

Sustainability Plan

FY2024 Results and FY2025 Actions

26 September 2024

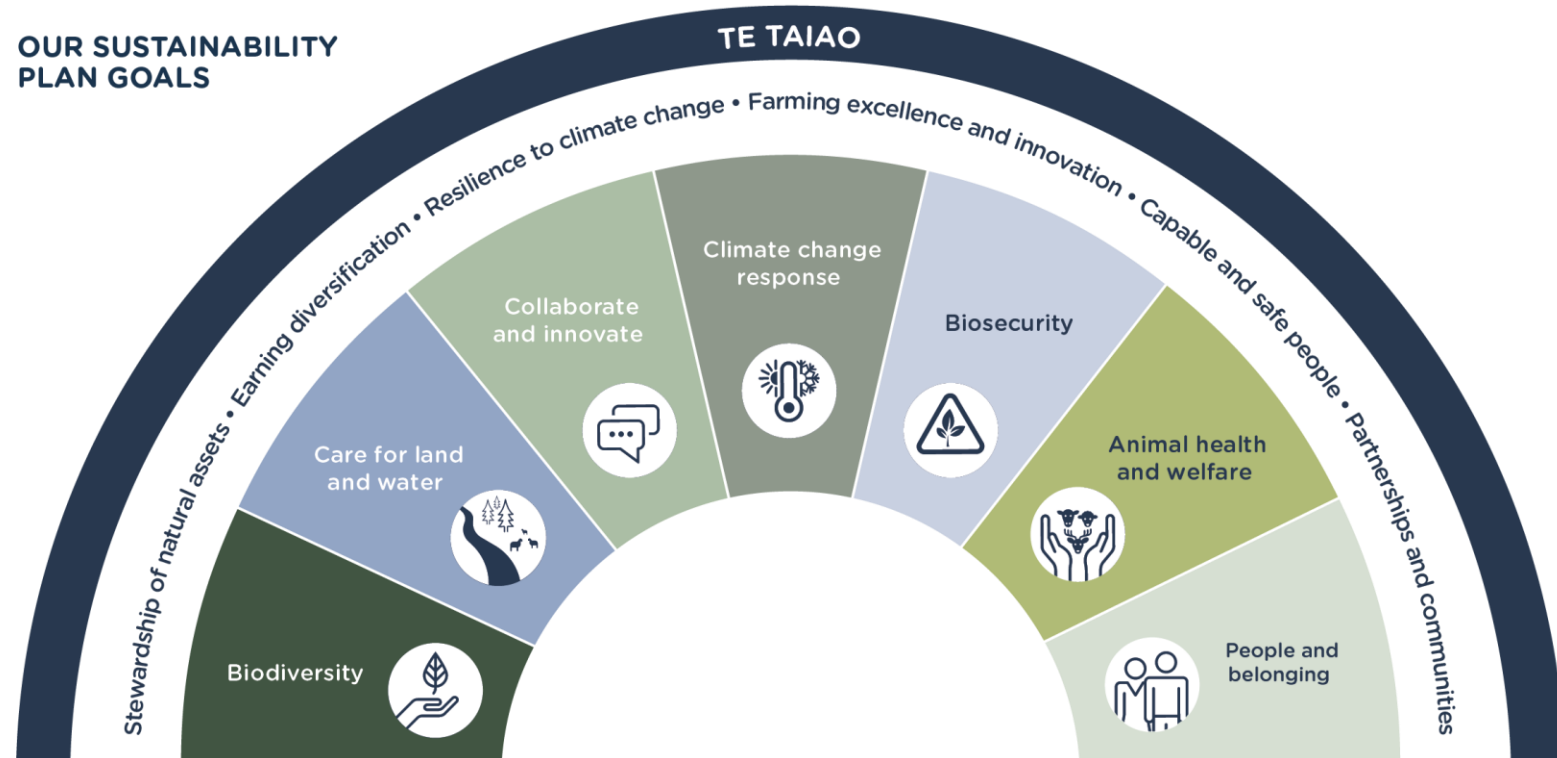
Sustainability Plan

OUR SIX STRATEGIC PRIORITIES

1. Farming excellence
2. Diversification of revenue
3. Partnerships and communities
4. Digitalisation
5. Grow our people
6. Stewardship of natural assets



