

Fonterra - Sustainability Progress Against Targets Table

Category	Target	Performance	
		FY22	FY21
Nutrition	100% of everyday and advanced nutrition products meet independently endorsed nutrition guidelines by 2025	87.7%	86.5%
Work related fatalities	Zero Harm	1	0
Serious harm injuries	Zero Harm	8	9
Total recordable injury frequency rate (TRIFR per million work hours)	Less than 5	6.7	5.7
Employee Engagement	World-class (top quartile)	Engagement continues to be monitored, but no global assessment has been completed. To measure impact over time we are implementing a new culturing diagnostic tool.	4.09 (2nd highest quartile)
Female representation in senior leadership*	50% by 2022	34.8%	32.4%
On-the-job training and re-skilling hours (NZ)	Double by 2025 from a FY20 baseline	85.6% increase since FY20, to 501,879 hours	346,417 hours
Farms with Farm Environment Plans (NZ)	100% by 2025	71%	53%
Water reduction at manufacturing sites in water constrained regions	30% reduction by 2030 from FY18 baseline	6.6% reduction on FY18	2.6% reduction on FY18
Reduction in absolute scope 1&2 emissions (Global)	30% reduction by 2030 from FY18 baseline	11.2% reduction on FY18	6.6% reduction on FY18
Net change in GHG emissions from dairy farming since 14/15 (NZ)	Neutral to 2030	8.2% reduction from a 2014/15 baseline	4.3% reduction from 2014/15 baseline
Solid waste sent to landfill (tonnes)	Zero waste	11,994 tonnes (a further 6.5% reduction in FY22 and more than 30% lower than FY19)	12,883 tonnes