

SUSTAINABILITY MEMORANDUM

INTRODUCTION

This memorandum outlines Ingleby's principles for planning and implementing a whole-farm sustainability policy.

These are general principles to be applied sensibly. Ingleby farms will use them to create their own strategies. Our managers and teams will devise locally relevant plans.

OUR OBJECTIVES

The strong Ingleby identity is central to our long-term business success. Consumers demand ethically-produced products.

Traceability and transparency is vital, and we keep records of how we farm to show how we care for people, animals and nature.

We have adopted a holistic approach to sustainability. This means we address the social, environmental and financial impacts of all our activities.

SUSTAINABLE FARMING PRACTICES

We believe in sustainable, regenerative farming. This means protecting people, animals, nature and profits in the long term.

We achieve this through:

- > Innovation and continual improvement
- > Exceeding local standards
- > Sensitivity to the local environment and the larger ecosystems of the region

We farm with nature.

PRODUCTION & SUSTAINABILITY REPORTS

All our farms generate yearly Production & Sustainability Reports. These help us retain a farm-wide perspective, remain systematic, coordinate our actions and predict outcomes and problems.

We use an evidence based approach to monitor and record our water and soil quality, our biodiversity, animal health and welfare, as well as safety and training. We record our inputs such as fertilisers, pesticides, energy and veterinary medicines as well as how efficiently we use these inputs. And, of course, we measure our harvests and yields.

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We quantify all these indicators, so we can produce traceable, wholesome food. But more profoundly, we do this to create evidence-based feedback loops between how we farm, and how our farms fare.

SUSTAINABILITY PROCESS

ENVIRONMENTAL ANALYSIS

We review how our farms interact with people and the environment and explore our opportunities for sustainability action.

With this understanding, we can prioritise our sustainability actions. We have developed our own guidelines for these reviews, adapting the best local frameworks.

Each farm must:

- > Consult independent advisors
- > Devise integrated strategies
- > Develop indicators of success
- > Conduct regular environmental surveys

INTEGRATED STRATEGIES

We adapt our social and environmental strategies to the needs and conditions of each farm. Priorities vary, depending on each farm's opportunities, the goals in the region and country, and the type of farm.

We aim to:

- > Choose environmental and social strategies that also increase outcome, soil health and productivity, animal health and production
- > Follow an ethic of cautious consumption (energy, fertilisers, water, etc.)
- > Increase product quality and market image
- > Use all available environmental subsidies (provided they align with our environmental objectives)
- > Protect Ingleby's reputation

INDICATORS OF SUCCESS

For all actions, we identify quick, easy and reliable ways to quantify our success. Often, this means simply walking the farm.

A farm in good heart is easily recognised.

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EFFICIENT IMPLEMENTATION

We are hands-on, skilled farmers and we spend most of our time in the fields caring for our crops and livestock.

Each farm coordinates, delegates, and records its actions, and ensures compliance with our policies.

SOIL, WATER, BIODIVERSITY AND BEAUTY

HEALTHY LIVING SOILS

Good soil is one of our most important assets. We build and maintain fertile and well-structured soils with high levels of organic matter, optimum amounts of air, water, nutrients and biological activity.

We limit erosion, compaction, contamination, run-off, nutrient imbalances and salinisation, and we use natural soil enhancement measures. We enhance soil fertility by regenerative means, use the best nutrient management and increase organic matter.

We minimise soil disturbance from cultivation, chemicals and machinery. We strive for minimum tillage when locally relevant, we keep the soil covered at all times and maintain living roots for as long as possible.

CLEAN, PLENTIFUL WATER

Agriculture depends on water. We use water efficiently and cleanly. To produce 'more crop per drop', we use the best irrigation systems, avoid unnecessary water-use, capture rainwater and recycle water where possible.

We use a range of nature-based solutions to conserve water and keep our waterways clean. We protect the farm waters from fertilisers, chemicals, sediment and animal waste and we fence off waterways to prevent stock access. Where feasible, we use terracing along slopes and keep grass waterways in low areas to reduce erosion and sedimentation.

HEALTHY, SPECIES-RICH ECOSYSTEMS

Our farms are part of larger ecosystems. A living farm landscape is crucial to every aspect of agriculture, including soil and water quality, and crop and animal health. As stewards of vast tracts of land, we protect our regional flora and fauna.

