980 by kiwifruit growers that wanted to care for their crops from the orchard to the market.

Through market-driven performance, we have grown operations to fully service New Zealand's Bay of Plenty, and expanded our geographical reach to Northland, the Coromandel, East Cape and Gisborne, and into Australia.

We are New Zealand's largest kiwifruit grower, and a large fruit handler, with most of our New Zealand kiwifruit exported and marketed by Zespri.

We've extended our service along the value chain, and leveraged our expertise in orcharding and post harvest to become Australia's largest kiwifruit and nashi grower, with Seeka-branded fruit sold year round in NZ and Australian supermarkets.

Seeka is a fast-growing business driven by strong international demand for safe, healthy produce. We're expanding our services and investing in agritech, automation and energy-efficient systems that increase our capacity, diversify our revenue streams, minimise our environmental footprint and deliver efficiency gains across our full orchard-to-market value chain.

Operating high-value fixed assets over a long investment horizon, we have the confidence to invest in new post harvest capacity, including energy-efficient systems.

1900 hectares under Seeka's stewardship in NZ and Australia

$482m assets invested in growing, packing, coolstoring and exporting fruit

Service provider for **899** land owners in NZ and Australia

$320m paid to Seeka supplying growers from annual fruit sales

Employing **760** permanent and **4000** seasonal workers

$84m paid in salary and wages to permanent and seasonal staff

2600 shareholders with a large iwi, grower and employee sharebase

Our geographical footprint

Post harvest facilities

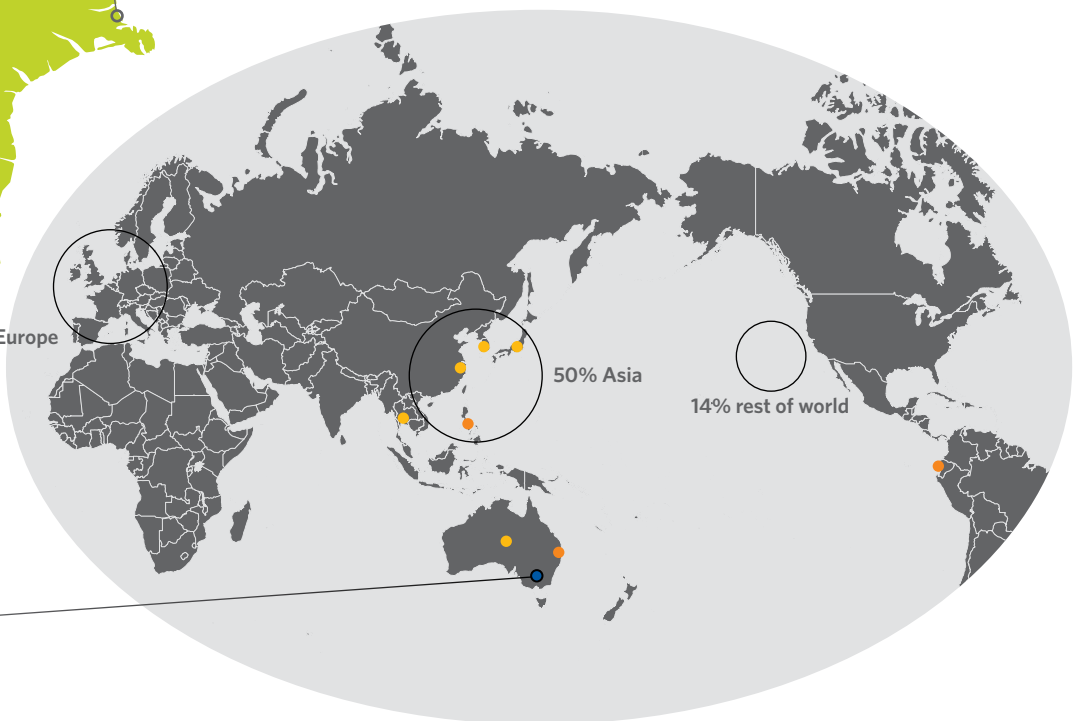
- Seeka Kerikeri
- Seeka Orangewood
- Seeka Peninsula
- Seeka Katikati
- Seeka Aongatete
- Seeka Huka Pak
- Seeka Oakside
- Seeka KKP
- Seeka Transpack
- Seeka OPAC
- Seeka NZ Fruits

SeekaFresh sites

- SeekaFresh Auckland wholesale
- Delicious Nutritious Food Company
- SeekaFresh Christchurch

Main export markets for NZ kiwifruit

50% Asia, 36% Europe, 14% rest of world



- **Seeka Australia**

  Orchards and post harvest
  Shepparton, Victoria

- **SeekaFresh export of NZ fruit**

  Australia, China, Japan, Korea, Thailand

- **Importing tropical fruits**

  Philippines, Ecuador, Australia

Environmental sustainability

Seeka's core business is sensitive to changing climates

Seeka aspires to be a leader on reporting and responding to climate change, and is committed to helping limit global warming to 1.5 degrees. Our longer-term goal is to be net zero carbon by 2050.

Climate change is a threat to our communities and environment, with drought, floods, storms and changing seasons impacting the quantity and quality of the fruit we grow, pack and sell. Seeka is working to build resilience by assessing the risks, adapting our business and improving performance. Since 2019 Seeka has been measuring our carbon footprint and from this data developed initiatives to halve Seeka's category 1 and 2 emissions by 2030, starting from the 2019 baseline.

Seeka's carbon-reduction initiatives target refrigerants, fossil fuels and electricity. Seeka is also working with industry partners to decarbonise the whole fresh produce supply chain through new products and services.

Changing climates bring physical and transitional risks that can lie beyond Seeka's direct control. Seeka has identified these risks and developed strategies to make our business resilient, see the climate change risk and opportunity analysis on page 34.

Reporting framework and initiatives

Seeka's emissions reporting framework uses guidance from the international Task Force on Climate-Related Financial Disclosures (TCFD) and the New Zealand government's External Reporting Board (XRB).

- Measuring and reporting our emissions
- Setting targets and taking actions to reduce our footprint
- Identifying climate-related risks and opportunities
- Making our business more resilient and ready to adapt to changing climates

Category 1 emissions

come directly from Seeka's operations. Our main sources are:

Refrigerants
Leaking from our coolstore equipment

Fossil fuels
Burnt by our transport fleet

Fertilisers
Applied on our long term leased and owned orchards

Category 2 emissions

come indirectly from purchased services. Our main source is:

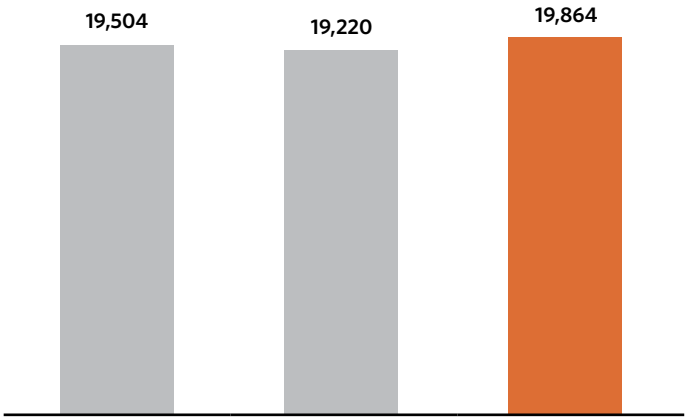
Electricity
Powering our graders, coolstores and lighting

Seeka's absolute carbon footprint

Seeka's carbon footprint was 19,864 tonnes of CO2e in 2021. The footprint was calculated using *ISO 14064-1: 2018 - Greenhouse gases* for 2019, 2020 and 2021 and independently verified by Toitū Envirocare.

Annual CO2e footprint, 2019 to 2021

Absolute carbon footprint in tonnes CO2e



In May 2021, Seeka increased its kiwifruit business by more than 20% when it acquired OPAC, a large business based in Ōpōtiki. The associated growth in operations for the eight-months since May contributed to Seeka increasing its absolute carbon footprint in 2021. A further increase is forecast for 2022 from the full-year operation of OPAC, plus from the acquired Orangewood and NZ Fruits businesses.

Category	2019	2020	2021	Emissions
1	4,051	3,803	3,900	Direct emissions controlled by Seeka
2	3,973	3,696	4,487	Indirect emissions from purchased electricity
3	4,069	4,452	3,987	Indirect transport emissions from Seeka's supply chain
4	7,411	7,269	7,490	Other indirect emissions from Seeka's supply chain
Total	19,504	19,220	19,864	

Categories 1 and 2 are the direct and indirect emissions from Seeka operations. Because Seeka controls these emissions, they are relatively easy to identify and quantify, and are typically the focus of emission reporting and when setting reduction targets. Categories 3 (supply chain transport) and 4 (other supply chain emissions) are controlled by Seeka's supply chain partners. These emissions are more difficult to measure and challenging to reduce.

Seeka has no material category 5 or 6 emissions, which fall beyond the scope of Ministry for the Environment — Manatū Mō Te Taiao guidance. Category 5 relates to the total expected lifetime emissions of the product sold, which is negligible for fresh fruit, and category 6 captures any material emission sources that are not already captured in the former categories.

Carbon sequestration in kiwifruit orchards

A 2011 study of organic kiwifruit orchards in the Bay of Plenty found an annual net sequestration of 2.4 tonnes CO2e per hectare.[1] With Seeka managing 1900 hectares, this equates to 4,560 tonnes of CO2e sequestration per year.

Currently, orchard sequestrations are not recognised by the emissions trading scheme (ETS), and the offset cannot be applied when calculating Seeka's carbon footprint.

We are monitoring work by the agricultural sector on carbon sequestration as they prepare to enter the ETS, and we are evaluating how we can apply similar calculations to horticulture. We are planning to measure and report our sequestration once the industry has established verifiable, science-based calculations.

1. Page, Kelly, Minor and Cameron

Intensity-based performance indicators

Seeka is in a fast-growing industry. While it is important to report our absolute carbon result, as an expanding business it is equally important to report our efficiency gains. To capture performance gains while our business continues to grow, our total emissions are being benchmarked against three intensity-based measures:

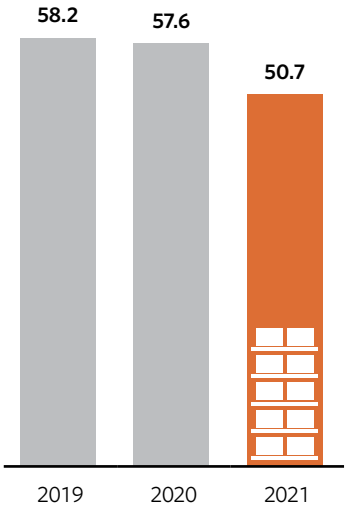
- Revenues generated by Seeka - tonnes CO2e per $1,000,000 revenue
- Fruit handled by Seeka - tonnes CO2e per 100,000 class 1 trays packed
- Time invested to grow, handle and sell crops - tonnes CO2e per permanent employee

All three key performance indicators have trended lower over the three-year period.

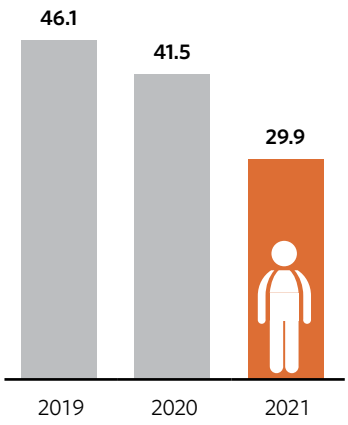
Improvements in these intensity-based indicators demonstrate the early gains secured by Seeka's carbon-reduction initiatives.

Per $1,000,000 revenue
Tonnes CO2e

Per 100,000 class 1 trays packed
Tonnes CO2e



Per permanent employee
Tonnes CO2e



Insights into Seeka's emissions

Trends in Seeka's category 1 emissions

Total category 1 emissions fell 4% since 2019, as Seeka handled a 21% increase in our core kiwifruit post harvest packing service. Coolstore refrigerants and fossil fuels consumed by Seeka's transport fleet and workshops are the main contributors to category 1 emissions.

- By minimising refrigerant leaks and losses, and upgrading to carbon-neutral alternatives, Seeka has decreased the refrigerant footprint of coolstore operations by 38% in two years. The conversion to carbon-neutral refrigerants provides scope to further reduce Seeka's category 1 emissions.
- Organic growth in Seeka operations, along with the 2021 OPAC and Orangewood acquisitions, contributed to a 28% increase in fossil fuel use in two years. The uptake of hybrid and all-electric vehicles provides scope to reduce fossil fuel consumption.
- Seeka has reduced synthetic nitrogen application rates by 41% since 2019, predominantly by switching to naturally-occurring organic nitrogen, and by only replenishing the nitrogen removed via the crop. When sourcing synthetic nitrogen, Seeka factors in the embedded carbon in the procurement process (which is counted as a category 5 emission).

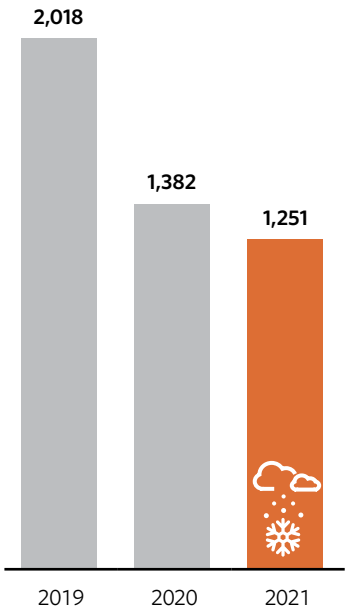
Seeka's main category 1 emissions

Refrigerants
Leaks from coolstore equipment

Fossil fuels
Burnt to power Seeka's transport fleet

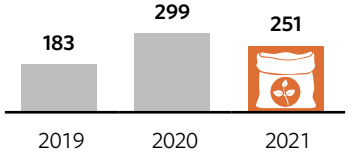
Fertilisers
Applied to Seeka long term leased and owned orchards

Refrigerants
Tonnes CO2e



Fossil fuels
Tonnes CO2e

Fertilisers
Tonnes CO2e



Trends in Seeka's category 2 emissions

Category 2 covers the consumption of electricity, predominately consumed to grade, pack, cool and then store fruit in New Zealand and Australia. Electricity is the universal energy source for Seeka's core business and has increased alongside coolstore volumes.

Total category 2 emissions increased 14% since 2019, as Seeka handled a 21% increase in our core kiwifruit post harvest packing service. This included an 11% contribution to 2021 category 2 emissions from the newly-acquired OPAC business.

The packing and coolstorage of kiwifruit is a significant consumer of electricity. The absolute carbon intensity for this category has increased over time, primarily impacted by the purchase of OPAC and the associated increase in crop volumes handled by Seeka facilities.

Category 2 emissions
Tonnes CO2e

Seeka's main category 2 emissions

Electricity
Powering graders and coolstores
Lighting

Solar panelling at Seeka360 head office. Trialled since 2018, the panels have avoided 14 tonnes of CO2e being produced by conventional electricity generation.