OUR SUSTAINABILITY PLAN GOALS



UN Sustainable Development Goals:



GENUINE

SHOULDER-TO-SHOULDER

GROUNDLED

BOLD

Biodiversity

FY24 Metric	Result	Notes	FY25 Metric
Biodiversity Plan approved		Not achieved due to resourcing constraints	Biodiversity Plan approved
Embed nature-related risk considerations into any land-use change decisions			Embed nature-related risk considerations into any land-use change decisions
100% of farms surveyed for biodiversity protection and enhancement measures			100% of farms surveyed for biodiversity protection and enhancement measures

Biosecurity

FY24 Metric	Result	Notes	FY25 Metric
Biosecurity training and awareness for 100% of farm staff			Biosecurity training and awareness for all farm staff
100% of farms have biosecurity and response plans			All farms have biosecurity and response plans
Boot wash and biosecurity visitor induction on all farms		Only dairy farms, genetic farms, and organic farms were expected to do this.	Boot wash for all dairy farms, organic farms and genetics farms, and visitor induction for all farms
We are NAIT compliant			All farms NAIT compliant
100% of farm surveyed for biosecurity risks and progress on previous year			

Collaborate and innovate

FY24 Metric	Result	Notes	FY25 Metric
Proven leader in sheep and beef genetics		Ongoing work in progress	Proven leader in sheep, beef and deer genetics
Seven farm open days run by Pāmu in FY2024			Seven Farm open days held
Active participant in Safer Farms NZ			Active participant in Safer Farms NZ
Active collaboration with sector groups			Active collaboration with sector groups
Grow our low-emissions livestock practice			Establish a feed efficiency and methane measurement facility
Commence review to understand farm energy resilience options		Not achieved due to resourcing constraints	

Animal health and welfare

FY24 Metric	Result	Notes	FY25 Metric
Animal welfare			Animal welfare
100% compliance with animal welfare codes		One infringement notice issued.	Full compliance with animal welfare codes
Welfare training annually to drive positive animal outcomes and a healthy life			Animal welfare training annually
100% of farms have animal plans updates annually to minimise disease and maximise productivity			All farms update animal health plans annually
100% of farms have humane euthanasia training annually			All farms have humane euthanasia training annually
Survey of shade and shelter plans to be completed for 100% of farms			Survey of shade and shelter plans to be completed for all farms
100% of farms to complete animal health and welfare reviews, with actions and outcomes compared to previous year			All farms to complete animal health and welfare reviews
			61% of calves from Dairy herd reared and retained. <i>A target in the Sustainability Linked Loan.</i>
Animal treatment			Animal treatment
100% of treatment programmes are ethical, compliant and show good stewardship			All treatment programmes are recorded, ethical, compliant and show good stewardship
100% of farm parasite management actions and outcomes captured and compared to previous year			All farm parasite management actions and outcomes captured
Selected staff trained by a veterinarian to administer registered veterinary medicines (RVMs)			Selected staff trained by a veterinarian to administer registered veterinary medicines (RVMs)
RVM storage, expiry and disposal audited on sample of farms			RVM storage, expiry and disposal audited on sample of farms

