

Sustainability objective (and related SDG)	Highlights in the year	FY22 goals
<p>SUSTAINABLE PROTEIN PRODUCTION AND FOOD QUALITY Advancing animal genetic improvement to help our customers breed more productive and resilient animals which produce better milk and meat more efficiently and sustainably.</p>	<ul style="list-style-type: none"> > Drove further genetic improvements in both porcine and bovine species > Continued our work to combat PPRSv in pigs and completed controlled research trials as well as submission of regulatory information to the US Food and Drug Administration 	<ul style="list-style-type: none"> > Continue driving porcine and bovine genetic improvement and rapidly disseminate the genetics to customers globally by: <ul style="list-style-type: none"> (i) increasing porcine genetic improvement index by one standard deviation per generation; (ii) increasing bovine genetic improvement index by one standard deviation per generation; and (iii) continuing to improve beef genetics based on feed efficiency, quality and reduce greenhouse gas emissions. > Continue responsible development of gene editing technology, to aid disease resistance and animal well-being
<p> 2.1 end hunger</p> <hr/> <p> 2.3 productivity and incomes of small-scale food producers</p> <hr/> <p> 13.1/13.2 strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>		
<p>ENVIRONMENT Reduce the environmental impact of our own operations</p>	<ul style="list-style-type: none"> > Undertook environmental audits of four key office and production facilities in the US, with energy efficiency and maintenance actions identified > Audited 89.5% of PIC-owned production sites > Generated 315,627 kWh of energy from biogas > Commenced implementation of additional solar schemes in the US, which will come online in FY22. > Trialled electric vehicles in UK fleet > Examined slurry management actions 	<ul style="list-style-type: none"> > Launch environmental sustainability initiatives across the Company consistent with Climate Change Policy targets for GHG emission reductions > Execute and explore opportunities for wider deployment of renewable energy solutions across ABS and PIC sites > Work to address slurry and manure management challenges by exploring technological innovations > Conduct environmental audits of material facilities > Maintain scope and measures of PIC audits on owned production, including 80% of owned sites
<p> 12.5 waste/manures</p> <hr/> <p> 7.2/7.3 renewables and energy efficiency</p> <hr/> <p> 13.2 low carbon transition</p>		
<p>ANIMAL WELL-BEING Continuously improve animal well-being across our business worldwide</p>	<ul style="list-style-type: none"> > 100% of employees with animal care responsibilities received training on Genus animal care standards > Continued investment in PIC and ABS animal housing facilities > Maintained animal care standards 	<ul style="list-style-type: none"> > Ensure employees with animal care responsibilities are regularly trained on Genus animal care standards > Continue investment in animal housing facilities > Maintain and improve animal care standards and operating procedures, to ensure alignment with best practice
<p>RESPONSIBLE EMPLOYER OF CHOICE Be a people magnet with a dynamic, inclusive and safe working environment</p>	<ul style="list-style-type: none"> > Reduced vehicle incidents by 16.9% to 183 > Reduced recordable injury frequency rate¹ by 21.46% to 2.05 	<ul style="list-style-type: none"> > Maintain or improve employee engagement, making Genus an enjoyable and fulfilling place to work > Achieve a rolling 5% year-on-year reduction in occupational road risk to 193 vehicle incidents or fewer > Achieve a rolling 5% year-on-year reduction in recordable injury frequency rate to 2.36 or less
<p>COMMUNITY Proactively engage and make a positive contribution in communities of which we are a part</p>	<ul style="list-style-type: none"> > Recruited 164 staff into PIC and ABS production sites 	<ul style="list-style-type: none"> > Support measures to prevent and continue to respond to local community crises, recruit into local farms and encourage support for charities close to the local businesses and aligned with our mission
<p> 11.5 disaster deaths</p> <hr/> <p> 15.6 equitable sharing of genetic resources</p>		

¹ Recordable injury frequency rate is the number of work related incidents that result in injury or illness, work restriction, or require treatment other than first aid.