



Sustainable Development Report

Tracking Our Progress & Defining Our Direction.





Contents of the Report

03 – 04	Messages from our team
05 – 07	Who is Croker Grain?
08 – 09	Our Approach
10 – 11	Policies, Procedures & Accreditations
12 – 13	2024 Highlights
14	Our 3 Focus Pillars
15	Contact

Message from the Sustainability Team



Lyndon Benecke



Elly Stevens

2024 has been a defining year for sustainability at Croker Grain. With several audits conducted across our sites, our Quality Assurance duo, Sam Miles and Anna Hopcroft, have worked tirelessly behind the scenes to ensure seamless compliance with our many significant accreditations. Their dedication has been instrumental in upholding the high standards we set for ourselves and the industry.

At the heart of our sustainability efforts has been **GroundWork**, a Nestlé-funded project focused on the adoption and expansion of regenerative agriculture practices on farms. This year, and this project in particular, has been about more than just progress—it's been about building relationships. We've had invaluable conversations with both project growers and those simply wanting to learn more. If you've spoken with us, you've likely heard us acknowledge that "sustainability" means different things to different people—just like "regenerative agriculture." We're not here to debate definitions. We're here to create a meaningful starting point for a new era of Australian agriculture, one that isn't always simple for farmers, but one where we are hoping to reduce complexity, provide support, and lower risk for those in our supply chain.

How will we do that? **In complete transparency, we don't have the answer to that yet.** But what we do know is that we're **committed** to working towards figuring it out, and no matter the role you play, your insights, your challenges, and your support are what will shape the path forward.

To our customers, our commitment remains the same: we want to be your trusted supplier. We want to deliver the volumes you need while continuing to offer the personalised service and provide new opportunities that set us apart in this evolving landscape. Your goals and ours are deeply connected, let's continue working together to achieve them.

Beyond GroundWork, we are constantly pushing our business to do better, not just meeting industry standards, but exceeding them. Whether it's in our relationships with staff, growers, and customers, or in the way we approach quality, safety, and compliance, **we are always striving for something greater.**

As we reflect on the last year, we're reminded that **real change takes time.** It takes effort. And most importantly, it takes people who care about where agriculture is headed and what the future looks like, and that is our role moving forward. Thank you for being part of the Croker Grain journey, here's to another year of growth, progress, and endless possibilities.

Message from the Managing Director



Jason McPherson

“We want to assist in shaping the industry, that can stand the test of time”

At Croker Grain, our purpose is clear: we **connect Australian grain farmers with the world.**

Our vision is to be the leading grain merchant on the Eastern seaboard—without ever losing sight of the **small business values** that have defined us for over **50 years.**

To achieve this, we must take the lead in regenerative farming, **working alongside growers, partners, and the broader industry.** Initiatives like our GroundWork Project, led by Elly Stevens, are key to **ensuring farmers have the opportunities and support they need to evolve and thrive.**

Since our beginnings in 1973, **adaptability** has been at the heart of our success. Farming practices have changed, **and so have we.** The future will demand even more innovation, collaboration, and commitment to continue to strengthen the relationship between our growers and global markets.

By sharing knowledge, providing opportunities, and offering support in different ways, **we’re not just trading grain**—we’re shaping an industry that can stand the test of time, ensuring prosperity for generations to come.

Who is Croker Grain?



Croker Grain is a leading Australian agribusiness, specialising in the trading and export of premium grains including wheat, barley, oats, canola, and pulses. With over five decades of experience, we are deeply committed to supporting the Australian grain industry by delivering value across every link of the supply chain, from farmers to customers.

Our operations focus on three core areas:

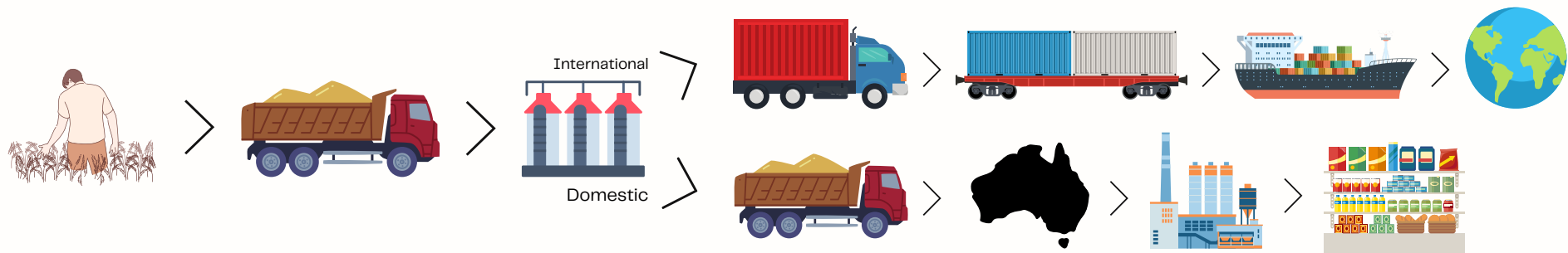
- **Grain Sourcing:** We work hand-in-hand with Australian growers, sourcing high-quality crops that meet stringent standards. By forging strong partnerships with our growers, we are able to provide them with new and diverse market opportunities across Australia and the globe.
- **Trading & Export:** Croker Grain operates a well-established and expansive trading network, facilitating the movement of Australian grain to key international markets including Asia, the Middle East, and Africa. Our strategic export channels are designed to meet the evolving demands of the global marketplace while ensuring reliable, timely, and high-quality service for our customers.
- **Grain Logistics:** We offer comprehensive supply chain solutions, including storage, handling, and transportation, enabling the efficient movement of grain from the farm gate to domestic and international markets. Our logistics network ensures the safe and seamless delivery of products, maintaining the highest standards of quality and safety throughout.

