



Expana Sustainability and Environmental Policy

1. Purpose

The Expana group of companies ("Expana") is committed to growing responsibly by embedding sustainability and environmental management into its operations, partnerships, products and decision-making. This policy sets out Expana's commitment to responsible environmental, social and governance practices and supports the delivery of Expana's sustainability strategy and environmental management system.

2. Policy Statement

Expana is committed to:

- protecting the environment, including the prevention of pollution and other environmental impacts relevant to the nature, scale and context of its activities;
- fulfilling applicable compliance obligations, including relevant legal, regulatory and other environmental requirements;
- continually improving its environmental management system to enhance environmental performance;
- providing a framework for setting and reviewing environmental and sustainability objectives and targets; and
- integrating environmental considerations into business planning, operational controls and decision-making.

Expana recognises that effective environmental management supports long-term business resilience, responsible growth and value creation for employees, customers, partners and other stakeholders.

3. Scope

This policy applies to all Expana employees, workers, contractors and consultants, and to activities, services and business relationships under Expana's control or meaningful influence. Suppliers and relevant business partners are expected to support the principles of this policy where appropriate.

This policy applies to Expana's operational activities, including offices, technology infrastructure, business travel, procurement, products and services, and other activities that may interact with the environment.

4. Sustainability and Environmental Priorities

4.1 Operations

Expana seeks to reduce the environmental impact of its offices, technology, travel and day-to-day operations, including energy use, greenhouse gas emissions, waste and resource consumption.

Expana will:

- improve efficiency in the use of energy, water, materials and other resources where practicable;
- reduce waste and promote reuse, recycling and responsible disposal;
- seek to prevent pollution and minimise adverse environmental impacts arising from operational activities;
- assess environmental aspects and impacts associated with its operations, in particular events, and apply appropriate controls.

4.2 Products, Data and Customer Impact

Expana is committed to managing data responsibly and providing trusted insight that helps customers make informed decisions across markets and supply chains.



Expana will:

- consider relevant environmental impacts in the design, development and delivery of products and services where appropriate;
- support customers with appropriate information and insight that may contribute to more informed and sustainable decision-making;
- manage digital systems and data infrastructure with consideration for efficiency, resilience and responsible resource use.

4.3 People and Culture

Expana is committed to supporting an inclusive, safe and healthy workplace where employees understand and contribute to Expana's sustainability and environmental goals.

Expana will:

- promote awareness of this policy and of environmental responsibilities across the organisation;
- provide relevant training, communication and guidance to support effective implementation of the environmental management system;
- encourage employees to identify opportunities for continual improvement in environmental performance.

4.4 Volunteer Leave

Expana supports employees in contributing to their communities and advancing positive social and environmental impact through volunteering.

Eligible employees may take up to two days of paid volunteer leave per year to support approved charitable, community or environmental activities, subject to manager approval and operational requirements.

Employees are encouraged to use volunteer leave in ways that align with Expana's values, sustainability priorities and commitment to responsible business.

4.5 Responsible Supply Chain and Partnerships

Expana works with suppliers and partners to encourage ethical conduct, environmental responsibility, fair labour practices, data security and respect for human rights.

Expana will:

- consider environmental criteria, alongside commercial and operational factors, in procurement and supplier engagement where appropriate;
- encourage suppliers and partners to maintain responsible environmental practices and comply with applicable legal and regulatory requirements;
- work with relevant business partners to reduce environmental risks and improve performance across the value chain where feasible.

4.6 Governance, Ethics and Compliance

Expana maintains high standards of governance, compliance, transparency and accountability in how sustainability risks, opportunities and performance are managed.

Expana will:

- identify, monitor and review applicable environmental legal, regulatory and other compliance obligations;

- review climate-related risks and opportunities that could be material to Expana as part of sustainability governance, environmental management and management review processes;
- maintain processes to manage environmental risks and opportunities relevant to the business;
- monitor environmental performance and support continual improvement through appropriate governance and management review;
- maintain awareness of changes to applicable environmental legislation, regulation and recognised good practice, and update relevant processes where required;
- ensure this policy is documented, implemented, maintained, communicated within the organisation and made available to relevant interested parties.

