



SUSTAINABILITY MANIFESTO 2025-2028



FOR THE GREATER GOODNESS

At Harris Farm Markets, we acknowledge the Traditional Custodians of the lands on which we grow, gather, and trade. We pay our respects to Elders past, present, and emerging, recognising their deep connection to this land and its bounty. As we bring fresh, local produce to our communities, we honour the enduring knowledge and care that Aboriginal and Torres Strait Islander peoples have shared with this country for thousands of years. We are committed to walking together, respecting and protecting this shared heritage that sustains us all.





Angus & Luke Harris



We are proud to share our **2025- 2028 Sustainability Manifesto**, a commitment to harnessing the power of nature and driving positive change across our operations, our communities, and beyond. For over 50 years, Harris Farm Markets has been a family-owned business dedicated to reconnecting Aussies with the joy of good food while upholding a purpose that goes beyond the products on our shelves. We stand for the **Greater Goodness—a commitment to doing right by people and the planet we all share.**

This manifesto brings to life our vision across three core pillars:
Good for Our Earth, Good for Our Family, and Good for Our Business.

Under **Good for Our Earth**, we're committed to reducing our environmental impact, from cutting emissions and minimising waste to adopting sustainable packaging and ensuring our supply chain is driven by nature too.

With **Good for Our Family**, we're focusing on the people who make Harris Farm what it is—our team members, suppliers, customers, and the communities we serve—ensuring ethical practices and nurturing a workplace that's inclusive, supportive, and fair.

Finally, **Good for Our Business** reflects our dedication to sound governance and responsible growth, setting high standards and driving positive outcomes across the board.

We believe that small actions can lead to big changes, and together, we're creating a future that honours nature's gifts and empowers everyone who shares in this journey.

As we move forward, we are more committed than ever to creating a legacy of sustainability, innovation, and care for the world we pass on to future generations.

Thank you for joining us on this journey towards a more sustainable, more hopeful future.

MANTRA

FOR THE GREATER GOODNESS

Celebrating good food and all the good things it does for people. Sharing nature's goodness and always acting with goodness.

OUR WAY

BEING MORE MARKET THAN SUPERMARKET

To always act more market than supermarket.
A pleasure not a chore. An experience of positivity, not just one of necessity. Fresh food direct from the source in hours not weeks.

OUR PURPOSE

TO RECONNECT US ALL TO THE NATURAL JOY OF FOOD

To bring us all closer to the natural joy of food.
To have us shop with heads up not heads down.
To throw away the list and shop with your eyes.
To truly appreciate nature's seasons and creations.
And to collectively get behind the positive impact that good food can make to us all.

FOR THE
GREATER
GOODNESS



OUR PRINCIPLES: The four things we believe in, that guide us every day.

Sustainability isn't just a part of who we are— it's the heart of Harris Farm. It's woven into our brand principles and guides every decision we make.

Our Sustainability Manifesto sets out what 'Greater Goodness' truly means to us, laying out a clear path for our Sustainability Strategic Plan 2025-2028.

To turn our mantra 'For the Greater Goodness' into real action, we've focused our efforts into three impact pillars. Each pillar is driven by key themes that matter most to our business and our planet.

Within these themes, you'll find the goals and commitments we're dedicated to achieving over the next three years.



GOOD FOR OUR EARTH

Good for Our Earth is our commitment to safeguarding the planet through responsible and sustainable practices. At Harris Farm Markets, we know that protecting nature means protecting the future—so we're taking action to reduce our environmental impact in everything we do, from cutting emissions and reducing waste to using sustainable packaging and nurturing a supply chain driven by nature. We're dedicated to creating a healthier, more sustainable world for future generations.



SUSTAINABLE PACKAGING



TACKLING CLIMATE CHANGE



WAR ON WASTE



SUPPLY CHAIN DRIVEN BY NATURE

RELEVANT SUSTAINABLE DEVELOPMENT GOALS





SUSTAINABLE PACKAGING

Goal: Continue to improve the sustainability of our Harris Farm packaging and work with our suppliers to improve theirs too.

- All new Harris Farm packaging will be aligned with national sustainable packaging guidelines and labelling recommendations starting in FY25 and transitioning existing packaging lines by the end of FY26.
- Continue to trial and adopt reusable packaging models for online delivery and innovate new packaging models in store.
- Identify unnecessary and problematic packaging within our supply chain and work with suppliers to find alternatives.



TACKLING CLIMATE CHANGE

Goal: Recognising climate change as a serious threat to our communities and the planet, we are committed to reducing greenhouse gas emissions and building resilience in our supply chain and communities.

- Reduce our Scope 1 and 2 emissions by 80% (compared to baseline) by 2030 and aim to be net positive by 2050 (aligned with climate science).
- Aim for 67% of our suppliers (based on spend) to have climate action plans in place or be aligned to SBTi by 2030. Develop a decarbonisation action plan aligned with climate science to meet these targets by end of FY25.
- Identify and prepare for climate related risks and opportunities across our business, supply chain and community, aligning with ISSB standards beginning disclosure in FY26.



WAR ON WASTE

Goal: Embracing the circular economy ethos, we pledge to eradicate waste throughout our operations, honing in on food and packaging waste.

- Provide infrastructure across all of our operational sites to divert food and organic waste destined landfill by FY26.
- Divert 90% of waste from landfill by 2028.
- By end of FY25, Harris Farm Markets aims to forge food and/or farmer donation partnerships across all its stores, aiding in our efforts to ensure all edible food is eaten.



