



# Nurturing Growth

SUSTAINABILITY  
REPORT 2021

# CEO Message



Our vision is to be the trusted partner of choice across our value chain. We will achieve shared economic, social and environmental ambitions by working collaboratively with farmers, growers, landscapers, amenity professionals, NGOs and other industry partners.

As we publish our inaugural Sustainability Report, the role of agriculture and food production in our society and its associated impact on the environment is in sharp focus.

Across the globe, extreme weather events, the COVID-19 pandemic and disrupted supply chains have highlighted the essential role of global agriculture, food production and land restoration. The need for collective action to achieve a net-zero emissions economy, which will protect the health of our people and our environment for future generations, has never been clearer.

### Nurturing Growth

In pursuit of the Origin purpose of shaping a sustainable future through agronomy, we have adopted a long-term sustainability strategy to 2030 – *Nurturing Growth*.

*Nurturing Growth* recognises the deep interdependence between environmental and social issues and sets out a framework to make us and our supply chain more sustainable and equitable.

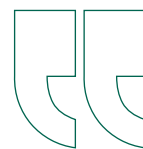
### Nurturing our Society

Our number one priority is the health of our people, trading partners, customers and the communities where we operate. We are committed to building on our co-operative heritage, by continuing to foster a culture of respect and trust with our stakeholders.

Nurturing our people and their talent is core to this approach. In 2020 we deepened our commitment to wellbeing and to fostering a culture where all colleagues feel safe, valued and fully engaged in our sustainability journey. To support our ambitions, we continue to measure the level of employee engagement and for 2021 we achieved a sustainable engagement score of 88%, despite a challenging operating environment due to the COVID-19 pandemic.



**Building on over 125 years of trusted partnerships, Origin is committed to playing a progressive role in protecting the planet and nurturing our society, through a collaborative and science-based approach to responsible business.”**



**Climate-responsive and sustainable agriculture takes into account the entire food value chain.”**

### **Nurturing our Environment**

At Origin we are making steady progress in reducing the environmental impacts of our operations and are committed to adopting a formal Environmental Management System approach as part of our 2030 strategy.

As we strive to mitigate the impact of climate change and feed a growing global population, Origin is committed to playing a leading role in developing innovative solutions which will help shape a future that optimises resource efficiency, enhances sustainable food production systems and safeguards our environment. We do this by leveraging the knowledge base of our agronomy and product development teams to share our expert insights and drive in-field adoption of science-led solutions in both the world of agriculture and amenity sports turf. The addition of Green-tech to our Group extends these solutions to urban green spaces, landscaping and forestry.

For over a century, Origin has delivered integrated management programmes to support growers through improved farm practice and product innovation, and more recently, by applying digital solutions to improve social and environmental impacts.

### **Partnerships**

Climate-responsive and sustainable agriculture takes into account the entire food value chain – posing a challenge for all partners across the sector. Securing global food supplies for the future requires a rethink of current agricultural practices, in particular the development of more sustainable solutions alongside ecologically-based practices to address climate change, soil degradation and biodiversity loss. Origin will continue to participate in industry research as a partner in innovation projects. Through this partnership approach we seek to identify new solutions, new crop varieties and new techniques to help growers optimise their crop production in a sustainable manner.

### **A Phased Approach**

As we embed sustainability and target-setting across our Group operations, we are adopting a measured, phased approach – with an initial focus on establishing our emissions baseline and setting target reductions in line with accepted scientific evidence.

Our commitment to reducing our own environmental footprint and enhancing our sustainability credentials is an absolute. In 2020, we became a signatory of the United Nations Global Compact and are committed to making its core principles an integral part of our strategy, culture and day-to-day operations. For Origin, the future is about nurturing growth and delivering sustainable value for all.

**Sean Coyle**  
Chief Executive Officer



## **Our Commitment**

- > Lead in our role as an advisor to our customers.
- > Engage with the latest innovations and best practices and align to best-in-class carbon removal initiatives.
- > Deepen our commitment to health and safety, and to fostering a culture where all colleagues feel safe, valued, and fully engaged.
- > Verify our greenhouse gas (GHG) emissions targets through science-based targets.
- > Develop a formal Environmental Management System aligned to ISO14001 working to specific targets and KPI-based measurement of our progress.

# Overview

Origin Enterprises plc is a leading agronomy services business operating throughout Ireland, the UK, Continental Europe and Latin America.

We have placed an integrated agribusiness model at the core of our sustainability strategy. This encompasses the agricultural value chain from on-farm advice, formulation of crop nutrition solutions and the distribution of a wide range of seed, fertiliser and plant protection products.

Over the past decades, Origin’s activities beyond the farm gate have positioned the Group as a number one provider of inputs and advice to the UK sports turf and landscape sectors, serving a diverse customer base, ranging from world renowned sporting venues to urban green spaces.

Integrity is one of our core values and underpins our sustainability strategy. Our relationships with our growers and other stakeholders are long-standing, built on a high level of trust and respect.

## Crop Nutrition

We develop science-led, innovative products and services that improve soil fertility, nutrient use efficiency and crop productivity, whilst also conserving the natural environment.



## Amenity Solutions

We manufacture and distribute landscaping, forestry and turf management solutions to the professional amenity sector in the UK and Europe, promoting opportunities to enhance biodiversity and green space use.

## Agri-Services

We provide a complete suite of agronomic advice and solutions on-farm, including seed, nutrients, crop protection products and digital tools. This advice and these solutions incorporate environmental measures and proposals.



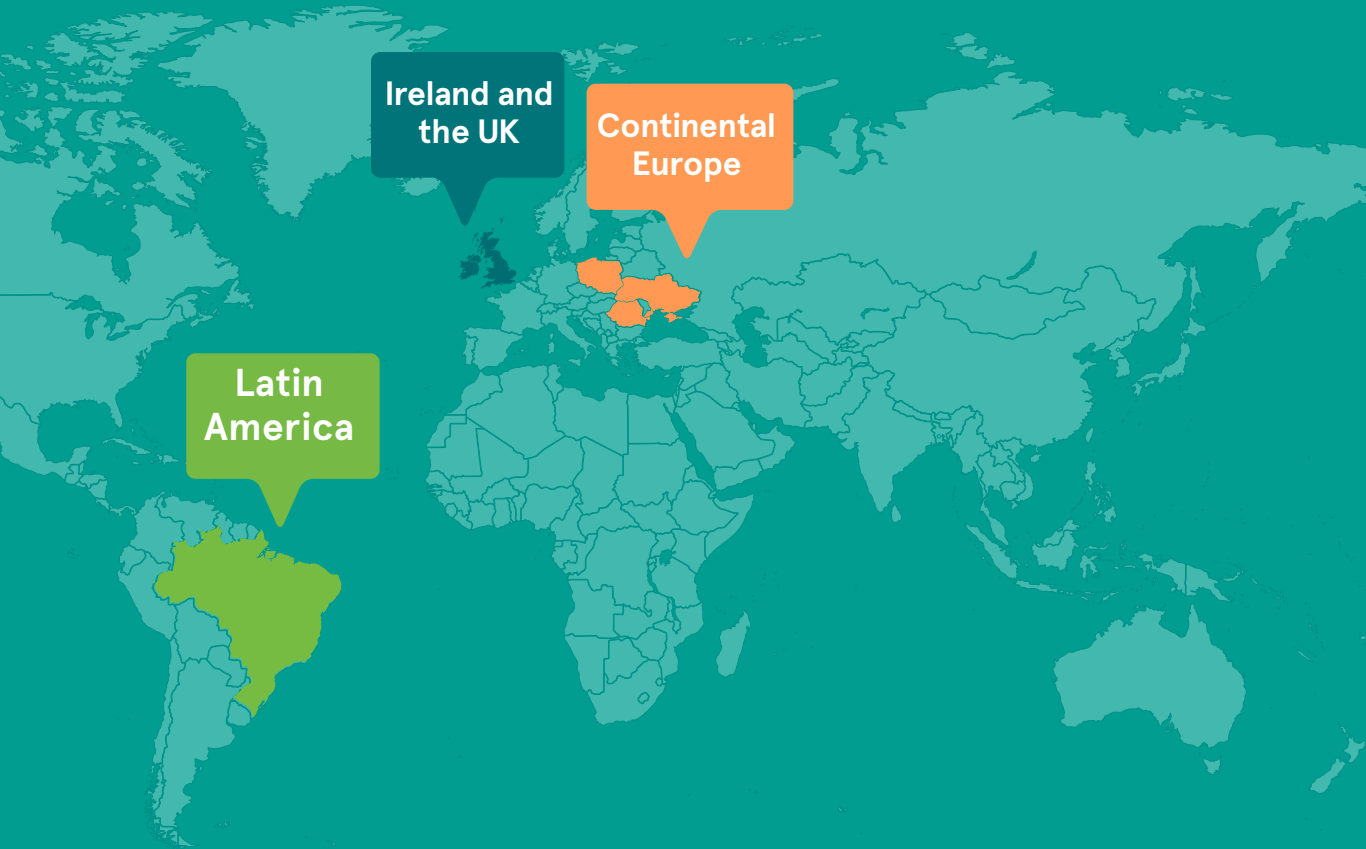
## Digital Agronomy

We offer digital agronomy services and technology to support sustainable and profitable farming through our RHIZA digital agronomy business with its market-leading Contour platform.



# Strategic Geographic Locations

We operate in partnership with over 37,000 farmers and 7,000 amenity professionals to develop and provide the essential building blocks for optimal soil and plant health, and support sustainable agriculture and amenity practices.



6

Countries



60

Demonstration Farms



32

Input Formulation and Processing Facilities



94

Distribution Points



>2,600

Employees

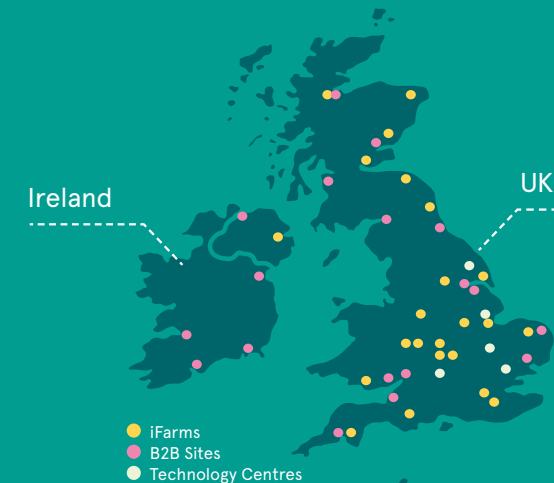


57,000

Crop Field Trials

## Ireland and the UK

Origin has leading positions in the UK Integrated Agronomy Services market, the Irish and UK Fertiliser and Speciality Nutrition markets and the UK Amenity Inputs market.



## Continental Europe

Origin is a recognised market leader in the provision of Agronomy Services and Crop Inputs in our Continental European markets.



## Latin America

Origin has a controlling interest in Fortgreen. Based in Paraná State, Fortgreen is an established leader in the development and marketing of value-added crop nutrition and speciality inputs.



## Our Operations

 What we do:

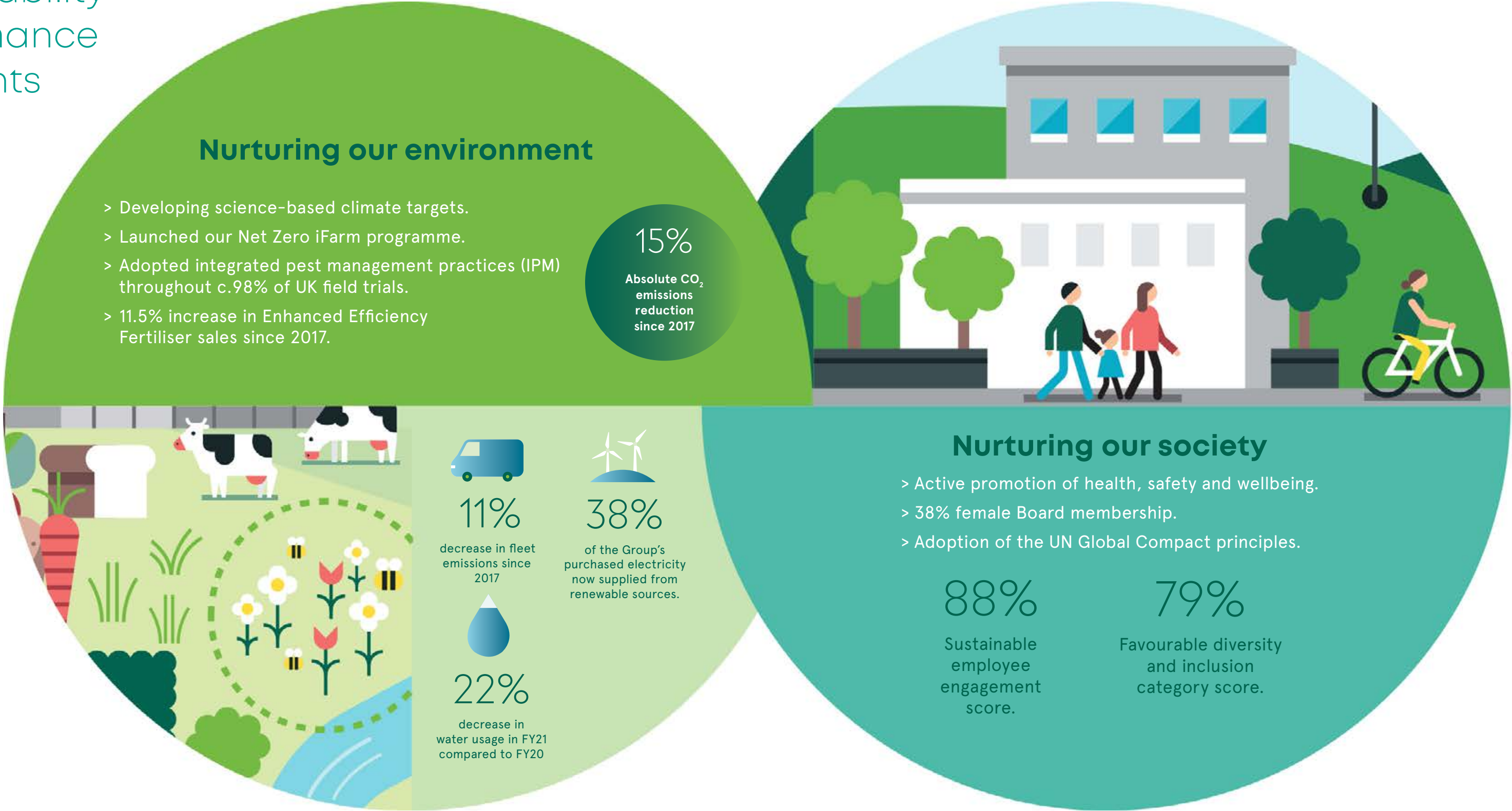
- > Amenity Solutions.
- > Business-to-Business Agri-Inputs.
- > Integrated Agronomy and On-Farm Services.
- > Digital Agricultural Services.

