

A close-up photograph of several brown eggs nestled in a cardboard egg carton. The carton is light brown and textured. The eggs are a warm, reddish-brown color. The lighting is soft, creating gentle shadows. A white curved shape in the bottom right corner contains the Pace Farm logo.

# **Pace Farm**

## Sustainability Framework

### 2025



# Introduction

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At Pace Farm, sustainability is more than a commitment; it is the foundation of how we operate and grow.

Guided by our vision of Eggs for Everyone, we are dedicated to providing safe, nutritious and affordable eggs while ensuring our practices contribute positively to the environment, society, and our stakeholders.



The *Pace Farm Sustainability Framework 2025* reflects this dedication, outlining our objectives, initiatives, and measures of progress toward creating a sustainable future.

Our sustainability efforts are grounded in Environmental, Social, and Governance (ESG) principles and are aligned with the United Nations Sustainable Development Goals (SDGs). By addressing key challenges and opportunities in these areas, we aim to reduce our environmental impact, produce an affordable, accessible, nutritional source, foster social wellbeing, and uphold robust governance.

## Environmental

In the environmental arena, while we recognise the Australian egg industry's advantage of a relatively low carbon footprint, we see room for further development. Our initiatives include tracking and reducing carbon emissions and energy use, improving water efficiency, and exploring renewable energy solutions across our operations (aligned to SDG 12). We are also committed to preserving natural ecosystems through practices such as paddock rejuvenation and sustainable by-product and waste management (aligned to SDG 15).

## Social

On the social front, our objective is to support communities by producing safe, accessible and affordable food (aligned to SDG 2). We will maintain high food safety standards, develop innovative farming practices to improve efficiency, and expand traceability efforts. Additionally, we aim to promote the health benefits of eggs (aligned to SDG 3) while fostering an inclusive workplace that prioritises safety, employee wellbeing, and career development (aligned to SDG 8).

## Governance

Good governance underpins all our efforts. We strive for regulatory compliance, industry collaboration, and continuous improvement (aligned to SDG 9). Our initiatives include engaging with stakeholders, enhancing farming infrastructure, and maintaining high standards of food safety and animal welfare.



## A roadmap for the future

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The *Pace Farm Sustainability Framework 2025* serves as both a roadmap and a call to action, outlining our objectives and the initiatives that will drive them, and the processes we will use to measure and report our progress.

By embracing innovation, transparency and accountability, Pace Farm set a benchmark for sustainability in the egg industry.

We will build a future where sustainable practices and responsible growth go hand in hand, ensuring resilience for generations to come.



# Aligned to local and global goals



Pace Farm's sustainability framework is designed to align with the global vision of the World Egg Organisation and Australian Eggs, emphasising responsible production and environmental stewardship in the egg industry.

Australian Eggs: For more information:

[www.australianeggs.org.au/assets/Uploads/2024-Australian-Egg-Industry-Sustainability-Framework-Report.pdf](http://www.australianeggs.org.au/assets/Uploads/2024-Australian-Egg-Industry-Sustainability-Framework-Report.pdf)

World Egg Organisation: For more information:

[www.worldeggorganisation.com/app/uploads/2024/06/The-egg-industrys-commitment-to-the-UN-SDGs.pdf](http://www.worldeggorganisation.com/app/uploads/2024/06/The-egg-industrys-commitment-to-the-UN-SDGs.pdf)

The framework also supports the United Nations Sustainable Development Goals (SDGs), a set of 17 goals adopted by the United Nations in 2015 as a universal call to action to address pressing challenges such as poverty, hunger, inequality, and climate change by 2030.

The SDGs are critical for fostering sustainable growth, improving health and preserving the planet for future generations.

Specifically, Pace Farm addresses and contributes to the following six Sustainable Development Goals:

## 2. Zero Hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture.



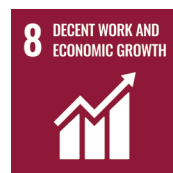
## 3. Good Health and Wellbeing

Ensure healthy lives and promote well-being for all at all ages.



## 8. Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



## 9. Industry Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.



## 12. Responsible Consumption and Production

Ensure sustainable consumption and production patterns.



## 15. Life on Land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.



# Environmental impact

**Aim:** To build on the Australian egg industry's relatively low overall carbon footprint, preserving the natural environment and resources for future generations.