Care for land and water

FY24 Metric	Result	Notes	FY25 Metric
Water			Water
Measure and monitor water use-in shed and via irrigation			Measure and monitor water use-in shed and via irrigation
Precision fertiliser application with mapped 'no go' areas			Precision fertiliser application with mapped 'no go' areas
Adherence to best practice winter grazing practices			Adherence to best practice winter grazing practices
Matching stock class to land type			'Fit-for-purpose' FEPs in place across 75% of Pāmu farms, increasing year on year
Fit-for-purpose Integrated Farm Plans (IFPs)/Farm Environment Plans (FEPs*) in place across 40% of Pāmu farms, increasing year on year		Achieved 56%	
Waste			
Assess our on-farm practices against Te Rautaki Para Aotearoa National Waste Strategy		Farm waste will now be captured in FEPs	
Soil health			Soil health
Annual soil fertility tests and visual soil assessments recorded on all farms		Visual soil assessments now be captured through FEPs	Soil fertility tests where there is agronomy change

* A Farm Environment Plan (FEP) identifies risks to freshwater, biodiversity and climate, and sets out actions to reduce risks and enhance benefits over time. 'Fit for purpose' means the FEP meets requirements in assurance programmes and regulatory compliance. Aim is 100% by end FY2025.

Climate change

FY24 Metric	Result	Notes	FY25 Metric
Emissions Reduction			Emissions Reduction
Deliver Emissions Reduction and Adaptation Plan			Reduce net GHG emissions by 7.21% (compared to FY21 baseline). <i>A target in the Sustainability Linked Loan</i>
GHG data annually verified			GHG data independently assured
100% of farms achieve Toitū carbonreduce certification		In FY24 Pāmu gained Toitū carbonreduce certification for the whole organisation – as opposed to individual farm certifications #	Embed Sustainable Procurement Policy
Deliver GHG upskilling events for key Pāmu staff			Improvement in Low methane Breeding Value of Pāmu sheep flock. <i>A target in the Sustainability Linked Loan</i>
Deliver Sustainable Procurement Policy		Agreed but not signed off	
Quarterly Independent Sustainability Panel meeting		Panel has met three times per annum	
100% of farms will complete a Sustainability Performance Scorecard		Future work included in the FEP target.	
Climate change adaptation			Climate change adaptation
Participate in The Aotearoa Circle Agri-adaptation workstream			Pāmu Climate Resilience Action Plan approved
Develop farm-specific climate scenarios 2030,2040, 2050			Climate Related Disclosure published with FY25 Integrated Report
Publish climate-related disclosures report			
Consider land-use change as a means to build resilience			
Review our emergency response plans following Cyclone Gabrielle			

See further explanation on Page 35 of the FY24 Integrated Report.

People and belonging

FY24 Metric	Result	Notes	FY25 Metric
People and wellbeing			People and wellbeing
Improve pay equity (gender and ethnicity) standards from FY2023		Achieved equity with gender but not ethnicity	Improve pay equity (gender and ethnicity) standards from previous year
Complete annual Pāmu Pulse (engagement survey) with improvement in results from FY2023		Decreased result this year but improvement from 2022. Likely affected by Operations change.	Improvement in Pāmu Pulse (engagement survey) results against FY24
Implement the Pāmu Hardship Fund for our people		Set up and awaiting Charities office signoff	Implement the Pāmu Hardship Fund for our people
Complete health and safety risk profiling for 100% of Pāmu farms			Implement Health and Safety Critical Risk Standards for a further 4 standards
Increase the number of women in farm leadership roles (including 2IC) roles from FY2023		Slight increase from 9.23% to 9.83%	Increase the number of women in farm leadership roles (including 2IC) roles from previous years
Increase the number of inclusive policies such as parental leave options and recruitment that diminishes barriers for minority groups		Reviewed diversity and inclusion policy and plan with new strand for Neurodiversity	30% female representation in permanent staff. <i>A target in the Sustainability Linked Loan</i>
Roll out a development programme for Pāmu 2ICs to foster their growth		Now BAU	
Community and belonging			Community and belonging
Continue to invest in our communities through the Community Investment Fund			Continue to invest in our communities through the Community Investment Fund
Honouring a staff-led approach to adopting mātauranga Māori practices and building relationships with local iwi			Honouring a staff-led approach to adopting mātauranga Māori practices and building relationships with local iwi

