



Anagenix.

Annual Sustainability Report 2024

About this report

At Anagenix, we have made significant strides in our sustainability journey since 2022. This report covers the financial year ending 31 March 2024 and outlines our progress and commitments across key areas of our business.

Performance Highlights

- EcoVadis silver rating
- Accredited Living Wage Employer
- 100% of fruit suppliers signed our Sustainable Procurement Code

Our Sustainability Commitment – The 4 Pillars

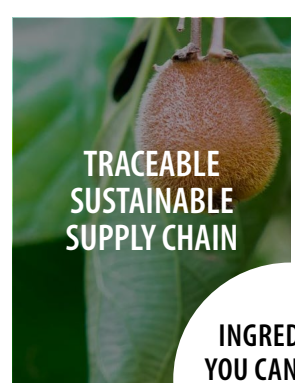
Anagenix is dedicated to providing ingredients you can trust, as nature intended. Our sustainability strategy is built on four pillars:

OUR VALUE CHAIN

We commit to full value chain traceability

We commit to direct relationships with all growers

We commit to all suppliers signing our sustainable procurement code of conduct



INGREDIENTS YOU CAN TRUST, AS NATURE INTENDED

OUR PRODUCTS

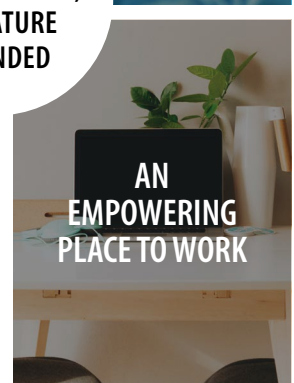
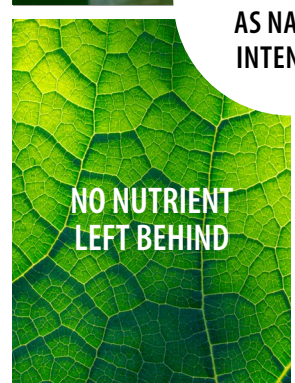
We commit to all our products being backed by at least two clinical studies

We commit to transparency of scientific research

THE ENVIRONMENT

We commit to minimising waste by only using 'ugly fruit' and renewable sources of packaging

We commit to supporting NZ growers with high environmental standards



OUR PEOPLE

We commit to being an accredited living wage employer

We commit to building an environment of trust and empowerment for our workforce

How we're tracking

OUR COMMITMENTS		PROGRESS TO DATE	INDICATOR
OUR VALUE CHAIN <hr/> Traceable sustainable supply chain	We commit to full value chain traceability	A specific requirement to assist Anagenix on traceability was included in our Sustainable Procurement Code of Conduct. 100% of our products are fully traceable back to the orchard/grower.	On track
	We commit to direct relationships with all growers	A specific requirement to assist Anagenix on fostering relationships with the growers and facilitating on site visits was included in our Sustainable Procurement Code of Conduct.	On track
	We commit to all suppliers signing our sustainable procurement code of conduct	As of the end of February 2024, all of our key raw material suppliers have signed our Sustainable Procurement Code of Conduct.	On track
THE ENVIRONMENT <hr/> No nutrient left behind	We commit to minimising waste by only using 'ugly fruit' and renewable sources of packaging	100% of our fruit is process-grade – the "ugly fruit" deemed not suitable for sale in supermarkets or for export. This requirement has been built into our Sustainable Procurement Code with our suppliers. 75% of packaging materials are from renewable sources. We switched to using a biodegradable plastic wrap for wrapping the pallets.	On track with fruit More work to be done on packaging
	We commit to supporting NZ growers with high environmental standards	>95% of our fruit comes from growers who are GAP accredited and 100% of fruit comes from NZ growers.	On track
OUR PRODUCTS <hr/> Product superiority, backed by science	We commit that all our products are backed by two clinical studies by end 2024	Both Actazin and Livaux are backed by 2 clinical trials following the completion of the study in North America. For BerriQi, the ozone clinical study was completed by April 2024. An ethics application for a second clinical on post-infection recovery in kids was submitted and as of 31 March 2024 was pending approval. It is anticipated that this study will be completed by June 2025. For Feiolix, the Ferdinand study was completed in March 2024 and the Synergy study is underway.	Behind target, but progressing
	We commit to transparency of scientific research	Manuscripts for all clinical results will be published in journals. The first article in a series of 4 from the Actazin and Livaux North America study was published in July 2023. The Actazin article was submitted in August 2023 and due for publication in mid-2024. The Livaux article, then the Actazin and PreticX article will follow. Once the data from the BerriQi and Feiolix clinicals have been analysed, the results for these will also be submitted for publication.	On track
OUR PEOPLE <hr/> An empowering place to work	We commit to being an accredited living wage employer	We became an Accredited Living Wage Employer in October 2023, cementing our commitment to ensuring all our staff are paid a living wage.	Achieved
	We commit to building an environment of trust and empowerment for our workforce	We formalised a flexible work policy in October 2023, providing flexibility to those staff with roles that allow it to work from home 2 days a week. 53% of all staff utilise this. An engagement survey is planned for April 2024.	On track