Carbon reduction initiatives

Solar installations

Seeka trialled solar as part of the refurbishment of Seeka 360. Since installation, the panels have generated 131.3 MWh, helping avoid 14 tonnes of CO2e. During normal hours the electricity is supplied to head office, with any excess fed to the national grid.

Our post harvest sites have high electricity demand and large roof spaces, making them a logical opportunity for sustainable gains from solar. Electricity demand, however, typically peaks in the autumn and winter when the generation potential is lower. To overcome this misalignment, we have assessed our post harvest portfolio to identify sites that would deliver the biggest gains.

Seeka Kerikeri (Waipapa Road) is a multi-product site that operates throughout the full year to pack and store kiwifruit, avocado, citrus, and berries. This long operational window, coupled with high sunshine hours and high local network charges, makes Seeka Kerikeri the perfect trial site, and in March 2021, a 236kW system was installed by kiwi-owned SuperPower. By supplying 24% of the site's total electricity demand, the 590 solar panel installation is forecast to reduce our environmental footprint by 36 tonnes of CO2e per year.

Seeka Australia also has a full-year packing schedule of kiwifruit, nashi, pears, plums and jujube dates, and benefits from high sunshine hours. In December 2021 an 80kW solar system was installed at the nashi facility, and an 100kW system at the kiwifruit facility. These new systems are generating around a fifth of each site's energy needs.

Across New Zealand and Australia, Seeka has installed 446kW of solar, and we aim to have 1000kW operating by 2025. By this point, we are targeting to source 30% of our electricity from certified renewables, and by 2030 our target is 50% by which time Seeka will have 3000kW of solar.

While we are a large energy user, our operations do not involve carbon-intense process heat, and Seeka's electricity demand can be fulfilled by the national grid. This means that the carbon intensity of Seeka's electricity is determined by the generation sources for each grid. While New Zealand electricity is predominantly from renewables, it is also supplemented by burning carbon-based fuels. The associated footprint drives our programme to reduce our electricity demand and procure certified renewable energy.

Seeka's Carbon reduction initiatives

Solar installations
Generating power at Seeka sites

LED lighting and sensors
Reducing power demand

Refrigerant phase out
Transitioning to zero-carbon refrigerants

Hybrid and all electric vehicles
Reducing fossil fuel demand

Maximising fruit sales
Supply chain management

Waste reduction
Diverting waste from landfill

Regenerative horticulture
Naturally restoring soil health

LED lighting and sensor upgrades

Electricity, used to power machinery and light facilities, is Seeka's largest source of carbon emissions. We are switching to high-efficiency LED lighting for our post harvest facilities to reduce demand using new fittings developed by Seeka's electromechanical engineer that maximise light output while minimising power input.

The high-efficiency LED fittings use 70% less power than existing lighting to safely illuminate operations. Where practicable, the LEDs are connected to motion sensors to further conserve power.

As the LED fittings are being installed across Seeka's post harvest facilities, the next step on our sustainability journey is to couple the LEDs to daylight sensors. This allows the LEDs to automatically dim according to the brightness of ambient daylight. These self-dimming sensors are especially useful in sheds with transparent roof panels and in our storage canopies where natural daylight is often sufficient for safe operations.

As part of this ongoing journey to minimise lighting power consumption, natural lighting is being factored into the design of new post harvest spaces.

Refrigerant phase-out

From our sustainability initiatives, we realised the potential impact of refrigerant selection. Refrigerants contained by closed systems do not impact Seeka's carbon footprint. When some refrigerants leak, however, they damage the environment and enlarge the footprint, and when involving carbon-intensive refrigerants, a small leak can have a very large impact.

To minimise our footprint, we have incorporated the latest refrigeration technology, including ammonia refrigerants with zero-carbon footprint, when building the new coolstores at Oakside and Transcool.

Seeka's existing coolstore portfolio uses a range of refrigerant gasses with varying degrees of carbon intensity. We are assessing the logistics of updating these systems with environmentally-friendly refrigerants, and while Seeka's long-term aim is to remove potentially-harmful chemicals, the immediate cost is prohibitive.

To reduce the footprints of refrigerants while managing costs, Seeka is creating a detailed coolstore upgrade plan which incorporates the full transition to zero-harm gasses. This long-term plan will be carried out according to the age of each refrigeration system.

While this phase-out occurs, we are also investing in plant maintenance to reduce incidences of gas leaks, along with comprehensive detection systems to minimise gas loss.

New coolstore build at Transcool features zero-carbon ammonia refrigerants.

Transitioning to hybrid and all-electric vehicles

Seeka uses more than 200 vehicles in our operations. We are committed to transitioning this fleet to alternatives, and have purchased six new hybrids in the last year; five in New Zealand and one in Australia.

For support operations, such as the health and safety and laboratory services, the RAV-4 hybrid is a popular mid-sized option. We are purchasing the hybrid vehicles due to the high lease costs charged for hybrids.