5. Implementation and Performance Management

Expana implements this policy through its environmental management system and broader sustainability governance arrangements. This includes:

- identifying environmental aspects and associated impacts of activities under Expana's control or influence;
- determining risks and opportunities that need to be addressed to achieve intended outcomes and improve environmental performance;
- implementing operational controls relevant to significant environmental aspects and compliance obligations;
- monitoring relevant performance indicators;
- promoting employee awareness and competence;
- integrating environmental and sustainability considerations into business planning and decision-making; and
- reporting progress to leadership and supporting periodic management reviews.

To support our sustainability ambitions, Expana has established a set of targets and commitments that are reviewed regularly to ensure they remain relevant, measurable, and aligned with our business values and long-term strategy. These include:

- **Science-based greenhouse gas emissions targets** to support climate action and reduce our environmental impact.
- **Active participation in the UN Global Compact**, aligning our approach with its principles on human rights, labour, environment, and anti-corruption.
- **Maintaining our Great Place to Work accreditation**, reflecting our commitment to an inclusive, supportive, and high-performing workplace culture.
- **Supporting Women in Food and Agriculture** through industry events, networking opportunities, and mentoring programmes that promote inclusion and professional development.
- **Committed partnerships with charitable organisations** that align with Expana's core purpose in food and nutrition.
- **Established charity committee** to coordinate charitable initiatives, strengthen community partnerships, and enable structured employee volunteering.

6. Roles and Responsibilities

Executive leadership is responsible for setting direction, approving priorities and overseeing sustainability and environmental performance. Executive leadership and, where applicable, the Board provide commitment, support and endorsement for this policy and are responsible for ensuring that sustainability and environmental considerations are appropriately reflected in Expana's governance, strategy and decision-making.



Expana incorporates consideration of material climate-related risks and opportunities into its governance arrangements through executive leadership oversight, sustainability governance, environmental management review and integration into relevant business planning and risk management processes.

The Sustainability function is responsible for coordinating implementation, monitoring and reporting of this policy and for supporting the environmental management system.

Managers are responsible for embedding sustainability and environmental considerations into team activities, operational controls and business decisions.

Employees, workers, contractors and consultants are expected to act in accordance with this policy, follow relevant procedures and contribute to Expana's environmental and sustainability objectives.

Suppliers and relevant business partners are expected to support the principles of this policy where relevant to the goods and services they provide.

7. Monitoring, Reporting and Review

Expana will monitor implementation of this policy, review environmental and sustainability performance, and evaluate opportunities for continual improvement.

This policy will be reviewed at least annually, or sooner where there are material changes to the business, strategy, environmental aspects and impacts, compliance obligations, risks, opportunities, regulation or recognised good practice.

Any updates to this policy will be approved through the appropriate governance process.

This policy will be communicated to employees and made available to relevant interested parties as appropriate.



Policy Information

Policy owner	Michelle Papayannakos, Sustainability function
Approver	Julie Harris, CEO
Effective date	01/09/2026
Review cycle	Annual, or sooner if required
Version	v1.1
Applies to	All Expana employees, workers, contractors, consultants, suppliers and relevant business partners

Document Control

Version	Date	Summary of changes	Author	Approver
v1.1	04/09/2026	Added climate risk, governance, board-level commitment and review-related clarifications.	Sustainability function	CEO

Electronic Record of Contracts

This document was generated as a record of certain contracts created, accepted and stored electronically.



Summary of Contracts

This document contains the following contracts.

Title	ID
Other (Internal and Expana)	615546b1-de34-4059-9edd-62d942545b02

Contract signed by:

Julie Harris		Signer ID:	394e9890-8538-4d9b-98ff-504654fea9cb
		Email:	julie.harris@expanamarkets.com
Date / Time:	Oct 8, 2026 at 1:43 PM UTC		
IP Address:	57.133.199.66		
User Agent:	Mozilla/5.0 (Macintosh; Intel Mac OS X 10_15_7) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/154.0.0.0 Safari/537.36		