We encourage native, diverse, threatened, and ecologically important species to thrive on our farms, as well as protect and enhance their habitats and ecosystems. We actively promote native biodiversity on non-agricultural land.

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We do not clear any forest for farming purposes.

BEAUTIFUL FARMS

Our farms must be beautiful, clean and tidy. We always keep our farms' aesthetic appeal firmly in mind.

We protect natural, historical and architectural features, create cultures of order and tidiness on farms, and encourage gardening and naturally regenerating, thriving vegetation.

We do not use peat in our garden areas, nor do we use any pesticides. We encourage gardens that support local pollinators and birds.

We cooperate with surrounding communities and farmers to protect our soils, water, biodiversity, and the beauty of our local areas.

CROPS AND LIVESTOCK

NATURAL VARIED CROPS

When choosing crops, we select from a wide genetic pool, improve the crop mosaic and employ diverse crop rotations.

We use genetically modified organism (GMO), where this is beneficial and locally acknowledged.

We strive to become synthetic pesticide free and minimise our use of synthetic fertilisers.

We practice regenerative, responsible and integrated pest management on our farms, and investigate complementary methods of natural crop enhancement and protection.

Where possible, we integrate livestock into our cropping systems.

ANIMAL WELFARE AND HUSBANDRY

We raise healthy and ethically treated animals. We do not run intensive animal farming operations that depend on processed feed.

We drive a culture for gentle handling and caring of animals. We closely monitor our animals' health, nutrition and comfort in how they are fed, housed, kept occupied, medicated, handled and transported.

We keep our animals free from pain, injury and disease by prevention or rapid diagnosis and treatment. We minimise the use of animal pharmaceuticals, though we treat our animals when needed as recommended by veterinarians.

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We have banned growth hormones. And we work to prevent the spread of animal diseases to humans.

We breed for an open-range environment and where possible, we keep our livestock in open-range conditions and pasture-fed year round.

We work to prevent livestock-related soil damage, water pollution and habitat loss.

ENERGY, WASTE AND TRANSPORT

LESS CONSUMPTION AND GREENER SOURCES OF ENERGY

We strive to minimise our greenhouse gas emissions and sequester atmospheric carbon in our soils to become climate positive.

We use the most energy efficient technologies and pursue sources of renewable energy according to their regional suitability and aesthetic qualities.

When we can, we cooperate with neighbouring farms or communities to produce renewable energy.

LESS WASTE WITH RESPONSIBLE DISPOSAL

We follow the mantra 'rethink, refuse, reduce, re-use and recycle'.

We strive to minimise waste and avoid landfill.

We focus on composting and re-using waste onsite, profiting from waste with value to others, and investigating green methods of disposal. We do not waste any produce grown on our farms.

We adopt the safest methods of waste storage, handling and transport.

RESPONSIBLE SUPPLY CHAINS

Sustainable practices onsite can be undermined during off-site stages of the food industry. We respect rules and regulations and we expect our suppliers and customers to do the same.

We strive to work with likeminded companies with good environmental and social policies.

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PEOPLE

SAFETY

Our main priority is the safety and well-being of our team members. Providing safe work environments is our most important responsibility.

We strive for a zero-harm work culture. We report on accidents and near misses. And we continuously direct efforts and resources to reduce risk.

CONSUMERS

Consumers are our key stakeholders for whom we produce safe and nutritious food.

In our production practices, we use the highest possible and most transparent standards; strictly implementing quality assurance programs to document safe food products.

SKILLED, MOTIVATED TEAMS

We consider ourselves a family of farmers. Family values are an integral part of our farming operations and daily life.

We support our team members to continue improving their skills. We help develop careers and treat people fairly.

We show consideration to our team members work/life balance and strive to minimise stress.

We fulfil our legal obligations, and offer reasonable terms on pay, pension, parental leave, sick leave, holidays and notice periods.

We do not use forced labour.

We support a balanced gender diversity on our farms. We are equal opportunity employers and oppose all forms of discrimination.

We create equal and fair working atmospheres welcome to all.

A GOOD NAME LOCALLY

We want to be good neighbours. We are newcomers to different cultures, and we recognise our obligations.

We engage in the local communities and support a living country-side.

By encouraging public access and organising on-site community or cultural events, we help our neighbours enjoy the land.

We strive to do right.