As most fleet vehicles operate under three-year leases, this rollover for support service vehicles will continue for several years.

While mid-sized hybrids are an attractive alternative for support operations, Seeka's orchard managers require larger 4WD vehicles able to carry equipment between orchards and cross challenging off road conditions. Currently there is no satisfactory hybrid or electric vehicle option, and while we will continue to scope the market for viable alternatives, we are constrained in our ability to fully shift to alternatives.

Seeka's fleet has been upgraded with six hybrids in the last 12 months; five in New Zealand and one in Australia.

Maximising every fruit

Waste reduction is a key component in minimising Seeka's environmental footprint. As a core activity, we focus on delivering the maximum amount of harvested fruit to the consumer in excellent condition. This involves careful management along the supply chain.

- Seeka's technical team and orchard managers work with landowners to grow sustainable volumes of great tasting, good looking, pest-free fruit.
- Seeka's VLS testing laboratory monitors fruit maturity and provides a clearance testing service for the kiwifruit industry to ensure fruit are harvested at the right time.
- Seeka's SureStore bins protect harvested fruit from the orchard to the packline.
- Soft-handling technology, including automated camera grading, sorts each crop to market requirements.
- Seeka's inventory management systems prioritise coolstore loadouts.
- SeekaFresh works with retailers to match Seeka's supply to market demand, including instore promotions that inform consumers about the seasonal availability of Seeka fruit.

Our core business is fresh fruit supply to the export and domestic markets. This involves strict industry grading standards which ensure consumers enjoy a great eating experience. Harvested fruit not meeting these standards was traditionally treated as waste, and carted from the packhouse for dumping or low-value animal feed.

We have innovated to increase the amount of fruit that can be sold fresh:

- Net bagging of small or odd-shaped kiwifruit and avocado has created retail space for fruit that traditionally was not being retailed in supermarkets (odd bunch programmes).

We have worked for many years to recover value from fruit not suitable for fresh sales, often due to skin imperfections or damage.

In 2021:

- 413 tonnes of unsaleable avocados were pressed to recover 42,000 litres of high-quality avocado oil at SeekaFresh's avocado press.
- 625 tonnes of unsaleable Hayward and SunGold kiwifruit were pulped and processed by Seeka's Delicious Nutritious Food Company (DNFC) into the functional food Kiwi Crush and nutritional treat Kiwi Crushies, which are directly marketed by SeekaFresh.

Co-developed by Seeka, the plastic SureStore bins are stronger, lighter to transport, safer to handle, and easier to clean than conventional wooden fruit bins. Importantly, they also better protect fruit from the orchard to the packhouse. SureStore reduces Seeka's carbon footprint from transport, and cuts waste from fruit damage. SureStore's modular design and re-weldable construction ensures a long life, and when retired the bins are recycled into domestic compost bins.

Waste reduction

As part of our sustainability journey, in 2020 Seeka purchased a commercial-sized worm farm to divert organic waste from landfill. Residual waste from DNFC's Kiwi Crush operations, along with organic waste collected from the packhouse, is fed into Seeka's worm farm, where it is turned into compost before being returned to Seeka orchards as organic plant food.

Each year our worm farm diverts 100 tonnes of organic waste from being carted more than 120 kilometres to landfill. The waste is transported a short distance to the farm where it is turned into 80 tonnes of vermi-compost.

The vermi-compost drops out the bottom of the worm farm in a continuous flow operation where it is gathered and stored before being recycled directly back onto nearby Seeka orchards.

The worm farm allows Seeka to take direct ownership of waste, significantly lowering the carbon footprint of waste transport and creates a valuable by-product that supports healthy orchards.

Following a full waste audit of our corporate services at Seeka 360, we implemented an improvement plan to divert office waste which included a new recycling station for plastics, glass and organics.

From harvest 2021, we trialled the recycling of kiwifruit vine strings. Collected after harvest, the strings are sent to Plasback (a member of the government-accredited product stewardship scheme) to be recycled into hard-wearing plastic products. Our project was scaled up in 2022 with vine strings from 150 hectares forwarded to Plasback for recycling.

In an ongoing shift away from single-use plastic packaging, Seeka Australia has replaced plastic punnets with easy-to-recycle cardboard cartons. Seeka's eight-pack kiwifruit cartons are on sale in Woolworths and other leading Australian retailers.

Dried leaves and kiwifruit dust from the packhouse are mixed with wet waste from the DNFC's Kiwi Crush operations to produce high-grade food for Seeka's work farm.

Watch video
See Seeka's video on reducing our carbon footprint.

Woolworths sustainability awards

Seeka's innovation to reduce waste was recognised when Seeka became a finalist in Woolworths' Sustainability Supplier of the Year Award 2020.

John Burke sharing his land care initiatives with fellow kiwifruit growers

"Seeka has been encouraging growers to get ahead of the game and adopt sustainable land management practices," says kiwifruit grower John Burke.

"Along with farmers, we're being challenged to achieve better environmental outcomes," says John.

"The government and primary product brand owners such as Seeka realise that sustainability is fundamental to our future. They also know it brings opportunities to differentiate our produce as we navigate new demands from the international consumer."

