

## Sustainability Policy and Pledge

---

At ER Agri Limited, sustainability is integral to how we operate. We recognise that our agricultural activities influence the environment, people, neighbouring communities and the wider economy. We are committed to producing sugarcane responsibly through ethical business practices, respect for people and communities, protection of natural resources, and continuous improvement.

### Our Commitments

In line with the principles and requirements of the Bonsucro Production Standard v5.2.1 and the Bonsucro Mass Balance Chain of Custody Standard v5.2, we commit to:

#### 1. Respect for Human Rights

Respect internationally recognised human rights, in line with the UN Guiding Principles on Business and Human Rights and foster a culture where concerns can be raised without fear of retaliation.

#### 2. Respect for Communities and Land Rights

Respect legal and customary rights related to land and water, engage transparently with affected stakeholders, and support fair and lawful processes for addressing concerns.

#### 3. Respect for Labour Rights

Uphold the principles of fair and decent work, including prohibition of child labour, forced labour and discrimination, respect for freedom of association, lawful employment practices, and compliance with Mauritian labour legislation and applicable international standards.

#### 4. Health, Safety and Wellbeing

Promote a safe and healthy working environment by identifying and managing risks, providing appropriate training and protective measures, and supporting worker wellbeing.

#### 5. Environmental Stewardship

Protect and enhance soil, water, biodiversity and ecosystems through responsible land management, efficient resource use, continuous environmental improvement, and the prevention of unacceptable impacts on natural ecosystems and areas of high conservation value.

#### 6. Ethical Business Conduct

Conduct business with integrity, transparency and accountability, prohibiting bribery, corruption and unethical practices across our operations and business relationships.

#### 7. Responsible Supply Chain and Traceability

Implement and maintain the Bonsucro Mass Balance Chain of Custody requirements within our certified scope, ensuring appropriate systems, responsibilities and records to support the traceability and integrity of certified material flows.

We are committed to continuous improvement, compliance with applicable legal and regulatory requirements, stakeholder engagement, and transparent communication of our sustainability commitments and progress.



**Olivier Baissac**

Chief Executive Officer, ER Agri Limited