Additional metrics

In addition to the above commitments, we have started tracking various other metrics to help identify areas of improvement and set other commitments/targets for the future.

Our People

Anagenix is a diverse company with a mixture of people from various ethnic groups. In 2024, we had even numbers of NZ European, Asian and Pasifika people in the company. Females represent 42% of all staff and 40% of management.

Anagenix is committed to providing and maintaining a safe and healthy workplace for all staff. 100% of workplace incidents are investigated and data is monitored for trends. All factory staff (who are at the greatest risk of injury due to the manual nature of their work) undertake annual health and safety refresher training.

In 2023, our accident frequency rate (lost time injuries per 100 workers) was 10.5 and our accident severity rate (lost days) was 0.05. In 2024, both metrics were 0.

Our turnover rate for 2024 was 22%. This was up from 11% in 2023, however the turnover rate is on par with the national average for 2023 (21.4%) as reported by Lawson Williams¹.

To determine engagement and employee satisfaction, we are conducting a survey of staff in April 2024.

The Environment

We have started tracking our energy and water use to identify areas for improvement.

Defrost wastewater from the freeze-driers is recycled as much as possible, reusing it in the cooling towers.

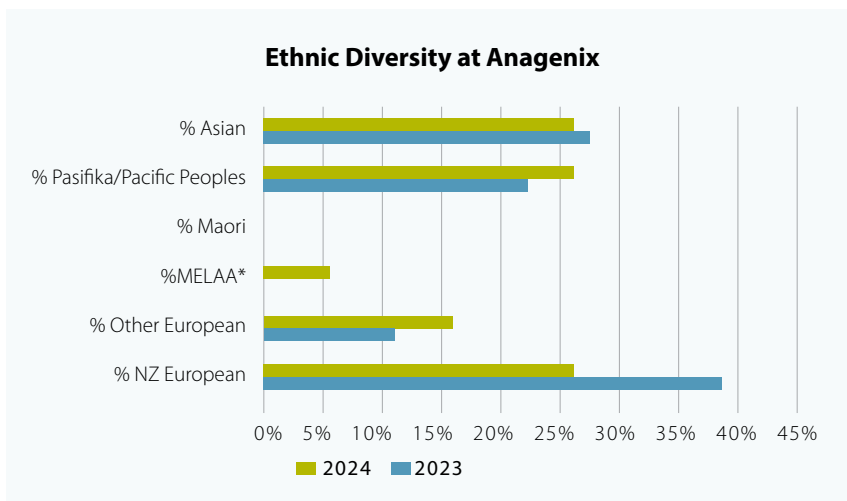
Continual improvement of our plant and doing our bit to lower our impact on the environment is a key concern at Anagenix. In September 2023, we upgraded our freezer system, moving from a R22 refrigerant (with a global warming potential (GWP) of 1760) to a 100% natural refrigerant option utilising a trans-critical carbon dioxide (R744) system which has a GWP of 1.

Business Ethics

In November 2023, we completed an EcoVadis sustainability assessment, achieving a silver rating placing us in the top 15% of companies globally. EcoVadis is considered the gold standard for measuring a company's overall sustainability performance. The assessment analysed our actions, policies and reporting around environmental impact, labour & human rights practices, business ethics, and sustainable procurement practices.

We also formalised our Anagenix Code of Conduct with all employees and board members signing this in October 2023.

Additionally, we are a member of Sedex, an ethical data sharing platform linking suppliers and buyers in the supply chain to provide greater visibility, understand sustainability performance and identify risks.



Conclusion

Anagenix remains committed to sustainable practices that benefit our environment, employees, suppliers, customers, and shareholders. We will continue to innovate and improve our sustainability efforts in the coming years.



1 New Zealand Employment & Staff Turnover Survey Report 2024. Lawson Williams Consulting Group Limited.