As a kiwifruit grower and pastoral farmer, John has taken a holistic view to improving biodiversity and water quality. It started with a land environmental plan that assessed environmental risks and sets actions to manage those risks. This included understanding how rainwater flows over the property and how to stop sediments, nutrients and E. coli entering drains and streams.

John says the key is good ground cover and creating micro-wetlands that filter water. He has retired erosion-prone slopes and planted natives that protect the environment and create new habitats for birds, fish and invertebrates. John says these areas are also excellent at sequestering carbon, and by adopting the regenerative soil management practices promoted by Seeka, he is now optimising the natural carbon and nitrogen cycles.

"Diverse under-vine plant cover is helping us create a healthy soil biome while reducing or even eliminating the use of synthetic fertilisers, especially nitrogen," says John.

"It also improves soil structure and water retention. Water efficiency is an understated benefit of regenerative soil management, especially as we face tougher water restrictions.

"We have changed how we use the land and now incorporate environmental outcomes. By sharing our journey with our fellow growers, we have learnt to take small steps and built confidence to expand our ideas and go faster. Sustainability works in harmony with orchard profitability, and by fine tuning our land management practices we can tread lightly and restore the environment. It's a rewarding way to grow kiwifruit, and it's great for our physical and mental wellbeing," says John.

Regenerative horticulture and biodiversity

Historical land management practices used high levels of synthetic chemicals and nutrients to drive production. These synthetics can impact the environment by disturbing the soils.

Biodiversity is an essential component of a circular, interconnected system whereby healthy soils, native plants and beneficial insects help orchards become more resilient to adverse weather and ecological events. The outcome is sustainable production of high-quality fruit.

We have a team of technical specialists that are improving our orchard practices to enrich biodiversity across our catchment, and we are encouraging all our supplying orchard owners to consider sustainability and regenerative horticulture. This includes developing land environmental plans and helping growers follow best orcharding practices and comply with environmental regulations.

Seeka is working to restore soil health by lifting the soil's ability to store water, nutrients and carbon. Initiatives include:

- Sward growth and beneficial plantings
- Innovative mowing practices to reduce weed sprays
- Composting to increase soil organic matter
- Reducing use of synthetic nutrients
- Supporting organic orcharding
- Protecting waterways, including riparian plantings and wetland regeneration

You can read more on how we are supporting growers on page 24.

Social sustainability

Watch video
See Seeka's social media video on working at Seeka.

Social responsibility lies at the heart of Seeka's brand attribute Founded on Relationships; we work to be the employer and service provider of choice and we value our connections to the communities we operate in. Seeka cares for the welfare of our growers, clients, employees, investors and communities.

Social programmes

Working at Seeka

Seeka works to be the employer of choice and is committed to the health and welfare of our workforce. We ensure everyone receives fair compensation, and are working to report our performance on pay equity. Seeka's inclusive environment supports a diverse range of thinking and skills. Aspects of diversity include gender, ethnic background, religion, marital status, culture, disability, economic background, education, language, physical appearance and sexual orientation.

We invest in the safety of our people and set remuneration structures, training and career pathways that attract and promote the best people within our industry. Our people continue to make Seeka an inspiring company to work for and are celebrated and thanked for their efforts.

To support the welfare of a workforce operating in multiple environments with moving machinery and vehicles, we have a dedicated health and safety team. We continue to invest to keep our people safe, including new guarding and barriers that remove opportunities for mobile plant and people to collide, and our new HIT-NOT proximity detection systems detect and protect people from moving forklifts. These actions helped eliminate serious harm incidents in 2021.

On-orchard movements are tracked via the one-step Seeka app sign-in process, which provides direct access to accurate orchard maps that clearly mark all hazards. In 2021, we invested $1 million replacing our orchard tractor fleet to ensure our workers use modern, fit-for-purpose equipment.

We developed an infectious diseases manual and have operated to stricter hygiene protocols since 2020. While parts of our business had high levels of lockdown and staff shortages from ongoing infections, our processes secured the safety of the Seeka team, including our stakeholder community, and delivered business continuity so Seeka could deliver an essential service in New Zealand and Australia.

We have a new lead measure to our safety performance indicators that records safety meetings and attendance across the business as we cement a company-wide safety culture. Health and safety support includes:

- Free and anonymous access to a professional employee assistance programme (EAP)
- Regular reporting of health and safety targets and performance
- Health and life insurance benefits
- Embracing the Global.G.A.P. GRASP module that supports worker welfare

Regional communities

We are a large service provider and employer in regional New Zealand. Our core business enables regional economic and regional social development with Seeka focused on supporting healthy communities as we continuously improve our performance for all stakeholders.

Partnering with Māori

Seeka is partnering with iwi and Kānoa (Regional Economic Development & Investment Unit) to develop 58 hectares of iwi orchards at Pukenga, Hawai and Raukokore. Seeka's partnership enables the Māori economy by creating skilled jobs and returning value to landowners.

The developments are creating sustainable employment, and once fruit production starts, they will generate better returns to iwi landowners. In Raukokore we have helped iwi establish a new contracting business that is employing whānau to work on their land, as well as service neighbouring orchards.