 What differentiates us:

- > Holistic approach to land and crop stewardship.
- > Agronomic expertise and bespoke solutions.
- > Extensive and collaborative R&D.
- > Long-standing and trusted partnerships.



Sustainability  
Performance  
Highlights  
2021



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# Origin Enterprises – Our Purpose

Origin's purpose is:

“To apply our innovation, R&D and agronomic expertise to optimise food production through sustainable agriculture, and to support sustainable forestry, landscape and sports turf sectors.”

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# Our Sustainability Approach

## Board Leadership

*Nurturing Growth* is enabled by our Board leadership and governance framework, which also facilitates openness and transparency, and allows integration across our business functions.

Advancing the Group’s sustainability agenda is a priority for Origin’s Board. This year the Board established a new ESG Committee as part of the drive to integrate sustainability into our way of operating and our decision-making, and to embed a strong culture in support of environmental, social and governance (ESG) best practice.

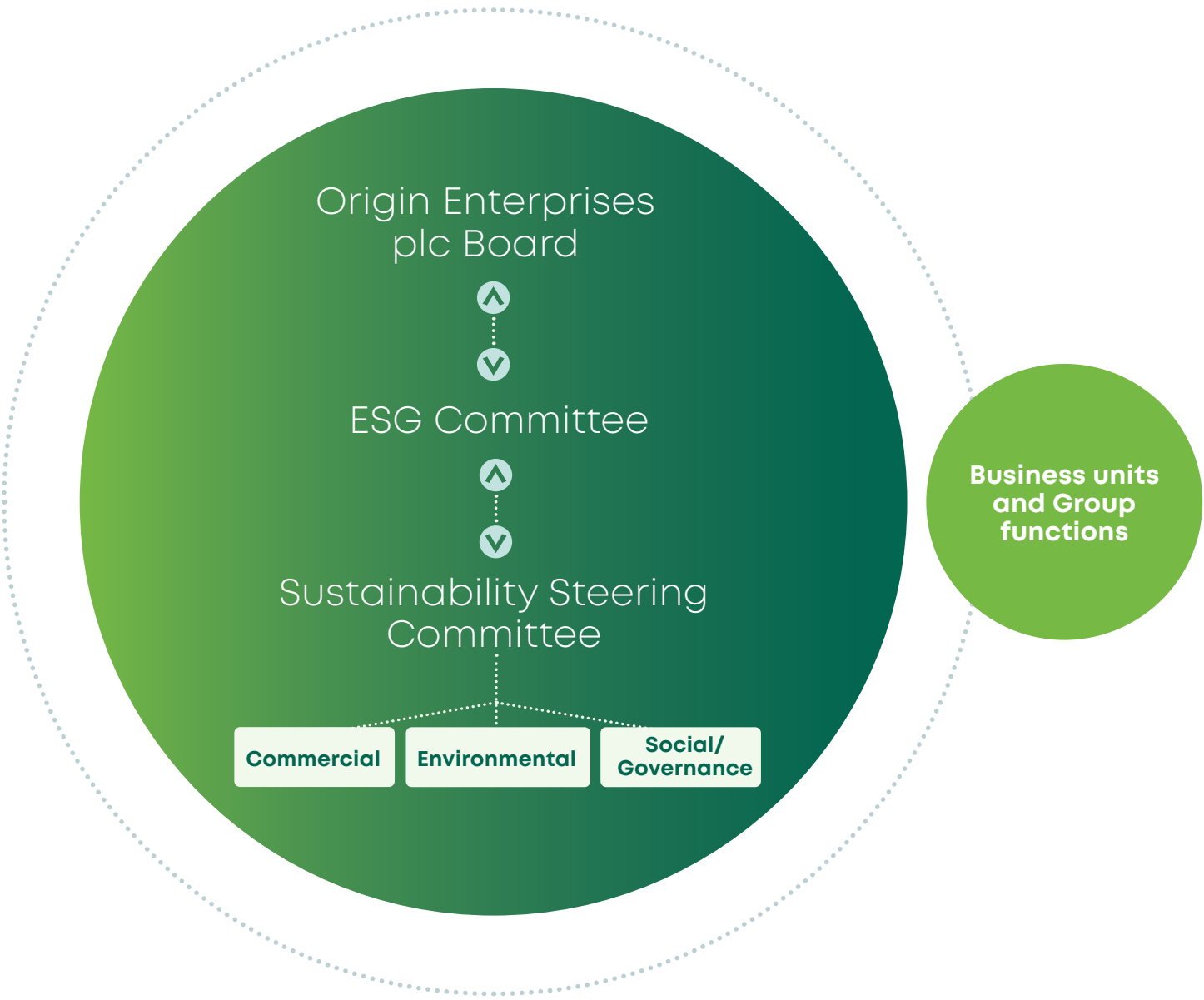
The newly appointed ESG Committee represents the Board in defining the Company’s ESG strategy. It supports, challenges and oversees *Nurturing Growth* and the long-term evolution of related policies, practices, targets and initiatives.

## Business Integration

The Group’s development and implementation of policies, codes of practice, targets and external reporting on ESG matters are led by a cross-functional Sustainability Steering Committee comprising senior management across various departments and business units, with Finance, Human Resources, Audit & Risk, Legal, Health & Safety, Commercial,

IT, Operations and R&D all represented. This Committee meets quarterly and is accountable to the Executive team, who drive the pace of initiatives, help shape the areas of focus and ensure an enterprise-wide alignment on ESG priorities and strategic direction.

It also engages regularly with the Board’s ESG Committee, further ensuring cohesion, integration and alignment on implementation of our sustainability strategy and ambitions holistically throughout all levels of the Group.



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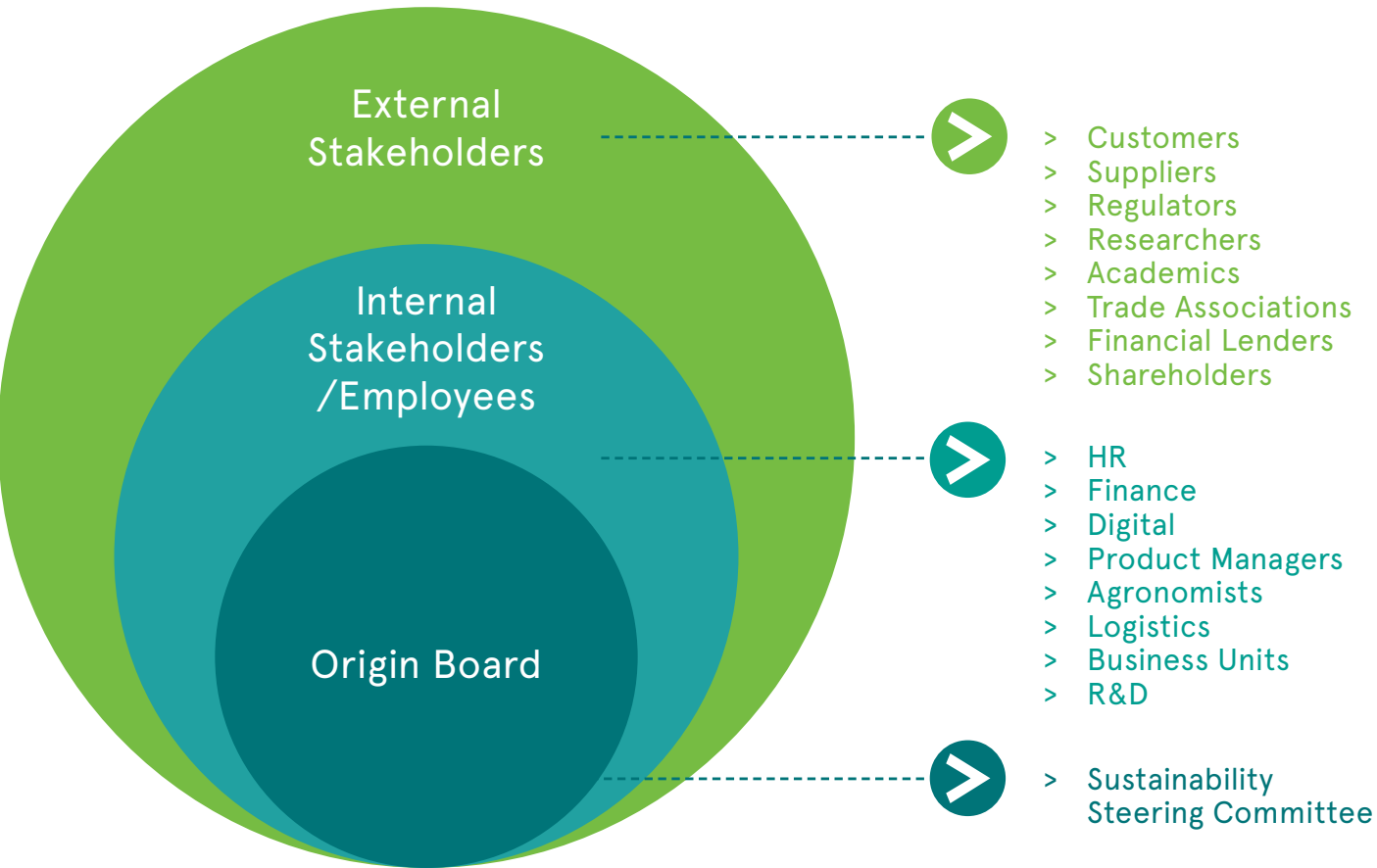
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# Reporting on what matters most

Continuous engagement with our stakeholders at every level, from primary producers to policy makers, helps us to identify and evaluate future risks and opportunities critical to the success of our business activities. Our ESG Committee has overseen the work to formalise the process of aligning stakeholder feedback with business sustainability objectives and we have committed to undertaking a Materiality Assessment every four years.



Our first independent, global Materiality Assessment\* produced by third party sustainability experts was commissioned in 2019 and published in Origins Annual Report.

It assessed the importance of issues based on the following criteria:

- > Important to our business – but not purely a financial or operational issue;
- > Impacts our business significantly in terms of growth, cost or risk;
- > Important to our stakeholders and they expect us to act; and
- > Within our sphere of control and influence.

This process established a baseline ‘Materiality Matrix’ to help us better understand the expectations, interests and concerns of our internal and external stakeholders.

*\*A materiality assessment is the process of identifying, refining and assessing numerous potential environmental, social and governance issues that could affect the business and/or our stakeholders condensing them into a short list of topics that inform our strategy, targets, and reporting.*

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Materiality

We followed the principle of materiality as set out in the GRI\* Standards, undertaking a four-stage approach:



Defining the sustainability factors

Desk-based research and a benchmarking exercise produced a list of distinct sustainability factors that we considered relevant to our organisation.



Engaging with stakeholders

Stakeholder groups were engaged through interviews with Customers, Suppliers, Regulators, Industry Associations, Academics, Research Professionals, Shareholders and Lenders.



Prioritising results

Ratings of high, medium or low were assigned against each sustainability factor based on the results from the internal and external stakeholder engagement. A sustainability factor register was developed.



Validating the results

Consolidated and analysed findings from the surveys and interviews to produce a preliminary matrix. Results were validated by our Sustainability Steering Committee.

Baseline Materiality Matrix

The assessment identified twenty two material factors of which seven topics were deemed the most important to Origin and our stakeholders in 2019.

Prioritisation

In light of the rapid pace at which environmental and social themes are evolving within the agriculture and amenity sectors, in early 2021 we identified three emerging themes (Automation, Circular economy and Pandemic risk) and elevated climate change and carbon emissions as individual topics of particular importance to our business. Therefore, while recognising all material focus areas, we have agreed the following eleven themes as being most material to Origin today.

Importance to Industry Stakeholders	High	<ul style="list-style-type: none"><li>&gt; Health, nutrition and food safety.</li><li>&gt; Wildlife and biodiversity.</li><li>&gt; Water stewardship.</li></ul>	<ul style="list-style-type: none"><li>&gt; Business integrity.</li><li>&gt; Climate-smart agriculture.</li><li>&gt; Long-lasting relationships and quality of service.</li><li>&gt; Product research and innovation.</li><li>&gt; People’s health and safety.</li><li>&gt; Soil and crop health.</li><li>&gt; Promoting sustainable food production systems.</li></ul>
	Medium	<ul style="list-style-type: none"><li>&gt; Community education and support.</li><li>&gt; Genetic enhancement.</li><li>&gt; Industry leadership and collaboration.</li><li>&gt; Local socio-economic impact.</li></ul>	<ul style="list-style-type: none"><li>&gt; Cyber-security and data protection.</li><li>&gt; Diversity, Inclusion and Equality.</li><li>&gt; Digital transformation (local solutions).</li><li>&gt; Employee attraction, development and engagement.</li><li>&gt; Geopolitical and regulatory developments.</li><li>&gt; Financial stability and sustainable growth.</li><li>&gt; Supplier relationships.</li><li>&gt; Respecting human rights in the value chain.</li></ul>
		Medium	High
Importance to Origin			

2021 Most Material Themes

1. Business integrity
2. Health, safety and wellbeing
3. Promoting sustainable food production systems
4. Soil and crop health
5. Long-lasting relationships and quality of service
6. Product research and innovation
7. Pandemic risk
8. Climate Change
9. Carbon emissions reduction
10. Circular economy
11. Water stewardship

These eleven most material themes now inform our sustainability commitments and plans going forward. These are the themes we will map against the UN Global Compact principles as well as the UN SDGs.

