

The 2030 Vision, Themes, and Recommended Goals

For responsible and sustainable
protein sourcing and supply in Asia.

3 VISIONARY SUSTAINABILITY PILLARS	10 THEMES	19 GOALS CONTRIBUTING TO THE 2030 VISION FOR A JUST, HUMANE, AND CLIMATE-SAFE PROTEIN TRANSITION
Governance Oversight of protein-related issues, supported by effective strategy and capital expenditure planning. Full traceability and transparency in the value chain, and appropriate product labelling for consumers.	Governance	By 2030: The Board ensures the company provides clear disclosure on the achievement of the strategic targets adopted to realise a just, humane, and climate-safe protein transition, and that company memberships of industry associations, and consumer education and marketing are consistent with this strategy. By 2030: The Board oversees capital allocation to realise the company’s just, humane and climate-safe protein strategy.
	Traceability & Standards	By 2030: 100% traceability of protein supply chains, ideally beyond tier one. By 2030: 100% raw material compliance with detailed standards, ideally verified by third parties.
Social Fair labour, recruitment, working conditions, payment, and other support, enabling a just transition. No prophylactic antibiotic use, minimal incidence of antimicrobial resistance, and other worker and public health concerns. Farm animal welfare that meets FARMS Initiative standards, that ensures elimination of cages, overcrowded and barren systems.	Labour & Just Transition	By 2030: 100% of sourcing monitored for labour risks, highest risk supply chains independently verified.
	Worker Health, Safety & Responsible Antibiotic Use	By 2030: Ongoing reduction and minimisation of the incidence of acute and chronic WHS cases per year. By 2030: 100% of products and supply chains are free from prophylactic antibiotic use (i.e., antibiotic use in supply chains is for animal treatment only by 2030).
	Animal Welfare	By 2030: New or replacement farms meet * aspects of FARMS (Farm Animal Responsible Minimum Standards initiative). (* refers to providing group housing with enough space, enrichment, preslaughter stunning, and welfare balanced genetics while avoiding cages, painful procedures, early weaning, and barren environments) By 2030: Robust progress towards higher welfare commitments. (Aim towards 100% of all products meet * species aspects of FARMS or good aquaculture welfare standards. Reporting on at least 2 welfare outcomes per species (see Assurewel). By 2030: Report robust progress against welfare certification targets. Aim for 25% meeting ‘good welfare’ certification (request the ARE table of categorised certifications).

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Environmental GHG emissions reduction in line with the Paris Agreement 1.50C target. Zero deforestation and other land use changes across all relevant commodities, especially from animal feed and farming. Responsible use of natural capital (including fish stocks, no use of fishmeal, fish oil) that halts biodiversity loss and allows for natural ecosystem regeneration. Circular or regenerative systems with responsible processing standards for all wastes, soil regeneration and avoidance of water-stressed locations.	Climate	By 2030: Achievement of the 2030 GHG reduction target on a pathway to align with Paris Agreement by 2050. (Target should be verified by SBTi or other independent bodies).
	Deforestation & Biodiversity	By 2030: 100% of raw materials in protein sourcing and products are deforestation free. By 2030: (Placeholder for a biodiversity related goal after pending TNFD and Convention for Biological Diversity targets set.)
	Seafood	By 2030: Confirm progress against company transitional strategy to reduce wild caught seafood dependency. Have eliminated FMFO from supply chains. By 2030: Achieve the company's 2030 target towards 100% sustainable seafood certification.
	Water, Waste & Chemicals	By 2030: Report via CDP water or equivalent frameworks, demonstrating significant water efficiency and reductions in water use based on risk and location. Demonstrate adoption of regenerative or circular systems. By 2030: Embedded 4Rs, regenerative or circular systems to minimise chemical use and final waste, and prevent pollution. Significant % reduction of chemical use, wastes, plastics and packaging.
	Sustainable ('Alternative') Proteins	By 2030: Robust progress towards ambitious 'alternative' protein targets as a percentage of total proteins sourced / supplied. Progress against protein diversification and replacement targets. By 2030: Company is comprehensively reporting its 'alternative' proteins in the GFI & FAIRR Alternative Protein ESG reporting framework for <u>diversified</u> companies.