With more than $20 million invested by the partners, the new developments are a sustainable pathway to long-term employment and wealth creation. We are supporting and growing the capabilities of locals, and through education and career opportunities, helping a new generation of leaders secure a thriving social and economic future.

Nāu te rourou, nāku te rourou, ka ora ai te iwi.

Henare (Hori) Ahomiro of Tapuika, Ngāti Awa and Ngāi Tūhoe

Taurakoto Samson is leading a team of Vanuatuans that are helping harvest and handle the 2022 crop.

RSE programme supports Pacific social and economic development

Seeka values our RSE workers who join us from the Pacific and Malaysia. Many RSEs return year after year and have become an integral part of the Seeka family. In 2022, Seeka welcomed the arrival of new employees from the Pacific, and is focussed on providing quality accommodation during their stay in New Zealand.

- Delivering pastoral care services for workers from Kiribati, Solomon Islands, Samoa, Tonga and Vanuatu
- Supporting returning families and long-service RSEs
- Providing accommodation and transport
- Supporting economic wellbeing of RSE families

Community sponsorship

In 2021, Seeka donated $270,403 to support New Zealand youth development, community, cultural and sports groups, and Pacific health initiatives, along with produce valued at $37,124 to community groups and as an official contributor to Emirates Team New Zealand.

Seeka proudly supported the following groups in 2021:

Auckland Rescue Helicopter Trust
Autism NZ
Blue Rovers Junior Football Club
BOP Presidents Group
BOP Rugby Union
BOP Symphonia
BOP Youth 7s
Daffodil Day
Eastern BOP Cricket Club
Eastern Districts Rugby and Sports
Emirates Team New Zealand
EPIC Te Puke
Fairview Charity Golf Tournament - Abbeyfield
Far North Science Fair
Fresh Produce Safety Centre - Australia
Funded research for hepatitis B in Vanuatu
Gisborne Tairawhiti Rugby League
Hannah Wells athlete
Hiranga Limited
Houhora Bowling Club
Katch Katikati
Katikati Croquet club
Katikati Fun Fest Charitable Trust
Katikati Primary School
Kerikeri High School
Kerikeri Netball Centre
Kerikeri Rugby Club
Lions Club of Katikati
Longwood Red Legs - Australia
Made in Te Puke Trust
Matakana Island Fishing Competition
Matakana Island Sport Club
Mike Young Motorsport
Motu Trails Trust
Mount Bridge Club
Mount Maunganui College
Multi Sport Ōpōtiki
Multicultural Tauranga
NZ Poppy Appeal
Omanu Golf Club
Omokoroa Golf Club
Ōpōtiki Bowling Club
Ōpōtiki Surf Life Saving Club
Otamarakau School
Pacific Fashion Fusion
Paengaroa School
Pongakawa School
Queenstown Ice Hockey
Rangataua Sports & Cultural Club
Rotary Te Puke - Cycleway
Rotorua Tai Mitchell Rugby Team
Tauranga Airsoft Club
Tauranga Cricket Invitational
Tauranga Volunteer Coastguard
Tauranga Women's Refuge
Te Aranui Youth Trust
Te Hiringa Business
Te Kaha Community Transport
Te Kaha Group - Education Sponsorship
Te Puke A&P Society
Te Puke Bridge Club
Te Puke Golf Club
Te Puke High School
Te Puke Intermediate
Te Puke Memorial Pools
Te Puke Play Centre
Te Puke Primary School
Te Puke Small Bore Rifle Club
Te Puke Sports
Te Puke Tennis Club
Te Puke Tigers League Club
Te Puna 8Ball Club
Te Ranga School
Vanuatu Health Fund
Waihau Bay Sports Fishing Club
Waihi Lions
Western Bay Cricket Association
Western Bay Emergency Services
Western Bay Museum
Whakatane Roller Derby
Whangamata Golf Club

Governance

Seeka is governed by a Board of Directors that is tasked with establishing the key objectives and strategy for the company. Sustainability is core to our strategy and long-term success.

In 2020, the Board established a sustainability sub-committee to provide strategic guidance and feedback to the Board and management on Seeka's sustainability framework, targets, measures, and performance.

The Sustainability Committee also considers the strategic implications of climate change and potential adaptation requirements. The Committee meets at least quarterly and is comprised of at least two Directors of the Board.

Set by the Board, Seeka's strategic direction is based on the sustainable production and supply of healthy produce.

Reporting on sustainability

To keep stakeholders informed, we are providing twice-yearly updates on our sustainability programme:

- A stand-alone comprehensive Sustainability Report outlining sustainability initiatives and performance against targets, published mid year. Our carbon footprint reporting will be detailed in this report.
- A sustainability section in the year-end annual report, published in February. Seeka reports in line with XRB requirements on mandatory climate-related disclosures. These requirements are currently under consultation, but are expected to broadly align with the Taskforce on Climate-Related Financial Disclosures (TCFD). Seeka reported under this framework in the 2020 and 2021 annual reports.