\*The Global Reporting Initiative (known as GRI) is an international independent standards organization that helps businesses by providing them with the global common language to communicate their environmental, economic and social impacts.

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**UN Sustainable Development Goals**

The UN’s 17 Sustainable Development Goals (‘SDGs’) provide a globally accepted roadmap for addressing many of the most urgent global, economic, environmental and social challenges. The achievement of these goals by 2030 requires broad participation with a central role for businesses.

Together with our business units, we prioritised the SDGs that are most relevant to Origin and on which we can deliver the greatest impact. Delivering against these goals will require working with multiple partners, private and public and sharing our knowledge, skills and expertise to make lasting change.

We investigated the detailed sub-goals behind each SDG and how they align with our business strategy and sustainability approach. We see the greatest opportunity for impact with:

- > Goal 2 (Zero Hunger);
- > Goal 5 (Gender Equality);
- > Goal 8 (Decent work and Economic Growth);
- > Goal 12 (Responsible Consumption and Production);
- > Goal 13 (Climate Action); and
- > Goal 15 (Life on Land).



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# Drivers of Sustainability

Origin Enterprises is an agile, resilient business, committed to sustainability and empowering our people across our research, innovation, product development, processes and agronomic advice service.

We are committed to working collaboratively along the supply chain to drive the necessary changes to address climate change, a global health crisis of both over-, and under-nutrition, loss of biodiversity and environmental quality.

The global mega-trends for our sector, which are consistent with our most material sustainability issues, represent challenges which call for a holistic approach that acknowledges both risks and opportunities.

TREND	DESCRIPTION	RELATED RISKS	OPPORTUNITIES
<div>Climate change</div> 	<ul style="list-style-type: none"><li>&gt; Climate Change has both direct and indirect effects on agricultural productivity. Given increasing extreme events and their interconnectedness, risks of food system disruptions are growing.</li><li>&gt; Crop establishment and yield are affected by extreme weather events and may drive change in cropping choice.</li><li>&gt; Higher CO<sub>2</sub> levels have the potential to lower the nutritional quality of crops in addition to impacting the distribution of pests and diseases, thus affecting production negatively in many regions.</li></ul>	<ul style="list-style-type: none"><li>&gt; Negative impact on farming yields and productivity and food system disruptions.</li><li>&gt; Physical risks – acute weather events (drought, flood) and long-term rises in temperatures and sea levels.</li><li>&gt; Transition risks – cost of emissions, adapting to new regulations.</li></ul>	<ul style="list-style-type: none"><li>&gt; Rewards from providing solutions with positive reputation and branding impact.</li><li>&gt; Work with growers, landscape professionals and agronomists to increase biodiversity (e.g. wildflowers, landscape regeneration, pollinators).</li><li>&gt; Access to subsidies and partnerships to provide resources and know-how.</li><li>&gt; Develop new and leverage existing fertiliser technologies (e.g. urease inhibitors and phosphate enhancers) to better manage impact on soil and biodiversity health.</li></ul>
<div>Soil degradation</div> 	<ul style="list-style-type: none"><li>&gt; Soil is a finite resource, meaning its loss and degradation is not recoverable within a human lifespan.</li><li>&gt; Fertile healthy soils are the foundation of sustainable agriculture. With the equivalent of one soccer pitch of soil eroded every five seconds, this poses a major threat to global food security.</li></ul>	<ul style="list-style-type: none"><li>&gt; Risk of soil compaction and erosion, which will reduce fertility and increase the risk of flooding.</li><li>&gt; When soil is eroded, the carbon stored in soils is lost in the form of greenhouse gases.</li><li>&gt; Biodiversity loss – a teaspoon of fertile soil contains between 100 million and 1 billion bacteria.</li></ul>	<ul style="list-style-type: none"><li>&gt; Improving soil health provides us with a huge opportunity in terms of carbon sequestration.</li><li>&gt; Regenerative agriculture based on minimal soil disturbance improves soil health and resilience.</li><li>&gt; Support technology for the Digital Farming Era.</li><li>&gt; Promote benefits of Cover / Catch Crops.</li></ul>
<div>Water stress</div> 	<ul style="list-style-type: none"><li>&gt; Clean water is essential for food production and drinking and to support marine ecosystems.</li><li>&gt; Agriculture globally is thought to account for c.70% of global fresh-water use.</li></ul>	<ul style="list-style-type: none"><li>&gt; Fresh water scarcity and shortages.</li><li>&gt; Sea level rise and saltwater intrusion.</li><li>&gt; Access to water and irrigation.</li><li>&gt; Water cycle disruptions resulting in more extreme flooding and droughts affecting soil moisture and crop yield / quality.</li></ul>	<ul style="list-style-type: none"><li>&gt; Optimising dose rates to reduce water usage when applying plant protection products.</li><li>&gt; Availing of digital solutions to support efficient water usage e.g. via RHIZA's* soil moisture monitoring service.</li><li>&gt; Innovative products to support drought tolerance, improve soil structure and percolation and reduce soil losses from wind blow.</li></ul>

\* RHIZA digital is Origin's fully integrated digital agronomy and precision farming service for arable, grassland and high-value crops businesses.

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<div>Biodiversity loss</div> <div></div>	<ul style="list-style-type: none"><li>&gt; Modern agriculture is losing above and below ground species diversity.</li><li>&gt; Habitat and biodiversity loss is a direct result of human activity.</li><li>&gt; Farmland is where biodiversity improvement needs to be focused.</li></ul>	<ul style="list-style-type: none"><li>&gt; A weaker, less resilient farming system.</li><li>&gt; Loss for human health and wellbeing because changes in ecosystems can affect societal resilience and livelihoods.</li></ul>	<ul style="list-style-type: none"><li>&gt; Support biodiversity regeneration e.g. ecological product offer and advice.</li><li>&gt; Optimising production on existing agricultural land to maximise space availability for biodiversity improvements.</li><li>&gt; Promote Integrated Pest Management best practice within our trials and customer offering.</li></ul>
<div>Pesticide use</div> <div></div>	<ul style="list-style-type: none"><li>&gt; Pesticides or Plant Protection Products ('PPPs') are substances intended for repelling, destroying or controlling any pest or for regulating plant growth.</li><li>&gt; The Food and Agriculture Organization ('FAO') estimates that 20–40 % of global crop yields are lost each year due to the damage caused by plant pests.</li><li>&gt; Controlling pests, weeds and disease is crucial to achieving Sustainable Development Goal 2 to end hunger, achieve food security and improved nutrition, and promote sustainable agriculture by 2030.</li></ul>	<ul style="list-style-type: none"><li>&gt; The regulatory environment has become increasingly challenging to established PPPs and product innovation. This is resulting in fewer active ingredients and reduced product optionality across our Agriculture, Horticulture and Amenity product suite.</li><li>&gt; Loss or restricted use makes control of weeds, disease and pests in key crops far more difficult. Furthermore, as there is reliance on fewer PPPs, resistance build-up will become more likely and selection pressure for resistance build-up will increase, reducing the efficacy of products.</li></ul>	<ul style="list-style-type: none"><li>&gt; Target 100% of all our trials across our on-farm operations to include an element of Integrated Pest Management (FY21 98% of trials).</li><li>&gt; Continued delivery of on-line virtual sprayer operator modules to widen access to best practice advice on PPP application, ensuring products are well-targeted to protect the operator and environment.</li><li>&gt; Fast-track the bringing-to-market of reliable and effective low-impact bio-solutions, to complement and protect existing PPPs.</li></ul>
<div>Food security and nutrition</div> <div></div>	<ul style="list-style-type: none"><li>&gt; Hunger and malnutrition continue to be prevalent, with one in five children under five years affected by stunting due to malnutrition, yet 13% of the world's population is classified as 'obese', a rate that has almost tripled since 1975.</li><li>&gt; Crop yield declines may be widespread by 2050 due to climate change—exacerbating issues for low-income consumers.</li></ul>	<ul style="list-style-type: none"><li>&gt; Climate-related threats to the food chain. Difficulties in accessing sustainable food for consumers. Food supply chain disruptions.</li><li>&gt; Threats to food security are population growth, food price, the disappearance of agricultural plant species, water/land scarcity and food waste.</li></ul>	<ul style="list-style-type: none"><li>&gt; Tailored nutrition programmes through soil/tissue sampling and using RHIZA digital*.</li><li>&gt; Add nutrients to standard fertilisers.</li><li>&gt; Advise farmers on alternative crops, seasonal soil rotation and regenerative agriculture.</li></ul>
<div>Consumer trends</div> <div><ul style="list-style-type: none"><li>&gt; Nutrition and health</li><li>&gt; Sustainable agriculture</li><li>&gt; Waste reduction</li></ul></div> <div></div>	<ul style="list-style-type: none"><li>&gt; Consumers want to make informed, healthy and sustainable food choices. Consumers are demanding full transparency on food sourcing.</li><li>&gt; There is a clear shift towards an increase in plant-based diets (plant-based or flexitarian diets.).</li></ul>	<ul style="list-style-type: none"><li>&gt; Lower customer demand for 'unhealthy' products impacting traditional agricultural crop mix.</li><li>&gt; Pressure from consumer groups for sustainable agriculture and reduced waste.</li></ul>	<ul style="list-style-type: none"><li>&gt; R&amp;D investments and farm advice directed at healthier crops/products.</li><li>&gt; Share nutritional information with farmers, food processors and consumers. Empower consumers to make informed, healthy and sustainable food choices.</li></ul>

\* RHIZA digital is Origin's fully integrated digital agronomy and precision farming service for arable, grassland and high-value crops businesses

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TREND	DESCRIPTION	RELATED RISKS	OPPORTUNITIES
<div>Trends in green space and sports turf solutions</div> <div></div>	<ul style="list-style-type: none"><li>&gt; By 2050 there will be 6.3 billion people living in urban areas – green spaces will therefore be necessary to accommodate physical activity.</li><li>&gt; There is a growing recognition of the value contributed by managed turfgrass areas such as golf courses, sports fields, landscaped amenity areas and public parks to promote sustainable lifestyles, improving both the health and the wellbeing of urban and rural residents.</li></ul>	<ul style="list-style-type: none"><li>&gt; Budgets for parks and green spaces are already constrained and are likely to come under further pressure.</li><li>&gt; Heightened regulatory environment and legislative moves to encourage a transition from chemical inputs to more sustainable alternatives.</li></ul>	<ul style="list-style-type: none"><li>&gt; Increased population density drives a greater necessity for green space amenities.</li><li>&gt; Green spaces are likely to play a more crucial function around health, climate regulation and increased connectivity in the next 30–50 years.</li><li>&gt; Extensive Biosolution offer into Amenity.</li></ul>
<div>Digitalisation</div> <div></div>	<ul style="list-style-type: none"><li>&gt; Digital agriculture has the potential to deliver a step change in efficiency, productivity and sustainability at the farm level and across the value chain. Soil health, biodiversity management and input efficiency are all areas where data insights and R&amp;D enabled by our digital tools can make a large impact.</li></ul>	<ul style="list-style-type: none"><li>&gt; Difficulties in accessing talent and matching digital solutions to societal and regulatory needs to ensure their adoption.</li></ul>	<ul style="list-style-type: none"><li>&gt; Use data analytics insights to strengthen the advice given to farmers.</li><li>&gt; Further develop data aggregation platform to accelerate stronger R&amp;D partnerships.</li><li>&gt; Integrate the innovations from Origin’s CONSUS joint venture digital R&amp;D programme into commercial offerings. <b>See the CONSUS case study on page 32</b></li><li>&gt; Align farm activities to regulatory direction of travel and societal goals.</li><li>&gt; Simplify on-farm sustainability conversations between advisors and farmers.</li></ul>
<div>Circular economy</div> <div></div>	<ul style="list-style-type: none"><li>&gt; It is estimated that about 6–8% of all human-caused greenhouse gas emissions could be reduced if we stop wasting food.</li><li>&gt; A circular economy is regenerative by design and aims to gradually decouple growth from the consumption of finite resources.</li></ul>	<ul style="list-style-type: none"><li>&gt; Dependency on (limited) fossil fuels.</li><li>&gt; Cost of emissions / footprint / carbon pricing and regulatory restrictions that could impact on compliance-related costs.</li></ul>	<ul style="list-style-type: none"><li>&gt; Improving carbon capture/ sequestration opportunities on-farm.</li><li>&gt; Transition from linear make-take-dispose business models to circular, more sustainable ones.</li><li>&gt; Use of clean and renewable materials in the agricultural supply chain.</li><li>&gt; Life Cycle Assessment (‘LCA’) of all farming input products and the associated farming operations.</li></ul>

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# Framework for Action

Having consulted with key stakeholders to identify our most material factors, Origin – taking account of our selected SDGs – has begun the process of setting targets in line with our strategic approach. Having commenced Group-wide environmental reporting in 2019, Origin is now rolling out standardised reporting across the other key aspects of our sustainability programme.

## Nurturing our environment



↗ CLICK SECTIONS  
FOR MORE INFO

\* Net-zero emissions are reached when anthropogenic (i.e. human-caused) emissions of greenhouse gases to the atmosphere are balanced by anthropogenic removals over a specified period.

