

Cultivating a more sustainable future









HEALTHY WORKPLACE ENVIRONMENTS

OUR ACTIONS

At Ferngrove, our commitment to making the best possible wines mean that sustainability is at the centre of everything we do. This means improving and cultivating the environmental, social and economic aspects of our business and the impacts on the community and people around it.

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OUR COMMITMENT IS TO BE BETTER AND DO GOOD.

With our sustainability stewardship program, we are committed to reducing our environmental footprint, with a focus on better utilising our natural environment.

Our goal is to analyse every aspect of our business and winery practices, ensuring our actions minimise the impact of our activities on the environment.

We have embedded the following six key pillars, to drive sustainability "stewardship" within our business.



1. Waste Reduction, Recovery and Recycling



2. Preservation and Utilisation of Natural Energy and Resources



3. Vineyard Biodiversity/Health



4. Governance & Certifications



5. Local Environmental and Community Initiatives



6. Fostering healthy workplace environments







- Procurement of all dry goods (glass, cartons, dividers, caps, pallets, labels and consumables)
 within the Sustainable Packaging and APCO Guidelines.
- Greater use and focus on recycled content in all our packaging material this includes:
 - Wine Labels-between 30% and 100% recycled content.
 - Wine Cartons-between 70% and 90% recycled content.
 - Capsules-up to 30% of recycled material input content.
 - Packaging tape- 70% Post Consumer Recycled PET.
- Encourage closed loop relationships with suppliers and local businesses, ensuring responsible reuse or recycling of cardboard, paper and plastic waste produced on site.
- Monitoring all potentially recyclable waste products that would be normally diverted to landfill into new recycling opportunities.
 - Recycling all paper and cardboard waste material across our entire business.
 - Glassine backing paper is collected and converted into tissue paper production.
 - Soft Plastic material is collected and recycled.
- Compliance with Australasian Recycling Labelling Program- an on-pack labelling scheme that is helping consumers to recycle correctly.
- Promote on-site recycling across all sites including offices, warehouse, winery and staff housing.







OF NATURAL ENERGY AND RESOURCES OUR ACTIONS

- We have significantly reduced energy consumption by 50% with the installation of a HVAC, energy efficient Geoclima refrigeration system, recently commissioned in time for vintage 2023.
 Furthermore we have installed a system to capture waste heat from this to heat water used in the winery.
- Harness large amounts of solar energy through our 250 KW system -we have installed over
 700 solar panels to save nearly 50% of electricity usage from traditional power sources, reducing carbon emissions and becoming one of the most environmentally friendly wineries in Australia.
- Water catchment strategy program-Frankland River region has no suitable groundwater or creek/river systems for irrigation of wine grapes. As a result we need to rely on efficient catchment and utilisation of rainwater including-
 - Construction of roaded catchment and dams to harvest the winter rainfall.
 - Capture of roofwater, treated and used in domestic kitchens and gardens.
 - Drip irrigation and timely application of water via soil moisture monitoring.
 - Adopting an under vine, mulching program to help reduce evaporation of water near the surface.
- Gradual movement to electric machinery/equipment in our vineyard operations.
- Installation of LED lighting, throughout our warehousing and winery operations, dramatically lowering power usage.
- Cross flow filtration adopted for wine filtration, minimising losses and eliminating use of diatomaceous earth.
- Sustainable Winegrowing Australia membership, providing benchmarking tools and resources for planning, evaluation and on-going certification.







- Optimising vine and soil health means nurturing an ecosystem that promotes biodiversity. We achieve this through-
 - Promoting IPM (Integrated Pest Management), which is an ecological approach with the main goal of significantly reducing or eliminating the use of pesticides while at the same time managing pest populations at an acceptable level.
 - Use of sustainable and certified products for pest and disease control and reducing reliance on copper to avoid build-up of copper toxicity in soils.
 - Minimised machinery movements to reduce soil compaction.
- Starting in 2023, we are collaborating with neighbouring wineries to produce organic mulch utilising grape marc and straw from farmers in surrounding districts and recycled organic waste purchased from local third party suppliers.
- This provides benefits such as improved soil nutrients, enhanced earthworm and soil microbe activity for healthier soils and reduced weed growth (which lowers herbicide use).





SOVERNANCE & CERTIFICATIONS

- Our aim is to maintain the highest level of governance and certifications across our business with Ferngrove already being certified members of-
- HACCP Hazards Analysis at Critical Control Points certifies best practice food management systems. Audited annually.
- APCO-The Australian Packaging Covenant Organisation- provides pathways to reduce the amount of packaging materials ending up in landfill, turning the waste into a valuable resource. Audited annually.
- SWA Sustainable Winegrowing Australia- fully accredited member of Sustainable Wine Growing Australia across both the winery and vineyards.









FOSTERING HEALTHY WORKPLACE FINITS



- We invest and focus on employee development and healthy workplace environments as a platform for a successful future.
- We maintain a high level of safety and wellbeing for all of our people including engaged operational & executive safety committee work policies that drive employee safety and wellbeing.
- We foster a positive culture and environment that drives engagement with our people including flexible working arrangements.
- Provide staff with opportunities for growth within our business including personal development courses, external educational courses as well as tradeshow attendance.
- We empower individuals as "sustainability stewards", focusing on key parts of our sustainability strategy.
- Approx 40% Female representation in 2023.
- Mental Health awareness and support via Heads Up program.
- Inclusion and diversity of staff is fundamental at Ferngrove as it brings greater collective knowledge, capabilities and allows us to connect more effectively with our customers.
- Responsibly consumption of alcohol-we promote using the Drink Wise initiative and drive awareness via our back labels and through our Cellar Door with the Drink Wise" stay tasteful while tasting initiative.







LOCAL ENVIRONMENTAL & COMMUNITY INITIATIVES

OUR ACTIONS

• We are committed to local environmental and community initiatives. We are looking to actively participate in the following programs:

