

Hensall Co-op Sustainability Statement

At Hensall Co-op, we take pride in being a trusted partner and employer, delivering value-added products and solutions locally and globally. We are deeply committed to sustainability, continuously improving our systems and practices to address the needs of the environment, our communities and the economy. Our focus is on preserving and sustainably enhancing the world in which we live and conduct business.

Hensall Co-op's Commitment to Sustainability Includes:

- Reducing the impact of our business on the environment through increased awareness and a commitment to continuous improvement
- Employee engagement, recognition, training and opportunities for career advancement within the Co-op
- Educational opportunities regarding best practices for our growers and members as it pertains to the environmental and financial benefits of sustainable practices integration

We understand that sustainability plays a key role in our long-term growth and our efforts to feed the world of today without compromising the needs of future generations.

Key Considerations for Sustainability:

While maintaining a profitable outcome for stakeholders, Hensall Co-op identifies the key factors for sustainability as:

- Greenhouse gases reduction
- Responsible power consumption
- Increasing operational productivity
- Waste reduction throughout the organization
- Soil conservation through best practices
- Water conservation practices
- Ensuring adherence to biodiversity requirements
- Fostering social responsibility within our operations and communities

Our Commitment to a Sustainable Future:

- Operating as an environmentally conscious organization, minimizing our ecological and carbon footprint through recycling, waste disposal and energy consumption
- Continuously exploring and utilizing renewable resources and energy where possible
- Promoting sustainability with our members, food producers and suppliers through continuous communication by our Co-op leadership and Field Marketers

- Educating food producers on sustainable practices and the overall environmental and financial advantages, using practices that can include annual crop rotations, cover crops, soil sampling and fertility management, no-till/minimum till and integrated pest management
- Conduct research and development to improve economic yields with efficient use of resources, ensuring the right product is used in the right place at the right time at the right rate
- Maintaining a safe and supportive work environment for our employees, in line with our Company Policy Manual and Health and Safety Policies
- Meet or exceed Canadian and Provincial Environmental and Labour Laws and regulations
- Developing ongoing sustainability initiatives through the development of new roles at Hensall Co-op to ensure we address the growing requirements that will insure we remain at the forefront of our industries
- Investing in the health and wellbeing of the communities we live and work in through community grants and sponsorship of local initiatives

A handwritten signature in black ink, appearing to read "Brad Chandler", is positioned above a horizontal line.

Brad Chandler,
Chief Executive Officer

November 26, 2024

Date