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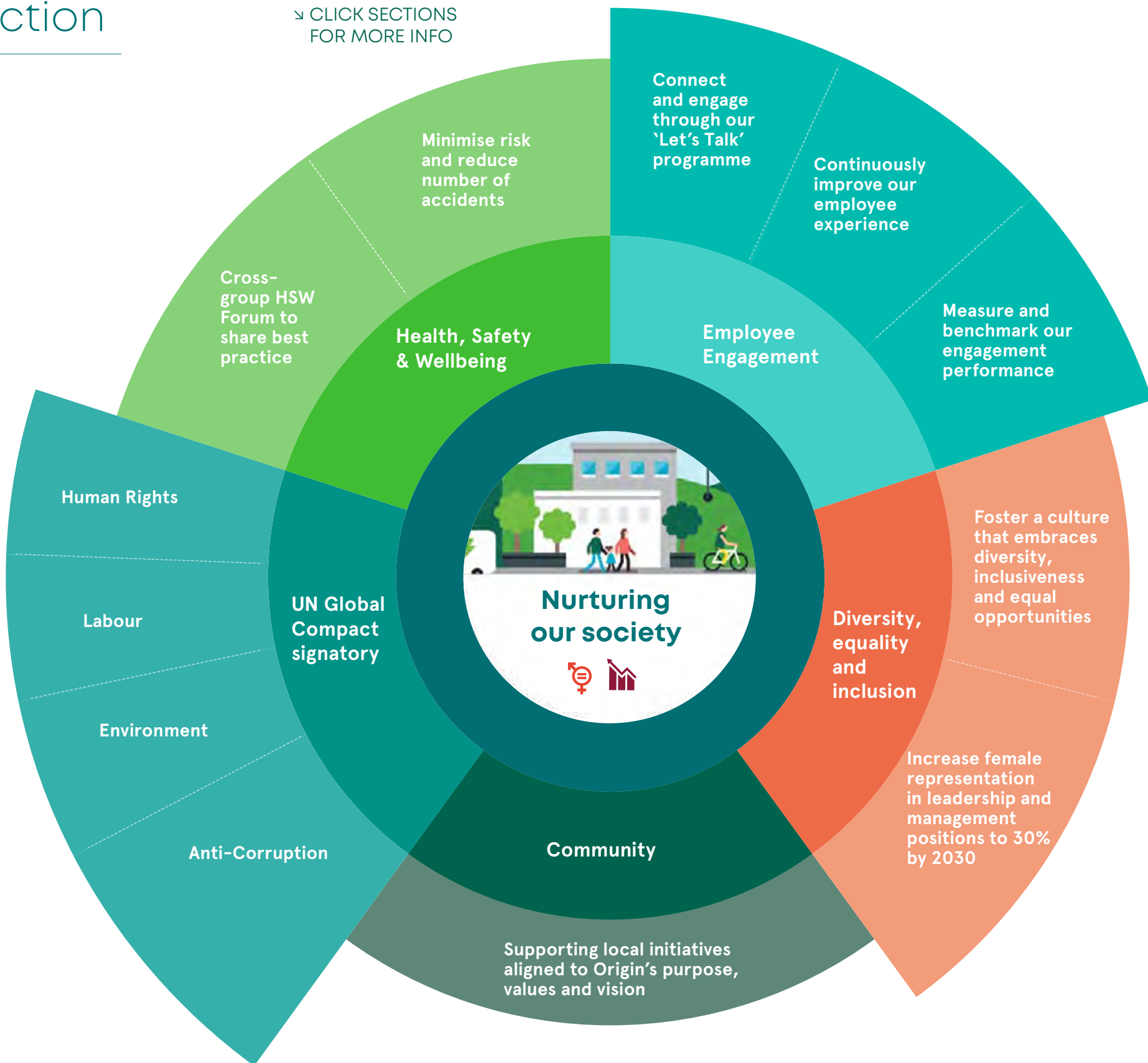
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# Nurturing our Environment: Promoting Sustainable Food Production, Amenity Turf and Outdoor Spaces

For over a century, Origin has delivered integrated management programmes, supporting sustainable food production and plant growth.

Our science-led, innovative products and services improve soil fertility, nutrient use efficiency, and crop productivity.

Across our operations we are committed to meet science-based targets to reduce GHG emissions, waste and water usage intensity and increase soil carbon sequestration and biodiversity.

We are also committed to working with our growers, manufacturers and others to promote regenerative farming techniques, sustainable amenity turf practices and sustainable outdoor spaces, to help address climate change, pollution, biodiversity loss and societal wellbeing.

## Sustainable Food Production

The food production market is diverse, segmented and operates at multiple geographical scales, from local to regional and global. It is consumer driven, highly regulated and with growing expectations regarding produce availability, quality, safety, price and ethical fairness in production and supply systems.

The overall aim of the Agricultural sector is to become a highly efficient producer of safe, high-quality, affordable food, at the scale necessary to meet the rapidly expanding global food demand. The pivotal element in this is the delivery of sustainable production systems that work in harmony with the environment. Origin’s mission is to be a global leader in our industry, contributing to the delivery of this vision as part of our long-term commitment to our growers and our own sustainable business.

Our focus is on offering on-farm agronomy strategies and products to optimise production and meet increasing population demand, while regenerating ecosystems and reducing environmental stress.

Farmers are already working hard to address the current challenges in food production. However, scientific reports point to a challenged global food system and the need to transform agriculture, capitalising on its capacity:

- > as a carbon sink;
- > to support biodiversity; and
- > as a steward of clean water supplies.

We are committed to supporting farmers and growers through one of the most significant transformations to our food system and will continue to adapt along the way.



11.7m

Hectares annually influenced by advice or products delivered by an Origin entity

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On-farm Charter for Sustainable Food Production  
Systems – Green Horizons

Our collaborative approach with growers is governed by a standardised on-farm sustainability charter.

Operating across multiple geographies, our on-farm charter, branded ‘Green Horizons’, was developed in 2021 in the UK, and will be adopted as part of our ongoing operational excellence programme in our Continental Europe operations.

Objectives at the heart of our Charter\*:



Providing  
integrated  
whole-farm  
solutions



Improving soil  
resilience



Increasing farm  
productivity  
and viability



Enhancing the  
environment



Extending  
stakeholder  
engagement



Our On-farm Charter  
for Sustainable Food  
Production is:

- > A commitment to supporting our Agrii customers as they adapt to the evolving food production landscape, national policy and legislation;
- > A statement of our values and priorities, including Integrated Pest Management ('IPM');
- > A springboard to develop our sustainability strategy Nurturing Growth;
- > A challenging and ambitious set of targets tailored for market conditions;
- > A quest for solutions and a means of informing our R&D and technical training requirements; and
- > A framework around which we will upskill agronomists and customers.

\* Green Horizons five point-plan as referenced in Origin's FY 2020 annual report

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**Providing Integrated Whole-Farm Solutions**

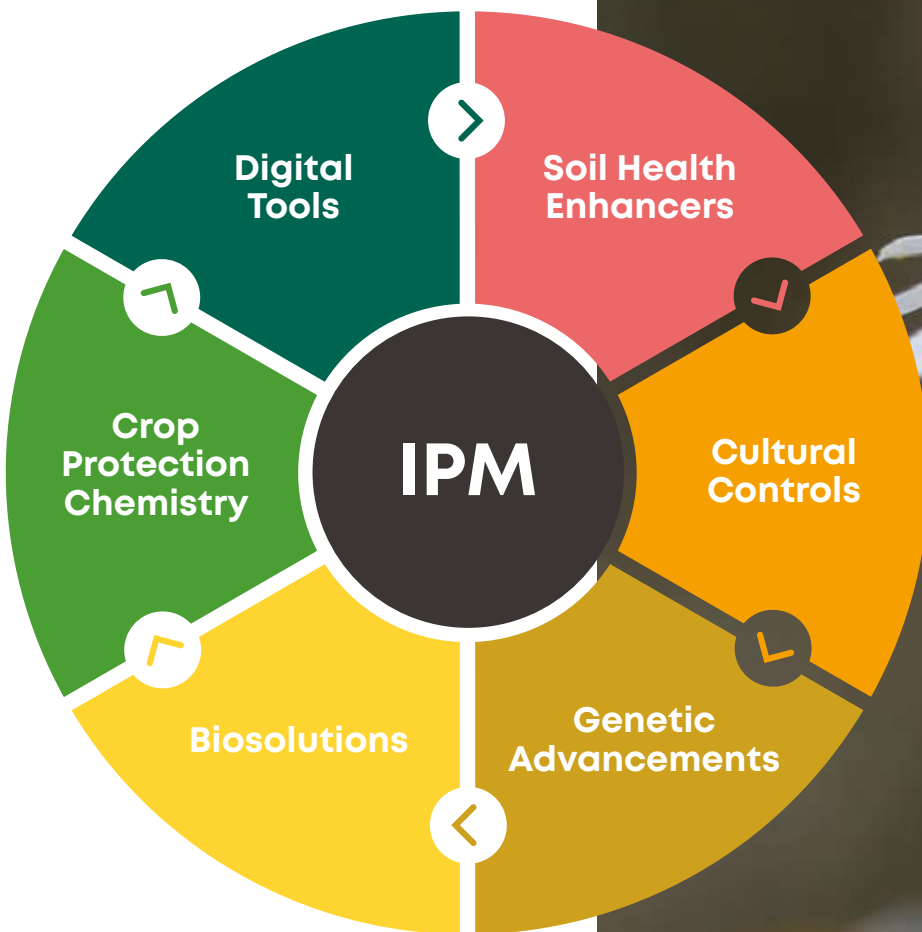
We provide a holistic approach to inform all aspects of plant growth and this integrated approach to crop management is essential for a transition to a more sustainable farming system. This incorporates collaborative R&D and innovation, digital farming, work on soil resilience, variety selection, chemical alternatives and environmental management systems.

We are already engaged with growers in innovative and proactive approaches, adopting best-in-class agricultural techniques and products to positively impact the environment, from capturing greenhouse gases within crops and soils to mitigating flood risks. The focus of this collaborative approach is to develop more sustainable solutions, in conjunction with ecology-based practices, to help slow or reverse current trends relevant to pollution and degradation of soil, water and air.



**What is Integrated Pest Management?**

Integrated Pest Management (IPM) is the careful consideration of all available plant protection methods and subsequent integration of appropriate measures that discourage the development of populations of harmful organisms, whilst keeping the use of crop protection chemistry to levels that are economically and ecologically justified.



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**Improving Soil Resilience**

A healthy and functional soil is of fundamental importance to farmers and to the environment. We will continue to invest in research and solutions to improve soil fertility and make efficient use of nutrients to match natural resource capacities. By providing a more flexible approach to assessing soil health, we will help growers accurately measure, understand and interpret physical, chemical and biological parameters of soil. This knowledge will be put into practice to understand how crop rotations, cultivations and inputs can be adapted to improve the overall resilience of soils.

**A new index for measuring soil resilience**

We have enhanced our tailored customer service by determining a universal way of measuring soil resilience using a clay:carbon index, previously published by Rothamsted, using 386 soil samples. The index informs our soil resilience strategy and provides evidence for areas likely to be incorporated into the UK’s Environmental Land Management programme.

The Agrii Soil Resilience Strategy is in the process of being launched and is based on:

- > utilising the carbon:clay ratio approach to identify current on-farm soil status across different fields, measure long-term improvements in soil health, with associated improvements in water infiltration and storage, nutrient use efficiency and yield resilience;
- > determining subsequent changes in total carbon and carbon sequestration;
- > utilising the active carbon approach to determine incremental changes over the shorter term as good practice is implemented; and
- > developing an agreed route map for the farmer and agronomist to improve soil health and resilience.



By providing a more flexible approach to assessing soil health, we will help growers accurately measure, understand and interpret physical, chemical and biological parameters of soil.”



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**Increasing Farm Productivity and Viability**

Improving farm productivity in an environmentally sustainable way is core to both business viability and reducing greenhouse gas emissions. Through the adoption of new technologies we will help to reduce production costs and minimise environmental harm. At farm level, we innovate to improve production techniques (process innovation), to achieve meaningful benefits on the ground.

**Our Objectives:**

1. to help our growers build business resilience to adapt to climate change;
2. to sustainably increase agricultural production and incomes; and
3. to help to reduce the carbon footprint of our industry and look after the natural environment.

**Seeking innovative solutions**

The potential for new technologies to help growers and their agronomists sustainably increase the productivity of their arable, vegetable and fruit enterprises is immense. New crop protection products, alternative biosolutions, genetic advancements, decision-making or alternative methods of establishing crops – all have the potential to help with the twin goals of sustainable and profitable food production.

Through our comprehensive research programme these new developments are rigorously tested and, if shown to deliver benefits, we will promote their use to our customers based on the facts and evidence from our own and other independent trials organisations.



**Variety selection**  
Our Variety Sustainability Rating ('VSR') is a unique tool that helps farmers to select the most sustainable, most efficient variety. The rating considers many factors such as disease resistance, yield stability and pest resistance.



**Chemical alternatives**  
We are now providing farmers with a range of alternatives to traditional plant protection products ('PPPs') in recognition of the increasing role that biological products have in low environmental impact crop production. With the use of laboratory screening methods, we fast track successful products to the market, giving us a competitive advantage and providing our customers with leading edge service.



**Soil health enhancers**  
Products such as mycorrhizal fungi are interesting new arenas for broad acre crops, although they have been used widely in horticulture and fruit production. Recent research suggests benefits but currently cost in use is quite high.  
  
These fungi, present in all soils to a greater or lesser extent, aid the use and uptake of nutrients, but can be disrupted by certain cultivation systems / crop rotations.

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Embracing the Digitalisation of Agriculture

Origin Digital provides innovative tools and solutions that facilitate other Group companies in positioning themselves as the primary sustainability partners of their customers. These solutions can take a variety of forms, for example, tools that enable access to subsidies, finance and products; that augment and empower decision-making; or that provide simpler access to enhanced agronomic advice and expertise.

Digital Delivery Mechanisms



Innovate & lead to drive the adoption of new technologies

- > Digitally enable our businesses and customers via integrated tools & data
- > Collaborate to innovate at each stage along the food supply chain.
- > Build climate-smart products that facilitate sustainable practices to reduce GHG emissions and sequester carbon, and then measure the resulting improvements in financial, operational, and environmental performance.



Improve soil health

- > Develop better ways of measuring and understanding soil biology and the opportunities this creates in collaboration with our research partners.
- > Improve the efficiency of nutrient use through better soil health, with a primary focus on nitrogen.
- > Provide soil health monitoring over time, and measure the effects of management decisions.



Enable tailored nutrition management programmes

- > Focus on enabling optimal fertiliser management: applying the right fertiliser, at the right rate, at the right time, in the right place for efficient nutrient use.
- > Bring together multiple diverse data sources to provide better nutrient management tools, including the use of remote sensing.
- > Enable variable rate applications, applying inputs where they can produce the highest yields with minimum negative environmental impacts.