SUPPLY CHAIN DRIVEN BY NATURE

Goal: Work with our suppliers to minimise their impact and celebrate those that are doing a great job better.

- Committed to providing healthy, nutritious, food to our customers by continuously improving our responsible sourcing policy through initiatives like Cage-Free Eggs and Coloured by Nature.
- Continue our journey to better understand product impacts on people and nature.
- Provide greater transparency to our customers on sustainable choices in store.
- Support Australian farmers and producers by continuing to prioritise and celebrate local.

GOOD FOR OUR FAMILY

Good for Our Family is our commitment to supporting the people who make Harris Farm Markets what it is—our team members, suppliers, customers, and communities. We believe in creating an inclusive, fair, and supportive environment where everyone is respected. By upholding ethical practices and fostering strong relationships across our network, we're dedicated to doing good by people and creating positive, lasting change that benefits families and communities for generations to come.



WORKPLACE CULTURE & INCLUSIVITY



HEALTH, WELLNESS & SAFETY



COMMUNITY IMPACT & SPONSORSHIP



HUMAN RIGHTS & ETHICAL SOURCING

RELEVANT SUSTAINABLE DEVELOPMENT GOALS





WORKPLACE CULTURE & INCLUSIVITY

Goal: Creating a great workplace and inclusive environment where all team members feel respected and valued.

- Revise role and remuneration structure to be based on KPI's, role, size of role and performance.
- Invest in creating meaningful careers and ensure all people leaders are equipped with the right skills to empowered to grow through establishing learning and career development programs.
- Improve the diversity and inclusivity in our hiring process through partnerships and representation from minority groups such as LGBTQIA+ and indigenous communities.



HEALTH, WELLNESS & SAFETY

Goal: Providing our team, customers and visitors with a safe workplace and in store environment.

- Committed to keeping our team safe, aiming to eliminate serious incidents, reducing our serious incidents by 10% YOY aligning with relevant standards.
- Improving the psychological-safety of our workplace through uptake of strategic preventative measures, with a wellbeing program in place by end of FY25.
- Aiming to eliminate customer incidents by 10% YOY.



COMMUNITY IMPACT & SPONSORSHIP

Goal: Connect more with the communities we operate in, hire from, and source our products from to ensure we have a positive impact.

- Revamp our current sponsorship programme, defining key community pillars beginning in FY25.
- Year on year growth of our community sponsorship program.
- Equitable distribution of sponsorship across store communities and core community pillars by FY26.
- Committed to listening, learning, and taking action on social equity issues impacting our community, in line with our values.



HUMAN RIGHTS & ETHICAL SOURCING

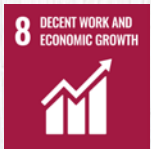
Goal: Foster ethical and mutually beneficial partnerships across the entire value chain.

- Upholding human rights through training, awareness, and action, as outlined in our annual Modern Slavery Statement.
- Reviewing our sourcing policy in FY25 to minimise risks and ensure responsible buying decisions in our supply chain.
- Committed to serving customers safely, respectfully, and without bias, while prioritising privacy, accessibility, and annual feedback opportunities.

GOOD FOR OUR BUSINESS

Good for Our Business is our commitment to growing responsibly and setting high standards across our operations. At Harris Farm Markets, we believe in sound governance, transparency, and ethical practices that create value for everyone involved. By building resilience to climate change, fostering innovation, and making responsible decisions, we're ensuring that our business not only thrives but also contributes positively to our industry and communities for the long term.

RELEVANT SUSTAINABLE DEVELOPMENT GOALS



GOVERNANCE



**RISK MITIGATION
& REGULATORY COMPLIANCE**



**INSPIRE OUR TEAM
& COMMUNITY**



GOVERNANCE

Goal: Ensuring Harris Farm is upholding our mission “for the greater goodness”.

- Lead by example by embedding sustainability into every decision and empowering Harris Farmers to do the same, wherever they work in the company.
- Annually review our strategy, targets, and policies to ensure they align with the latest best practices and stay effective.
- Keep everyone in the loop on our progress, goals, and next steps, while listening to feedback from customers, suppliers, and communities to improve our plans.
- Strengthen board and executive oversight with clear governance to ensure targets are met.



RISK MITIGATION & REGULATORY COMPLIANCE

Goal: Ensuring through our risk processes that sustainability related risk are accounted for and we are proactive in meeting relevant regulations.

- Integrate sustainability related risks and opportunities into organisational risk management framework starting in FY25 ensuring all major business decisions consider environmental, social, and governance impacts, with regular reviews to adapt to emerging challenges.
- Deepen our understanding of climate related risks and bring our suppliers on the journey too, releasing fully aligned ASRS disclosure by FY26.



INSPIRE OUR TEAM & COMMUNITY

Goal: Be creative and transparent in how we engage our community and team on our sustainability journey.

- Work to our strengths, creating leading initiatives and partnerships that drive dinner table conversation and have lasting impact on the industry. E.g Imperfect Picks.
- Improve the transparency of our reporting aiming to release our first public facing sustainability report FY26 aligned with GRI or equivalent reporting standard.
- Improve communications with our team so all Harris Farmers are aligned with our sustainability objectives and establish a green team in FY25.

The key themes, goals, and commitments of our Sustainability Manifesto 2025-2028 are reviewed and refined annually to ensure they remain relevant and effective in a rapidly changing world.

Thank you for joining us on this journey!



HARRIS FARM
MARKETS