## Objective 1.1: Preserve the natural environments in which our farms operate

Aligned to SDG 15: Life on Land



### Key initiatives:

1. Monitor and investigate new and improved ways of paddock rejuvenation
2. Improve data collection of water and energy use across our sites to track and measure future performance
3. Track and monitor carbon emissions across Pace Farm-operated sites

## Objective 1.2: Minimise resource use and long-term impacts on the environment

Aligned to SDG 12: Responsible Consumption and Production



### Key initiatives:

1. Investigate alternative streams for egg production by-products
2. Minimise waste to landfill
3. Increase the use of renewable energy sources across Pace Farm-operated sites





# Social impact

**Aim:** Contribute to the community through providing a safe, affordable staple food, building community trust and team member satisfaction across the workplace.

## Objective 2.1:

### Produce an affordable, accessible, safe and secure food source

Aligned to SDG 2: Zero Hunger



#### Key initiatives:

1. Develop innovative farming practices to increase production efficiencies
2. Maintain high food safety standards across our business
3. Implement new methods of capturing farm-table traceability information
4. Support charities and community programs through a dedicated grants program

## Objective 2.2:

### Promote the nutritional benefits of eggs

Aligned to SDG 3: Good health and wellbeing



#### Key initiatives:

1. Increase consumer knowledge on the benefits of eggs, aligned with Australian Eggs, through social media and our website

## Objective 2.3:

### Promote team wellbeing

Aligned to SDG 3: Good health and wellbeing



#### Key initiatives:

1. Provide access to flu vaccinations for all team members
2. Provide access to Pace Farm's Employee Assistance Program (EAP) to all team members and their immediate families
3. Deliver a flexible work policy

## Objective 2.4:

### Provide a supportive and inclusive workforce prioritising safety, culture and teamwork

Aligned to SDG 8: Decent work and economic growth



#### Key initiatives:

1. Implement a Zero Harm safety program that empowers team members to identify and mitigate risks in the workplace
2. Increase engagement and involvement with teams through regular surveys, consultation and communications
3. Develop and implement policies and processes that drive diversity, equity and inclusion for all team members
4. Provide learning, development and training to team members for current and future career opportunities
5. Ensure compliance with the Modern Slavery Act by conducting regular assessments of supply chains to identify and mitigate risks

# Governance

**Aim:** Operate in a way that ensures regulatory compliance and industry interaction while maintaining accountability and continuous improvement across our operations.

## Objective 3.1: Active contributor to the Australian egg industry

Aligned to SDG 9: Industry innovation and infrastructure



### Key initiatives:

1. Participate and engage with Australian eggs and government agencies in policy and emergency preparedness activities
2. Maintain Level 3 ESA accreditation across all sites to ensure the highest standards of food safety and animal welfare

## Objective 3.2: Improve farming infrastructure

Aligned to SDG 9: Industry innovation and infrastructure



### Key initiatives:

1. Investigate shed layouts and improvements for new and existing farms to reduce environmental impact and improve farming practices and efficiencies





# Reporting and measuring progress

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Pace Farm is committed to transparency and accountability across the aims, objectives and initiatives outlined in our *Sustainability Framework 2025*. Accurate reporting and consistent measurement of our progress are critical to ensuring meaningful impacts across our environmental, social, and governance initiatives.

To track our performance, we will implement systems to collect and analyse data on key sustainability metrics, including carbon emissions and energy usage. This will enable us to identify trends, address challenges, and make informed decisions to drive improvement.

Our progress will be evaluated regularly through reviews. Measurable Key Performance Indicators will be established for appropriate initiatives, and updates will be provided on programs initiated to achieve objectives. Third-party certifications and endorsement will also be provided to confirm progress made on certain objectives.

Transparency will be maintained through the publication of an annual *Pace Farm Sustainability Progress Report*, providing stakeholders with clear insights into our achievements, challenges and future priorities.





# Conclusion

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The *Pace Farm Sustainability Framework 2025* is a testament to our commitment to creating a sustainable future for our business, communities and the environment. Grounded in Environmental, Social and Governance principles and aligned with the United Nations Sustainable Development Goals, this framework outlines our clear objectives and actionable initiatives to drive meaningful change.

By preserving natural resources, delivering an affordable, accessible, nutritious food source, fostering social wellbeing, and ensuring robust governance, we are addressing the critical challenges our business and the egg industry faces today, while building resilience for tomorrow.

Our dedication to transparency, accountability and continuous improvement ensures that Pace Farm leads the egg industry in sustainability, aligned with stakeholder expectations and global standards.

*The Sustainability Framework 2025* is more than just a strategy, it is our pledge to deliver long-term value while leaving a positive legacy for future generations.



[pacefarm.com](http://pacefarm.com)