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Digital Delivery Mechanisms



Increase engagement

- > By partnering directly with growers as they plan, plant, and then track their sustainable farming practices, helping them improve their decision making and carbon performance.
- > Contributing to the Group’s overall stakeholder engagement and ESG programme.



Integrated Pest Management support – prevent, monitor, control

- > Providing decision support tools to agronomists and farmers to enable more precision management of pests, diseases and weeds.
- > Data-enabled timing insights that inform product applications to reduce waste and over-use, improving efficacy.



Conserving, protecting, and enhancing natural ecosystems

- > Recording biodiversity markers on farms and producing reports.
- > Reporting on vulnerable zones.
- > Developing water quality measurement support.
- > Reducing carbon emissions and improving carbon management through sequestration or other techniques.



Enabling the farming community to lead a balanced life

- > Providing digital tools that make the daily process of farming less onerous, reducing working hours, stress and risk.



By creating technology that simplifies the way users engage with each other, we drive both on-farm performance and conversations rooted in long-term sustainable land management practices.”

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**Case Study:**  
Field of the Future

To explore just how possible it is to grow a crop more sustainably, we have established a ‘field of the future’ project. The aim is to grow a high yielding crop whilst managing to reduce our conventional inputs. Practices that are structured around Integrated Pest Management principles such as using cultural controls and variety selection will maximise our potential to grow a profitable crop whilst reducing our environmental impact. Some examples of R&D areas that will be explored as part of our ‘field of the future’ project are outlined in the diagram below:



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**Market-Leading Agronomist Network**

Our market-leading network of agronomists provides agronomic advice directly to some 37,000 growers across the UK, Poland, Ukraine and Romania. Many of these agronomist-grower relationships are long standing, with a high level of trust and respect built up over generations. This very effective implementation pathway bridges the gaps between our formal scientific research, trial and testing in growing conditions and on farm adoption.

Our agronomists are trusted advisors to our customers and ensure they are supported to maintain sustainable and profitable enterprises as they respond to growing global food demand. We help our customers understand how best to reduce their carbon footprint, increase biodiversity, restore nature and navigate the new opportunities and new regulations they may face, while maintaining yield output.

Our agronomists are plant and soil specialists who work directly with growers to provide innovative research-based advice and supply inputs and other related services, to optimise crop production, on a sustainable basis. They use evidence-based research to solve problems concerning planting, cultivating, harvesting and protecting crops from pests, weeds and harsh climates.



We produce, and promote, lower carbon footprint alternatives where they are available and we advocate for the use of new services and technologies to conserve water and minimise waste and negative environmental consequences.



We also seek to build trusted relationships with suppliers who conduct business responsibly, with integrity and transparency. Origin is committed to the responsible sourcing of goods and services across all of its businesses.



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**Case Study:**  
**Mark Dewes – 2020 *Farmers Weekly*\*  
Arable Advisor of the Year**

Mark has been an agronomist for over 25 years, operating in the independent sector before making the decision to join Origin’s Agrii business in 2015.

Mark’s passion for agronomy and willingness to uncover the best forward-thinking solutions on behalf of customers are the key reasons why he was awarded the title of 2020 UK Arable Adviser of the Year.

**Mark’s views on the future role of the agronomist:**

“I’ve always been curious as to why we work in the way we do with our farmer customers and what changes we could make to improve the service we provide. That curiosity drove me to complete a 2018 Nuffield Farming Scholarship study looking at what we could learn from agronomists around the world in the way we curate pesticide use.

For me, sustainability is defined as those methods with which we can continue profitably and with acceptable external costs. I believe we are in more determined pursuit of a more sustainable future now than at any time in my career.

I was enlightened at the United Nations Committee on World Food Security to hear a delegate from Rwanda describe farmers as: ‘Priests in the marriage between food security and climate change’. It’s that marriage which we, as agronomists, seek to counsel.

“The specialty I am working on is measuring the likely, unintended impact of our use of Plant Protection Products (‘PPPs’). In conjunction with my Post-Grad studies at Aberystwyth University, I have been evaluating systems for measuring pesticide use to help us meet one of our manifesto commitments, so we can ‘Establish recognised metrics on PPP use to reduce negative impacts, whilst maintaining productivity.’

“Our on-farm charter Green Horizons doesn’t give us all of the answers yet but sets out our aims and provides us with the framework in which we can develop more sustainable solutions.”



**At Agrii we have been developing an approach to a new normal, which covers our commitments to sustainability, balancing the external costs of how we farm with the essential work of producing food.”**

*\*Trade magazine aimed at the British farming industry.*

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# Supporting Outdoor Space Regeneration

## Habitat creation and greening urban spaces

The trend to reclaim some of the concrete areas in our towns and cities and turn them into soft landscaped ‘green’ areas continues to gather momentum as we positively acknowledge the importance of nature and the calming effect and positive health benefits that being surrounded by greenery brings.

We have been leading the way with ‘WeatherCheck’ in providing site-specific weather information for sports turf managers and non-chemical solutions for managing turf sustainability and supporting microbial, soil life to improve plants’ resilience in tackling turf diseases and disruptive aeration and thatch problems.

## Green Roofs

An area of substantial growth for Origin has been the green roof market. Greentech (Origin’s award-winning landscaping supplier) is a leading supplier of green roof substrates and ancillary products for incorporation onto a green roof.

Green roofs are often hidden gems within urban environments, offering sustainability and biodiversity benefits, sometimes within a complex of greening measures to boost biodiversity and achieve Carbon Net Zero status.

By integrating nature-based solutions like green roofs into the urban landscape and our innovative approach to amenity turf, we benefit the environment, public health and society by:

- > Reducing stormwater runoff;
- > Increasing building efficiency and reducing energy use for heating and cooling;
- > Reducing air pollution associated with heating, electric power generation and temperature dependent formation of ground-level ozone;
- > Achieving health benefits associated with reducing fine particulate matter (PM2.5) air pollution;
- > Improving psychological wellbeing through access to nature.

## Promoting Pollinators

Across our Amenity solutions and on-farm operations we are embracing the opportunity to contribute to biodiversity and reverse decline through promoting mixed species and wild flower planting.

Both Rigby Taylor and Greentech are working to improve biodiversity through initiatives such as Project Pollin-8, a Euroflor Banquet mix delivering high performance flower displays and Greentech’s John Chambers Wildflower Seed range.



“

Since the 1950s between 97% and 99% of the UK’s native wildflower meadows have been destroyed. Supporting pollinators is critical for the survival of many of our ecosystems.”

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# Collaborative and Comprehensive Research

**Innovation and sustainability partnering**

Our research and innovation programme is the cornerstone of our sustainability strategy. It places Origin Enterprises at the forefront of technological developments, transferring these new technologies into our commercial operations.

Our R&D capabilities span the full spectrum of our business operations, with a highly qualified and experienced core research team complemented by our in-field applications group. In order to keep abreast of the latest technological developments, we collaborate with national and international research performers, including research institutes and universities.

We actively participate in industry research as a partner in innovation projects, seeking to identify new solutions, new varieties, and new techniques which help growers optimise their operations.

We work closely with suppliers and manufacturers investing our own Research & Development into new and emerging trends in the marketplace. This ensures we are well positioned to respond in a timely manner, with a product solution that meets needs across industry, the environment and our society.

We have strong collaborative research programmes with leading universities across

all the markets in which we operate; including participating in a number of strategically important pan-EU multipartner projects funded by the European Commission under Horizon Europe and the New Green Deal.

We also work with our own product suppliers to improve the performance of the products we take to market and enhance the sustainability of our business. Using our extensive programme of field trials we will continue to evaluate inputs

and develop bespoke solutions for our farmers, based on best available scientific and technological development, in areas such as crop protection chemistry, biological alternatives, soil fertility enhancement products, nutrition / fertiliser and seed varieties and system optimisation.

Where new crop varieties are introduced, we seek to apply Life Cycle Assessment ('LCA') techniques to assess the true environmental impacts associated with the introduction of this crop.



## External participation and collaboration



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**Case Study:**  
Innovation & Sustainability Partnering

Five years ago, Origin Enterprises embarked on a far-seeing agricultural digitalisation R&D programme titled CONSUS.

Partnering with Origin’s Digital division, the programme set out to deliver truly innovative solutions to complement and enhance the company’s digital farming offerings.

This €20 million+ R&D programme is a joint venture between Origin Enterprises and Science Foundation Ireland. Based at University College Dublin (Ireland) and including collaboration with Harper Adams University (UK), CONSUS is Europe’s largest university-based digital farming research programme, with 100+ staff across different disciplines working on the delivery of world-leading technologies and systems.



**CONSUS innovations are already opening up opportunities in data capture, analysis and implementation, offering both competitive advantages to our clients and environmental benefits.”**





100+

Multidisciplinary team supporting CONSUS innovations

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Environmental Management System

Within our own operations, we commit to developing an Environmental Management System to an ISO14001 standard to provide demonstrable, audited, internationally recognised certification for the quantification, monitoring and control of the environmental impacts of our operations, and to inform our future activities.

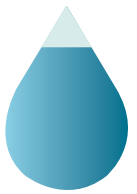
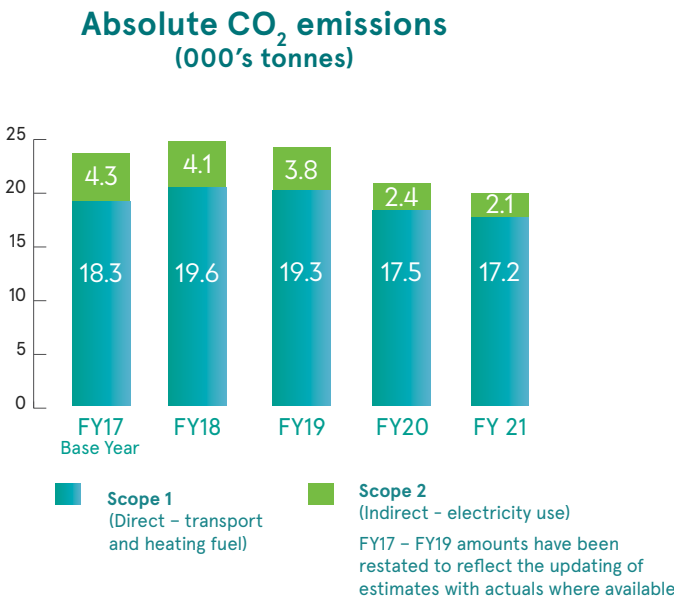
In the first instance we will conduct a baseline review of all material environmental impacts, building on previous work, to include:

- > GHG emissions reduction;
- > waste reduction, including Packaging and Plastics;
- > water usage reduction;
- > effluent treatment and water pollution reduction;
- > biodiversity improvement, and
- > chemical management.



We will set greenhouse gas emissions reduction targets that are in line with what climate science tells us is necessary to limit global warming”

FY 2021 performance vs base year



22%

decrease in water usage in FY21 compared to FY20



38%

of the Group’s purchased electricity supplied from verified renewable sources



11%

decrease in fleet emissions from 2017 –2021

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# Climate change – Carbon Emissions Reduction and Carbon Capture

## Science-Based Targets initiative

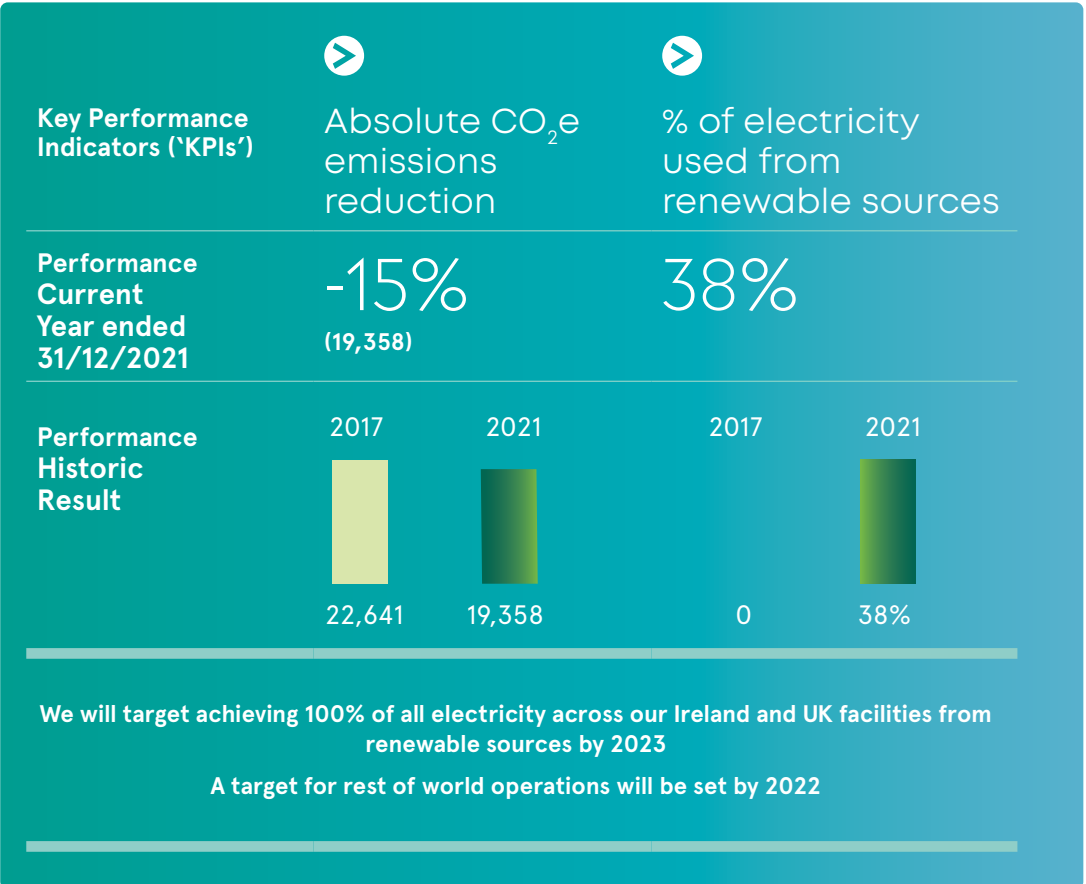
Origin has already laid a solid foundation for this work and in 2017 commenced standardised Group reporting across our three operating geographies, aligned with the Greenhouse Gas Protocol.