Climate change risk and opportunity analysis

The Ministry for the Environment studied how climate change may impact New Zealand. Based on its report, Seeka expects our orcharding regions will be impacted by higher temperatures, changing moisture levels, changing weather patterns and rising sea levels.

Transition risks

Risks and opportunities	Impact	Response
New national or international policies that restrict chemical inputs used for pest management and maintaining crop yields.	Higher R&D costs to find alternative growing methods.	Build closer relationships with regional councils and Government agencies and regulators. Invested in a worm farm pilot project to test circular waste recycling within our orcharding business. Transition to a low input orchard management system, while achieving consistent yields.
Introduction of carbon costing or a carbon tax that charges for carbon usage.	Higher costs to offset carbon emissions.	Measure the carbon footprint to understand and reduce the carbon impact. Transition to lower Global Warming Potential (GWP) cool store gases. Invest in lower carbon emission projects, see Carbon Reduction Initiatives. Hedge against rising energy bills by investing in renewable energy technologies.
Introduction of orchard water restrictions, with water vital for crop growth over the summer period.	Unable to irrigate to grow an optimum crop.	Develop land management plans. Engage in orchard water management. Work with councils to understand impacts on waterways. Ensure new developments can access water and have on-site storage. Improve soil health to increase water retention.

Read full report
See Seeka's 2021 annual report containing the full risk and opportunity analysis

Physical risks

Risks and opportunities	Impact	Response
Yield reduction or plant damage from flooding, hail, drought, storms, fire, or a sub-optimal growing climate (temperature, sunshine, drought, winter chill).	Lower yields and unprofitable orchards.	Geographical spread of orchards. Develop land management plans. Invest in crop protection measures (e.g. frost protection, irrigation, shelter). Access to reliable weather and frost forecasts (extended and long range). Favour developments with reliable water supply and free drainage.
Introduction of new pests and diseases.	Reduced yields or unsaleable crops.	Geographic separation of orchards. Shelter protection of orchards. Genetic and variety diversification. Orchard hygiene programme. Independent pest monitoring programme. Spray and pest control programme. Bio-security controls on disease and disease vectors. Introducing beneficial insects and plants to combat pests and disease.
Water availability and quality concerns.	Water unavailable or unsuitable for irrigation.	Actively engage in orchard water management. Spray restriction zones. Invest in efficient irrigation technologies. Develop wetlands and support native wildlife sanctuaries. Monitor waterways and encourage land management plans. Capture rainwater from facility roofs to reduce regional water demand.
Elevated soil CO_2 levels alter fruit sugar and nutrient levels.	Crops have a different quality profile.	Understand how soil carbon levels impact fruit nutrient levels. Establish orchard management practices that best capture fruit quality.

Opportunities

Risks and opportunities	Impact	Response
Increased demand for Seeka produce as a healthy eating option with a low carbon impact.	Increased product demand and new markets.	Ensure Seeka is an industry leader in carbon reporting. Report Seeka's carbon footprint to stakeholders and commit to targets.
Green financing for low-carbon developments.	Better funding at lower interest rates.	Engage with bankers on green funding and green bonds. Investigate low-carbon investments.
Higher soil CO_2 levels improve water use efficiency.	Plants require less water to produce a crop.	Understand soil carbon levels and water usage. Establish orchard management practices that best capture carbon in the soil.

SUSTAINABLE DEVELOPMENT GOALS

Read more about Sustainable Development Goals
See the Unitied Nations Sustainabile Development website.

Seeka and the United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (UNSDGs) are a collection of 17 interlinked global goals designed to be a "*blueprint to achieve a better and more sustainable future for all.*" Established in 2015 by the United Nations General Assembly, the UNSDGs are intended to be achieved by 2030.

The Seeka Sustainability Agile Team have chosen the eight following UNSDGs and provided Seeka's reasons for alignment.

Fostering healthy communities.

Supplier of healthy nutritious food.

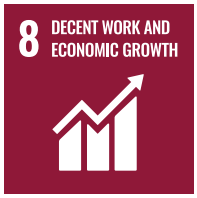
Promoting a safe and healthy work environment to our staff.

Monitoring our carbon footprint.

Working towards carbon neutrality.

Reducing energy intensity of fruit supply.

Committed to achieving the Paris targets < 2 degrees.



Providing local and rural work opportunities.

Supporting people back into the workforce.

Partnerships with hapū, iwi, Pacific peoples.

Paying a fair wage and benefits.

Providing training opportunities and supporting growth within the company.

Interconnected land and sea.

Value and protect ecosystem services.

Restore soil health.

Promote healthy biodiversity.

Reduce negative externalities.

Recognise the connection between land and sea.

Environmental compliance.

Seeka strives to be agile, innovative, and industry leading.

Embrace new technology.

Interconnected land and sea.

Value and protect ecosystem services.

Restore soil health.

Promote healthy biodiversity.

Reduce negative externalities.

Recognise the connection between land and sea.

Environmental compliance.

Zero food waste to landfill.

Use less resources.

Improve packaging through innovation.

Valued partnerships to support SDGs - communities, hapū and iwi, pacific islands.

Seeka

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