## Scope 1 and 2 Greenhouse Gas Emissions

In FY2021, Origin’s greenhouse gas (‘GHG’) emissions totalled 19,358 tonnes of CO<sub>2</sub>e equivalents (CO<sub>2</sub>e) for Scope 1 and Scope 2 GHG emissions. This performance reflects a 15% reduction in absolute carbon emissions versus the 2017 baseline and a 22% reduction in carbon intensity over the same period.

The majority of this improvement is attributable to sourcing of renewable electricity, which now accounts for 38% of overall electricity usage, and ongoing initiatives focused on fleet efficiency and alternative fuels, particularly across our operations in Continental Europe. While digital technologies support crop scouting activities, on-farm and infield visits remain an essential aspect of an agronomist’s role.

Logistics and the Groups car fleet account for 63% of Scope 1 emissions. This weighting reflects the service nature of Origin’s on-farm business model.



In order to set and verify Scope 1-3 GHG emission targets by 2023, we will adopt a phased approach, focusing on:

### Phased approach

1. Measure Scope 1, 2 and 3 emissions;
2. Set Targets;
3. Verify the Targets; and
4. Develop Low Carbon Plan.

## Scope 3 Roadmap

Value chain emissions will account for the majority of our carbon footprint. Accordingly, to deliver a meaningful reduction in GHG emissions requires significant behavioural changes across our value chain and necessitates cross-sector, cross industry and government partnerships.

To set and achieve our Scope 3 carbon emissions and value chain carbon targets, we will:

- > partner with our suppliers;
- > refocus our on-farm advisory support and communications; and
- > adapt reporting tools.

## Promoting enhanced carbon capture

Plants are natural carbon ‘pumps’ that can take carbon from the atmosphere and sequester it in soils. Farming practices can ensure that this sequestered carbon remains in the soil over time. For example, changing tillage practices and the use of cover crops can increase the organic carbon content and carbon sequestration in soil.

Through our R&D programme we can refine and tailor such practices to increase individual farm carbon sequestration across our client base.

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Case Study:  
Net Zero iFarm –  
Tythegston Farm

Farm Size: 1200 ha  
Predominant Soil Type: Silt Loam  
Annual rainfall: 1,200mm  
Carbon Balance: -21,303 t CO<sub>2</sub>e



Tythegston Farm, managed by the Anthony family, is one of our three net zero iFarms, where we are exploring how to manage the farms carbon balance by targeting our inputs and maximising soil health.

They have reduced the use of manufactured fertilisers with the adoption of liquid digestate from a sustainable green waste anaerobic digester, gathering food waste from local councils. This has not only helped to increase soil health, but also helped in working toward a more circular economy approach, utilising waste as a resource.

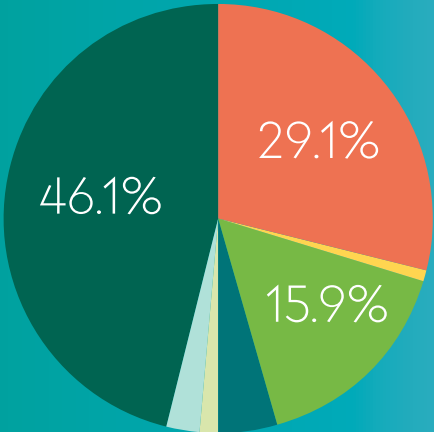
**Towards Net Zero**  
Although emissions total was 13,862 t CO<sub>2</sub>e, efforts to increase and maintain high soil organic matter levels have helped to balance out on farm emissions. The Anthonys have therefore managed to achieve their

goal of net zero, and also become a net sequesterer of carbon. The next step is to maintain the carbon balance and avoid increased emissions.

- Action plan**
- > Soil management – on land that is suitable, the farm would like to take a step towards direct drilling to further reduce their environmental impact. On other areas, the use of a strip till also helps to improve soil management.
  - > Inputs – with the challenge of high annual rainfall, the business will continue to utilise cover and companion cropping, genetics and IPM strategies to reduce their reliance on inputs such as insecticides.
  - > Biodiversity – coupled with their reduced reliance on inputs, habitat creation should help boost the numbers of beneficial pollinator populations on the farm.



Emmissions Totals



Type	tCO <sub>2</sub> e/year
Fuels	4,030.26
Inventory	93.06
Crops	2,197.38
Inputs	643.56
Livestock	195.90
Distribution	317.44
Land Use	6,385.32
Total:	13,862.92



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# Biodiversity

In agriculture, habitat diversity supports species diversity. The more diverse the cropping and surrounding non-crop habitats, the greater the diversity of wild species. Modern agriculture is losing above- and below-ground species diversity leading to a weaker, less resilient farming system.

## Biosolutions

We promote and encourage the use of biological controls to help growers produce profitable and healthy food while reducing the reliance on PPPs for controlling weeds, pests and diseases.

Within Agrii’s division we have committed to fast-track the research and testing of ‘biosolutions’, evolving technologies that may be used as well as, or instead of, conventional Crop Protection Chemistry products (‘CPCs’), to enhance crop health, plant metabolism, yield, crop protection, nutrient use efficiency or reduce the effects of stress.



## Why have we taken this decision?



**We need alternative agronomy solutions:** Conventional CPC is becoming more challenging to discover and more expensive to achieve the high standards required by the UK registration system. Therefore, we have gaps in the ‘agronomy tool box’ that need a solution. Biosolutions are getting more reliable and may be able to help plug that gap.



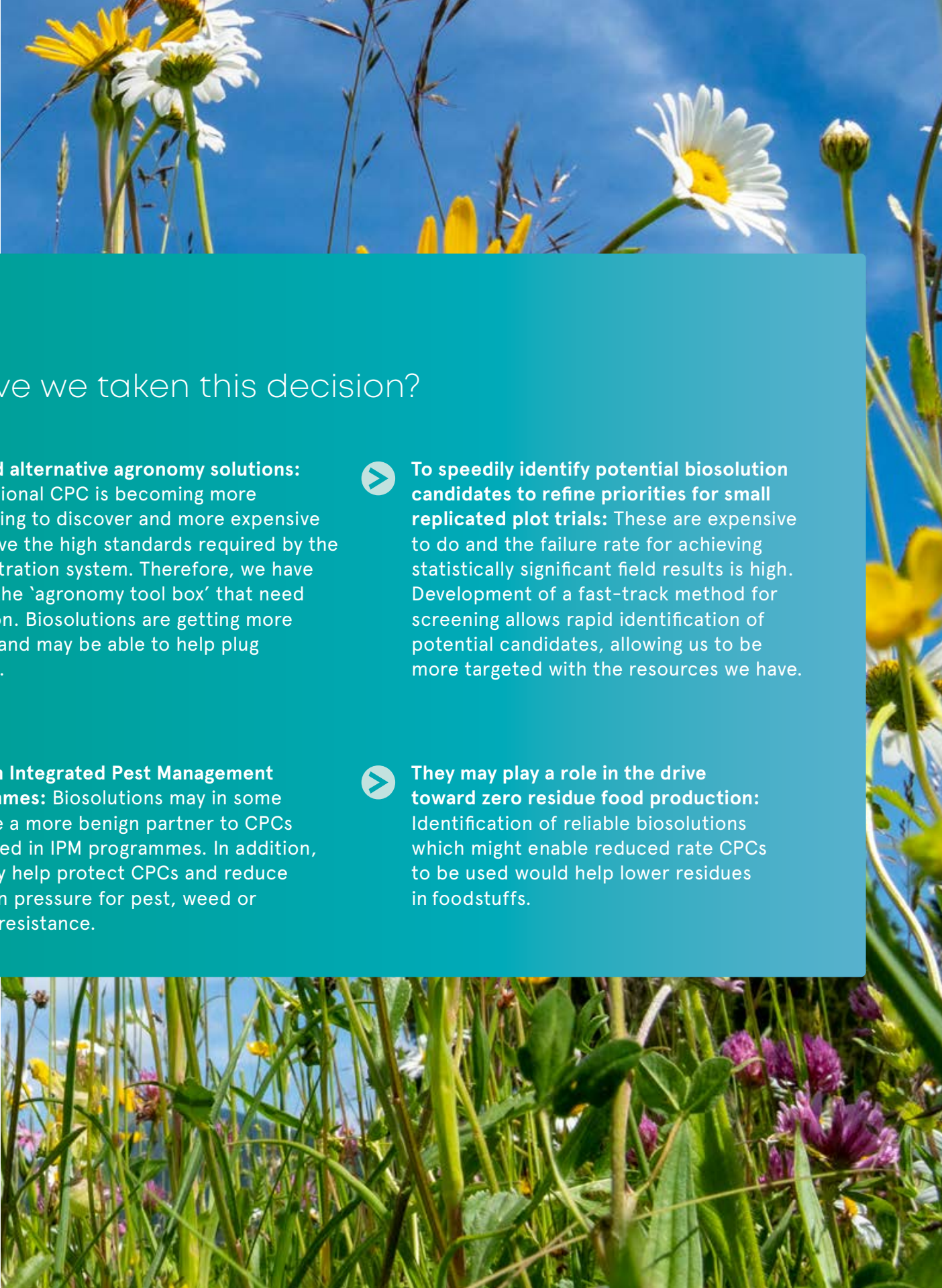
**To speedily identify potential biosolution candidates to refine priorities for small replicated plot trials:** These are expensive to do and the failure rate for achieving statistically significant field results is high. Development of a fast-track method for screening allows rapid identification of potential candidates, allowing us to be more targeted with the resources we have.



**To use in Integrated Pest Management programmes:** Biosolutions may in some cases be a more benign partner to CPCs when used in IPM programmes. In addition, they may help protect CPCs and reduce selection pressure for pest, weed or disease resistance.



**They may play a role in the drive toward zero residue food production:** Identification of reliable biosolutions which might enable reduced rate CPCs to be used would help lower residues in foodstuffs.



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# Reducing Water Usage and Water Stress

## Using our R&D to address water stress

Water is an essential element to support plant life and crop development. Risk of water stress associated with drought can materially impact a crop's survival and yield potential. Through our operations in continental and tropical climates, we have been able to strengthen our understanding of how systems are regulated, helping us to develop biotechnology solutions that improve plant stress tolerance.

As water is a limiting input that threatens the sustainability of agricultural production, we place particular emphasis on innovations that improve plant responses in conditions where water limitations and other factors that can cause plant stresses which harm crop production are present.

## Reducing our total water usage

With increasing pressure to conserve and protect this shared resource, we are committed to protecting fresh water supplies and water dependent ecosystems.

FY2020, Origin commenced group-wide recording and reporting of water usage. In FY2021, overall water consumption reduced by 22% to 37.5 million litres versus the prior year, driven by localised initiatives to conserve and reuse water volumes.

In addition to water conservation, each business division exercises due care to ensure that all waste water complies with relevant legislation and we continue to invest in infrastructure and management systems to minimise potential spillages or other forms of water contamination.

As part of our comprehensive programme to baseline water usage, we plan to set group-wide operational water targets by 2023.

## Addressing water stress

While water usage within Origin's own operations is less intensive than companies operating within a manufacturing sector, water plays an essential role in supporting our customer base within the food production and amenity sectors.

The Group therefore invests significant effort in the education of our customers on best practice such as spray operator training courses and in identifying solutions to address the impacts of water stress on plant development.

## Case Study: Fortgreen Innovations

**PhysioCrop** is an abiotic **stress reducer** obtained from natural sources of aminoacids that improves plant ability to deal with water stress conditions. PhysioCrop targets molecules that can damage plant development under stress conditions, by activating naturally occurring enzymes within the plant structure.

### Features:

- > **Protection** against stress conditions (temperature extremes, high light levels, drought);
- > **Increased nitrogen metabolism** in a natural system based on a symbiotic relationship between plants and soil bacteria.



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# Waste Reduction: Packaging and Plastic

Due to our operational focus on product formulation, distribution and advisory services, waste tonnage is less material for Origin than many other sector participants. Nevertheless, minimising waste is an important part of improving our overall efficiency and reducing our direct impact on the environment.

We are committed to embedding circular principles, developing innovative ways to effectively manage waste streams within our own operations.

We are equally committed to working with our partners, manufacturers and farm stakeholders to assess and identify how we can remove the use of virgin plastics in our packaging, while maintaining product integrity and safety.

## Waste Disposal

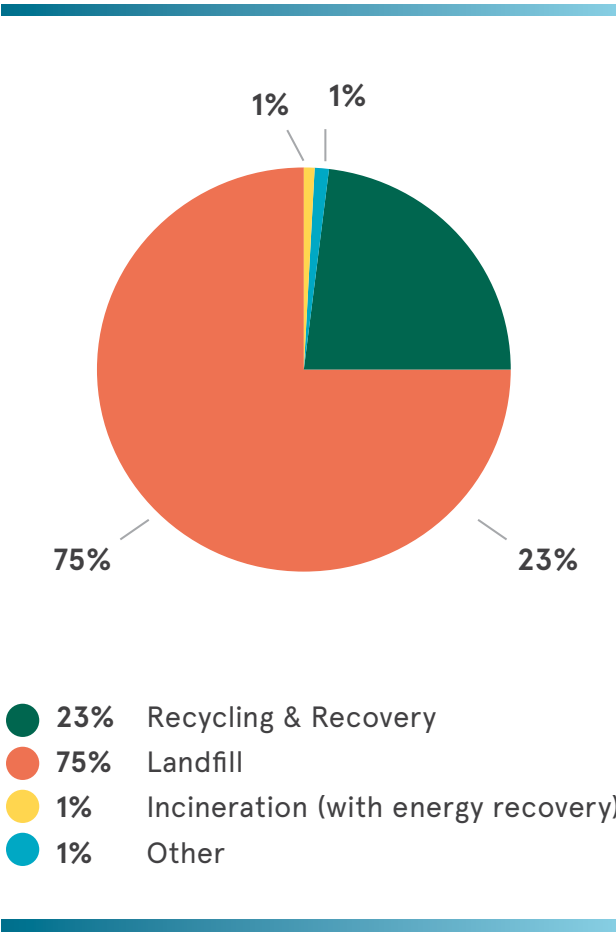
FY2020 was the first year Origin consolidated data relating to waste disposal. In FY2021, additional information helped identify that waste designated for recycling was ultimately ending up in landfill across a number of operations within our CE markets.

This assessment has helped to highlight waste hotspots and is assisting the Group in structuring an action plan to minimise waste volumes and develop recycle and recovery programmes to divert waste from landfill.

To expedite progress, we have set a target within our Ireland and UK operations to eliminate all waste to landfill by 2025.

Across our CE and LATAM operations, alternatives to landfill are less prevalent. Initiatives have already been introduced to reduce waste including the introduction of compactors. The Group is currently undertaking a comprehensive exercise to baseline our packaging and waste and commit to setting a target for our rest-of-world operations by 2022.

## FY20 Waste by Disposal Method





By 2025 we are targeting zero non-hazardous waste to landfill within Ireland & UK and commit to setting a target for rest of world by 2022.

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# Developing New Products for Environmental Sustainability and Optimal Growth

Good farming practice demands regular soil analysis to identify any potential for an imbalance of nutrients. Our tailored approach helps growers to get the balance just right for optimal growth and environmental sustainability. Applying the right fertiliser, at the right rate, at the right time, in the right place can redress the nutrient balance and protect the environment.

We test and bring to market products that reduce nutrient losses to air and water and maximise nutrient uptake, for example, our Enhanced Efficiency fertiliser range, NUTRI-MATCH®.

We create NUTRI-MATCH® prescription fertilisers to match soil requirement based on broad-spectrum analyses and agronomic expertise to provide the optimum amount of each nutrient. We then use NUTRI-CO<sub>2</sub>OL® to quantify the carbon footprint of our NUTRI-MATCH® and Enhanced Efficiency fertilisers.

The flexibility and technology within our fertiliser sites enable us to produce an infinite NUTRI-MATCH® prescription fertiliser that can contain up to 14 essential nutrients.

Our continuous investment in production equipment will enable us to develop new fertiliser technologies that further increase nutrient efficiencies.

**Controlled release fertilisers:**

Across Origin’s Amenity solutions and our Fortgreen operation in Brazil, the Group continues to invest in capacity and new coating technologies to increase its slow and controlled release fertiliser ranges for use in both sports turf and agricultural applications.

Controlled release fertiliser technology delivers many ecological and environmental benefits over faster dissolving conventional fertiliser to enhance nutrient use efficiency, reduce losses such as leaching and volatilization of fertilisers, enable better use of nutrients and also reduce the eutrophication of environments.

**Environmental benefits of controlled release fertilisers:**

- > higher nutrient efficiency through reduced losses;
- > better for the environment due to reduced leaching; and
- > reduced Nitrogen losses from volatilisation.



NUTRI-CO<sub>2</sub>OL®



**We test and bring to market products that reduce nutrient losses to air and water and maximise nutrient uptake”**

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Our Solutions

Applying the right fertiliser, at the right rate, at the right time, in the right place can help farmers meet key challenges from a nutrient perspective within and between the soil, air and water environments.



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Innovative Amenity Solutions

Origin Amenity Solutions is continually striving to operate at the leading-edge of plant science and turf technology with leading products and integrated pest management and microbiology programmes including:

- > the ‘R’ range of Tetraploid seed mixtures;
- > Multigreen fertilizers;
- > Compost Tea Packs;
- > Blue Water and Lake Shadow for water management;
- > Nutri-Link liquids and Cold Start granular fertilisers; and
- > Impact line marking paints and robotic technology.

Turfkeeper

The TurfKeeper online management system is now the leader in the field in providing turf professionals with a personalised, fully inclusive digital platform. This system allows managers to organise, deliver and manage day-to-day tasks and communicate to staff through phone, tablet, laptop and office-based whiteboard, now used by hundreds of clubs worldwide.

Carbon4Grass

Amenity turf and landscape can also play a part in addressing climate change through carbon management. We have, with our seed breeding partner, Top Green, introduced a range of Carbon4Grass seed mixtures that are superior to standard grass mixtures in sequestering (locking-up) carbon and storing it in the soil.

Intensively managed sports turf surfaces have a significantly better environmental impact compared to infrequently managed natural grassland due to the presence of higher plant populations.

For example, low-maintenance, slower growing cultivars with higher carbon ‘scores’ have been identified to help reduce the impact of tasks such as mowing, which contributes to the carbon footprint. Our Low Maintenance mixture demonstrates the potential to sequester 80% more carbon in comparison with other comparative low-maintenance landscape mixes.



Carbon4Grass seed mixtures are superior to standard grass mixtures in locking up carbon.”

80%

more carbon sequestration

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# Nurturing our Society: Conducting Business Responsibly

## Our People

Our people are central to our success and, while we operate locally, we act as one company. Our commitment to reducing our environmental footprint and enhancing our sustainability credentials is supported by over 2,600 colleagues across six countries. Therefore, it is extremely important to us to foster a culture where all colleagues feel valued, supported, respected and fully engaged.

We are committed to being an employer of choice. 2020 challenged us in ways we could never have foreseen, as the Covid-19 pandemic swept across the world. Origin implemented extensive measures to ensure continuity of service to the agricultural and amenity sectors and our people excelled in their response.

We are reviewing the learnings throughout the pandemic and going forward we will strike a balance for operating in the 'new normal' for our colleagues and our customers.

### Support during the COVID-19 response

Throughout 2020 and the Covid-19 pandemic, our primary focus was to support our employees and contractors, ensure a safe working environment for them and enable them to carry out their activities in

accordance with the various national health and safety protocols.

Our approach to care for our colleagues during the pandemic included:

- > colleagues working from home using our digital technology platforms – which was quickly adopted;
- > enhanced digital connectivity maintaining strong internal communications, clear lines of communication with line managers and supporting our employee population;
- > strong focus on wellbeing and a monthly calendar of activities for each business; and

- > ongoing advice, support and training through our Human Resources Teams including;
  - provision of advice and support through our Employee Assistance Programmes;
  - webinars, online training and other resources promoting physical and mental health and wellbeing;
  - dedicated wellbeing and COVID-19 sections on our intranet and in-country communications channels; and
  - trained a team of Mental Health first-aiders across all our business.

We also engaged with local communities where we operate, supporting charities and fundraising events that were identified as important to our colleagues.



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Our group-wide values and engagement

We are continually working to create an environment that enables our employees to reach their potential and be their personal best. Sustainable engagement is a critical component of this and our consistently high response rates and annual employee sustainable engagement scores demonstrate that we create an environment that supports productivity and promotes wellbeing. As a result, we have innovative, engaged and motivated colleagues that want to make a difference.

Across all levels of the organisation we encourage a culture of open communication through our holistic Employee Voice and Engagement ‘Let’s Talk’ initiative. This allows us to enhance our existing feedback mechanisms, better understand the employee experience and ensure regular two-way, meaningful feedback.

‘The Origin Way’ defines who we are as an organisation, setting out our guiding principles for how we should all interact, every day.

> **You Make Our Difference** – Living our shared values fosters a culture of diversity, inclusiveness and empowerment for our people. We aim to foster a diverse and inclusive culture that attracts and develops diverse talent and creates a workforce that mirrors society and understands its diverse needs.

> **Employee Voice and Engaging our People** – Our **Let’s Talk** programme is designed to ensure that we connect, engage and have meaningful two-way dialogue with all our employees on topics such as, our strategic direction, key initiatives, key challenges, our culture and the work environment.

> **Developing our People** – We are committed to training and developing our people and recognise the importance of progressing individuals through continuous learning and development, which is a key part of our succession planning and preparing our business for the future. Two pillars of the HR strategy currently focus on the area ‘Developing the skills of our people’ and ‘Developing the Leaders of tomorrow’ through our management development programmes **Origin IQ** and **LEEP**.

> **My Wellbeing** – We want all our employees to have access to emotional, mental, and psychological support when experiencing work-related or personal issues. All Origin employees have access to support through our Wellbeing supports under the ‘My Wellbeing’ pillar of our HR Strategy.

Living our values, and people policies



Our five principles which underpin ‘The Origin Way’



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How we are measuring our engagement:

➤

Engaged

Rational, emotional and behavioural attachment to the company

➤

Enabled

A local work environment that supports productivity and performance

➤

Energized

Individual physical, interpersonal and emotional wellbeing at work



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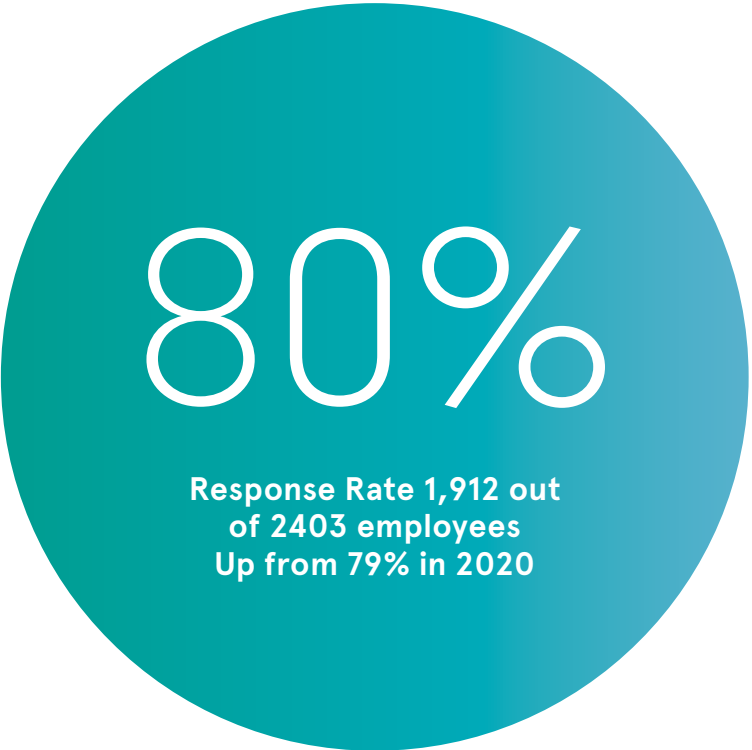
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Highlights from our 2021 survey include:

- > We have increased our sustainable engagement score for the Group since we started measuring it in 2019, remaining in the top quartile.
- > We are proud to have achieved an 88% favourable score when we asked our colleagues if they would recommend Origin as a good place to work.
- > “Sufficient effort is made to get the views and opinions of colleagues”. We achieved a favourable score of 77% and have increased this score year on year since we started measuring it in 2019. However, we are keen to build on this position.

We will continue to improve our work environment, feedback mechanisms and employee experience at all levels. We continually focus on the standards across all 13 categories that we measure in our survey, through our key enablers such as our training programs, policies and practices reflecting our culture.



88%* Sustainable Engagement Score	85% Favourable Opinions on Leadership	Regular local and Group-wide listening and engagement initiative	"You Said. We Did." Action plans in place as a result of 2021 employee survey feedback	Increase in culture and values awareness and alignment
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Our ambition for 2022 and beyond

> Connect and engage through our 'Let's Talk' programme	> Continuously improve our employee experience	> Measure and benchmark our engagement performance
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\* favourable response rate in the annual group-wide employee survey

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# Health, Safety & Wellbeing

We are committed to ensuring that we do not put ourselves, colleagues, contractors, partners, customers or the wider public at risk and that our work activities have a positive influence on everyone’s physical and mental health. We will develop our targets in relation to key metrics.

We monitor and report the safety performance of all our operations and include employees and contractors in our reporting.

Health and Safety Performance – Year ended 31 July 2021

- > No employee fatalities during the reporting year.
- > 16 ‘reportable’ incidents, a reduction of one from the previous year; these are events that are reportable under the relevant health and safety legislation for each country and as such the criteria for inclusion varies dependent on the location of the business unit.
- > No prosecutions for health and safety failings or any enforcement activity, e.g. enforcement notices from HSE/HSA.

Measure	FY 2021	Commentary
Fatality Rate*	0	There were no work-related fatalities.
Reportable Incident Rate ('RIR')	6.12	There were 12 (RIR 7.93) reportable incidents from UK & Ireland, 0 (RIR 0) from Continental Europe, and 4 (RIR 33.06) from Latin America.
Lost Time Injury Rate ('LTI')*	11.10	In UK and Ireland there were 24 LTIs resulting in a total of 457 calendar days lost; in Continental Europe there were 0 LTIs; and in Latin America there were 5 LTIs which resulted in 90 calendar days lost. An average of 18.9 calendar days were lost per LTI across the Group.
Near Miss Rate* (UK & NI)	41.64	This indicator is used to track the prevalence of early identification of hazards. It is used as a leading indicator as it enables proactive resolution of hazards and engages the workforce in solving issues. Improvements in reporting culture across the organisation should initially result in an increase in the rate of Near Miss reports. For FY21 we only have robust Near Miss data for UK & Ireland businesses.

\*All incidence rates are calculated as total number of incidents per 1,000 employees.

Our approach

Origin is a people business, our commitment to effectively reduce or mitigate our health, safety and wellbeing risks is shared by our Board, by our leaders and managers, and by all our colleagues. Together we will strive to ensure that we:

- > Eliminate the risk of fatal and life-changing injury.
- > Reduce and minimise all hazards.
- > Keep our people healthy, mentally and physically.
- > Safeguard the public and our customers from harm that may result from our work activities.

Our Health & Safety Standards, coupled with our Group-wide Values (The Origin Way) detail the specific objectives and responsibilities in our approach to addressing risks from a Group perspective. These standards ensure we can effectively monitor and manage the risks associated with our business whilst enhancing our health, safety and wellbeing culture.

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What are our next actions?

Our health, safety & wellbeing roadmap will reflect our culture of ensuring that the safety of our people is an imperative and a shared and uncompromised principle, across all of our businesses.



Group Health, Safety & Wellbeing Roadmap



Group Health & Safety Policy and Group Values



Group Standards for Health & Safety



Robust Health, Safety & Wellbeing Cultures



Everyone home without harm

	LEADING	SIMPLIFYING & UNIFYING	INNOVATING & LEARNING	WORKING TOGETHER	CONTINUALLY IMPROVING
OUR GOALS	All our leaders are committed to prioritising health, safety and wellbeing and to our Group goal. They will lead by example and be a visible role model, inspiring and motivating their teams by communicating a clear vision for health, safety and wellbeing.	We will embed a strategic approach at Group level to achieve HSW excellence. We will ensure that our health, safety and wellbeing systems and processes are simplified where possible to ensure they are effective whilst accessible.	We will constantly challenge our processes to ensure we can eliminate or mitigate risks. We will invest in seeking innovative solutions, understanding that good health and safety is good business. We will share what works well and celebrate success.	We will engage all our colleagues in achieving success together; building robust and resilient health, safety & wellbeing cultures where excellence in HSW is expected.	We will continually identify where we can improve, how we can achieve this, and monitor our progress to success. We challenge each other to improve and grow.
OUR OBJECTIVES	<ul style="list-style-type: none"><li>&gt; Executives/Business unit leads will attend a Safety Leadership Workshop.</li><li>&gt; We will introduce a safety leadership programme for senior managers.</li><li>&gt; We will ensure that all senior managers demonstrate their accountability for health, safety and wellbeing performance.</li></ul>	<ul style="list-style-type: none"><li>&gt; We will redevelop our Group H&amp;S Policy and launch our Group H&amp;S Standards.</li><li>&gt; We will introduce a Group-wide H&amp;S software platform.</li><li>&gt; We will ensure that all our businesses have a recognised health &amp; safety management system in place that is appropriate to the size and nature of each business.</li><li>&gt; We will develop forums for sharing what works well to prevent duplication of effort by each individual business.</li><li>&gt; We will implement Group-wide HSW campaigns for shared issues.</li></ul>	<ul style="list-style-type: none"><li>&gt; We will continue to invest in health and safety across the Group.</li><li>&gt; We will look for innovative ways to minimise risks both for our colleagues and our customers and partners.</li><li>&gt; We will set up schemes to celebrate and reward success.</li><li>&gt; We will ensure we have a robust HSW communication framework that encourages learning and sharing.</li></ul>	<ul style="list-style-type: none"><li>&gt; We will provide appropriate HSW training to all our colleagues that enables them to ensure their own safety and that of others is maintained at a high standard.</li><li>&gt; We will enable and encourage our colleagues to be involved in managing risks.</li><li>&gt; We will develop HSW networks and forums to enhance our internal knowledge and support systems.</li><li>&gt; We will embed robust people-centric policies that support employee mental health and wellbeing.</li></ul>	<ul style="list-style-type: none"><li>&gt; We will implement a Group-wide HSW auditing programme.</li><li>&gt; We will monitor progress against identified audit findings.</li><li>&gt; We will set KPIs and targets at Group and business level. We will monitor and report against these.</li><li>&gt; We will analyse all 'high potential' severity incidents to determine any organisational and human factors that can be addressed to prevent recurrence.</li></ul>

What have we achieved so far?

- > Defined our road map
- > Launched our Group-wide Health & Safety and Wellness Policy & Standards.
- > Commenced the implementation of a Health & Safety Software platform.
- > Established a Cross-Group HSW Forum to facilitate sharing of best practice.

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# Diversity, Equality and Inclusion – ‘You Make Our Difference’

We foster an inclusive culture that attracts diverse talent and creates a workforce that mirrors society and understands its diverse needs.

We are an organisation where diverse talents come together and work hard to ensure all our colleagues feel valued, included and have a sense of belonging. Diversity, inclusion and equality are championed at the highest level in the organisation by the Chief Executive and the Board.

In 2019 we initiated our ‘You Make Our Difference’ initiative, setting out our commitment to increase the representation of under-represented groups in the organisation. Today we are placing particular emphasis on increasing our gender diversity and ensuring we provide the leadership and infrastructure to support diversity access and inclusiveness throughout the Group.

Our core objectives cover three elements:

- > To increase diversity across the business, by ensuring we create the environment and infrastructure to attract diverse talent and to widen the pool of candidates we select from.

- > To ensure we have inclusive leadership, and a culture which allows diversity access and inclusiveness to happen.
- > To increase female diversity at leadership and management levels across the Group by supporting our most talented people into leadership and management roles.

Highlights from our current activity include:

- > 38% female Board membership.
- > One of our ongoing objectives is to increase the visibility of our female role models. In support of International Women’s Day 2021 we took the opportunity to dial up the spotlight on some of the inspirational women across the Origin Group and thank and applaud all the women in Origin: Take a look: → [video link here](#).
- > We rolled out equality and diversity training to all our colleagues and additional unconscious bias training and workshops to all our managers.

Members of  
the Fortgreen  
Production team



- > Our progress is measured through our employee opinion survey. In 2021 we continued to build on our prior years progress, recording an improved score across the Diversity and Inclusion Category and moving into the top quartile (+75%) with an overall score for the category of 79% (4% ahead of our sector benchmark\*).
- > When specifically asked if colleagues felt that we support diversity in the workplace we achieved our aim of being in the upper quartile with an 81% total favourable score.

**Our next actions**

- > We continue to focus on our strategy and objectives. We continue to increase the visibility of our female role models across the Group and are working to ensure that **Women in Leadership forums** are in place both at a Group and business unit level and are in the process of appointing Diversity, Inclusion and Equality Ambassadors. Our focus will be on networking and mentoring groups across the Group in FY22.

\* Sector benchmark includes companies engaged in global agriculture and crop science activities.

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# Wider Societal Influence

Our Group-wide approach to social responsibility and community action is to support causes aligned to our purpose, values and vision. One of our core values is community. We aim to contribute to the success of the communities where we operate, combining our global capability and local expertise. This is demonstrated through a number of activities that we undertake to support our communities at a local level.

**Case Study:  
Amenity**

Maintaining positive mental health and wellbeing to relieve the stress of COVID-19 is seen as critical to avoid longer-term psychological costs from the pandemic. The role of green spaces in keeping us physically fit and mentally well has come to the fore during the crisis, with a collective realisation that nature and our local environment have become one of our most prized assets.

Origin's Amenity Solutions business has long since recognised and understood the physical and mental health benefits that a green landscape and participation in sporting activity bring.



Community Garden in Fortgreen



**Education  
& Community  
Support**





# Our Governance

At Origin Enterprises we are committed to demonstrating transparency and accountability to our stakeholders.

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# ESG Governance Framework

**Accountability and Business Integration**

Good governance is a key foundation to delivering on the Origin sustainability strategy, supporting goal-setting and reporting processes, strengthening relations with external stakeholders and ensuring overall accountability. To further advance the *Nurturing Growth* sustainability strategy, the Origin Board established a new ESG Committee in 2021 (refer diagram page 10). The role of the Committee is to represent the Board in defining the Company’s ESG strategy and to support, challenge and oversee the Company’s ESG programme and long-term evolution of ESG-related policies, practices, targets and initiatives.

Business integration is achieved through a cross-functional Sustainability Steering Committee comprising senior management across various departments and business units (see page 10).

Since 2019, Origin’s risk management process has incorporated material sustainability issues. To read about the Origin risk management process please see our Risk Report on page 52 of the 2021 annual report. → [Annual Report link here](#)



**Good governance  
is a key foundation  
to delivering on the  
Origin sustainability  
strategy.”**



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Ethics

Origin is committed to applying the highest standards of ethical conduct and integrity in our business activities across all the geographies in which we operate.

Our Code of Conduct, and the Group policies supporting it, define business conduct standards for everyone who works for us, in all of our businesses, in every function, geography and role. It represents our commitment to our values, to doing the right thing, personally and professionally, and the standards by which Origin leaders and employees should operate on a range of important and relevant issues and it provides guidelines for our conduct.

We hold ourselves to the internationally recognised environmental, social and governance standards which are based on the ten principles of the UN Universal Declaration of Human Rights, the UN Global Compact initiative, the UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. Our Code is informed by these principles.

The Code of Conduct was launched in October 2021 and will be reviewed on an annual basis.

The Code of Conduct outlines our stance on a range of topics, including:

**Anti-Bribery and Corruption**  
We operate a zero-tolerance approach to bribery, money laundering, fraud and corruption, in any form.

**People**  
We are committed to promoting equal opportunities, attracting and retaining diverse talent and sustaining an inclusive working environment for all our colleagues throughout their career with us.

**Human Rights & Labour**  
Origin is committed at all times to upholding international human rights. This commitment is embedded in the cultural values that define our organisation and is reflected in our policies and actions toward our employees, suppliers, clients, communities and countries in which we operate.

**Wage and Hour Practices**  
We are committed to paying employees fairly for the work they perform, regardless of personal beliefs or any individual characteristics. We abide by all international and national laws regarding pay and hours practices.

**Discrimination and Harassment**  
We will not tolerate any form of discrimination, bullying or harassment or those who engage in it, facilitate it or tolerate it.

**Freedom of Association**  
While we believe that direct dialogue with employees is an effective way to develop an engaged workforce, we recognise and respect the rights of employees to associate freely and bargain collectively and are committed to fostering open and inclusive workplaces that are based on recognised workplace human rights. Employees’ representatives are not discriminated against and have the ability to carry out their representative duties in the workplace.

**Data Protection**  
Origin respects the privacy of its employees by protecting sensitive and private information and complying with relevant data protection legislation. We are committed to collecting and processing personal data in a transparent and lawful manner, which is specific and relevant for the purposes for which it is collected.

**Community Relations**  
We are committed to making a positive contribution in the societies and communities in which we operate. We encourage active participation by our companies and employees in initiatives that support local communities, through social, educational and charitable activities.

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# Ethics

**Supplier Code of Conduct:**

Origin is committed to the responsible sourcing of goods and services across all of its businesses. In turn, we seek to build trusted relationships with suppliers who conduct business responsibly, with integrity and transparency.

We expect our suppliers to meet or exceed all the standards set out in our Code. Commensurate with the size and nature of their business, we expect suppliers to have the appropriate processes, policies and systems in place to comply with the standards and to have mechanisms in place to determine and control risks in all areas addressed by our code of conduct.

The Code sets out the minimum standards we hold our suppliers to. However, we are committed to continuous improvement in our supply chain and similarly encourage our suppliers to adhere to the highest industry and international standards and promote best practices throughout their operations.



We seek to build trusted relationships with suppliers who conduct business responsibly, with integrity and transparency.”



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Reporting

Origin commenced formal sustainability reporting in 2019 looking at our impacts at an aggregate level. As we publish this, our inaugural Sustainability report, the Global Reporting Initiative (‘GRI’) guidelines have determined our focus on key material aspects, boundaries and measures. We have also mapped our plans against the United Nations Development Goals (‘SDGs’).

We have adopted an integrated approach as per the UN Global Compact with business units and group function representation on the Sustainability Steering Committee and sustainability on the agenda of all business segments.

TCFD

The Taskforce on Climate-related Financial Disclosures (‘TCFD’) established recommendations for voluntary climate-related financial disclosures to help financial markets better understand the material climate-related risks and opportunities to which companies are exposed, and how companies oversee and manage them.

In 2020 Origin announced its support towards the TCFD recommendations as a best practice framework and conducted its first high-level climate risk assessment, initially focused on the short to medium-term impact of a global warming on its UK business.

EU Non-Financial Disclosure Directive

Reporting requirement	Policies and standards which govern our approach	Additional information
Environmental matters	Nurturing our Environment	→ <a href="#">Please see our Code of Conduct</a>
Employee matters	Code of Conduct Diversity and Inclusion (D&I) Values and Engagement Whistleblowing Policy	→ <a href="#">Please see our Code of Conduct</a>
Social matters	Community relations	→ <a href="#">Please see our Code of Conduct</a>
Human rights	Human Rights Anti-Slavery & Human Trafficking Statement	→ <a href="#">Please see our Code of Conduct</a>
Anti-bribery and corruption	Anti-bribery and corruption	→ <a href="#">Please see our Code of Conduct</a>
Description of principle risks and impact on business activities		Drivers of Sustainability Risk report – Origin Enterprises plc Annual Report 2021
Description of business model		Business Model – Origin Enterprises plc Annual Report 2021
Non-Financial KPIs		Key Performance indicators – Origin Enterprises plc Annual Report 2021

In 2021, we made progress in the following areas related to climate change:

- > **Governance and Strategy:** the Board established an ESG Committee that oversees the assessment of climate risks and opportunities. The impact of climate change on Origin’s strategy and long-term plans was assessed at a qualitative level during 2021, with focus on the Group’s UK and Ireland businesses.
- > **Risk Management, Metrics and Targets:** climate change risk has been assessed at both business unit and consolidated level, in line with the Group’s ERM framework. The short-term impact of extreme weather events (e.g. droughts, floods) has been analysed separately from longer-term transition risks (e.g. emission-related policies and regulations). The Group committed to the verify Scope 1-3 GHG emission targets by 2023 and Net Zero Emissions by latest 2050.

The scenario for the impact of 1.5 degrees Celsius global warming on our UK business will be extended to other business units in 2022, quantified for main risks and opportunities and will consider medium and long-term variations.

More information on how climate change and extreme weather affects our business can be found at

- > Annual Report page 57
- > Sustainability Report page 14

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ESG Ratings and Rankings







We recognise the merits in helping our stakeholders benchmark Origin’s ESG performance against the most respected international standards and sector peers.

Origin’s governance, ESG initiatives and performance are evaluated each year by a number of independent sustainability rating schemes.

Over the past 12 months, Origin has stepped up its interaction with external benchmarking initiatives and ESG analysts. These efforts have helped us clarify several information gaps and guided the way we report our ESG-related activities.



September 2021, Origin extended its committed bank debt facilities to 2025, linking its pricing ratchet to the Group’s ESG rating performance with Sustainalytics.”

SCORE		RATINGS SCALE						
	15.4 February 2021							
		NEGL Risk	LOW Risk	MED Risk	HIGH Risk	SEVERE Risk		
		0-10	10-20	20-30	30-40	40+		
	BBB June 2021							
		AAA	AA	A	BBB	BB	B	CCC
	C December 2020							
		A	A-	B	B-	C	C-	D

# **Nurturing Growth**

Origin Enterprises plc is an international Agri-Services group, providing specialist agronomy advice, crop inputs and digital agricultural solutions to farmers, growers, landscapers and amenity professionals.

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