At Croker Grain, we place a significant emphasis on the value of relationships. Whether you are a grower, customer, employee, a member of the community, the local football club, or just a visitor, we are committed to fostering positive and lasting connections. It is this focus on relationship-building that has enabled us to thrive for over 52 years, and it remains central to our vision for the future.

Our dedication to excellence is reflected in our strict compliance standards and numerous accreditations, including ISO 22000, Halal, Kosher, and Grain Trade Australia certification. These certifications, along with our reputation for delivering high-quality grain and innovative grower solutions, underscore our commitment to upholding the highest ethical standards. At the heart of every decision we make is a steadfast adherence to our core values—ensuring the sustainability of our business, the success of our partners, and the continued growth of the Australian grain industry.

Croker Grain is more than a business; we are a trusted partner for growers and customers alike, consistently striving to enhance the global reputation of Australian grain while delivering meaningful results for all stakeholders.

From Farm to Global Markets: The Journey of our Grain



With four strategically located sites across the Riverina region—Marrar, Henty, Berrigan, and Widgelli—we work alongside dedicated farmers who supply every tonne of grain delivered to our facilities. Their hard work and commitment are the backbone of our operations, ensuring that top-quality Australian grain reaches markets both locally and globally.

Our logistics network is designed to efficiently transport grain by container truck, to train, which then heads to port, where it is shipped to international destinations, and by truck for delivery to our domestic customers. This seamless supply chain allows us to serve diverse markets, with Riverina grain making its way to key trading partners including New Zealand, the Philippines, Singapore, Thailand, China, and Egypt.

As we continue to strengthen our position in the global marketplace, our focus remains on creating new opportunities for Riverina and Australian farmers. We are committed to driving market access, supporting regional agriculture, and upholding the highest standards of compliance, safety, and quality. Our aim is to enhance the reputation of Australian grain through sustainable practices and trusted partnerships, ensuring long-term success for our growers and customers alike.

Our Operations, and their impacts

Environmental



Environmental sustainability is a shared responsibility, and we believe in the power of collaboration.

Croker Grain's approach to environmental sustainability is about more than compliance; it is about leading by example and fostering a culture of stewardship. By actively trying to integrate sustainable practices into every facet of our operations, we are committed to ensuring that our business contributes positively to the environment while securing the future of Australian agriculture. Through knowledge-sharing and advocacy, we aim to influence positive change across the industry.

Social



We understand that our success is intertwined with the well-being of the communities in which we operate.

Through strong engagement with local farmers, we provide resources, training, and support, empowering them to thrive. This commitment to community development fosters resilience and creates job opportunities, ultimately contributing to stronger local economies. Additionally, by ensuring the availability of high-quality grain, we play a crucial role in enhancing food security for domestic and international markets.

Economic



Our focus on sustainability translates into long-term economic benefits for all stakeholders. By opening new market opportunities for Australian grain and investing in infrastructure, we drive profitability while enhancing the resilience of the agricultural sector. Our reputation for quality and compliance not only strengthens relationships with growers and customers but also positions Croker Grain as a trusted leader in the industry.

Our Approach

To Sustainability

Our company embraces sustainability as a cornerstone of operations, working to minimise environmental impacts while fostering a thriving agricultural industry. We support efficient resource use, sustainable farming practices, and eco-friendly logistics to ensure the longevity and prosperity of the Riverina region and its communities.

To Environmental Impacts

We are committed to minimising our environmental footprint through sustainable practices across all stages of our operations. From the farm to the port, we prioritise new and alternate methods to reduce emissions and energy consumption, such as the incorporation of Zilch Freight into our logistics program. We work closely with farmers to promote sustainable agricultural practices that protect soil health, conserve water, and preserve biodiversity, demonstrated in our GroundWork Project collaboration with Nestlé.

To our People

Our success is built on the dedication of our people. We cultivate a safe, inclusive, and supportive work environment, recognising the invaluable contributions of our staff and farmers. Through ongoing education and adherence to high safety and quality standards, we empower our team to excel while fostering long-term partnerships with growers and customers.

Our Approach

To Responsible Sourcing & Food Safety

By working directly with Riverina farmers, we guarantee the integrity of every tonne of grain, from farm to market.

Food safety is a top priority, with strict compliance to national and international standards. Our facilities operate under rigorous quality assurance and safety protocols, ensuring that every step of the process—from sourcing to logistics—meets the highest safety and quality benchmarks. This dedication safeguards consumer confidence while enhancing the global reputation of Australian grain.

To Our Community

We are committed to supporting the Riverina community by driving market access for local farmers and creating economic opportunities. Our partnerships strengthen regional agriculture and connect growers to diverse international and domestic markets, benefiting the local economy and reinforcing Australia's standing as a trusted grain supplier. Alongside this, our reputation within the local community including Football & Netball Clubs, Bowling Clubs, Cricket Clubs, Shows and Sporting events reinforces our commitment to our sourcing region, and its hard-working farmers.

Policies & Procedures



Policies and procedures are essential to ensure our staff meet industry standards. Here are some key policies our team adheres to, to ensure our high standard of compliance.

Sustainability Policy

We aim to minimise our footprint and work towards a sustainable future by integrating environmental, social and economic sustainability into our business.

Anti-Discrimination and Human Rights Policy

We are committed to providing an inclusive, respectful environment aligned with human rights and anti-discrimination laws.

Environment Policy

Our dedicated team is committed to reducing our environmental impacts while providing superior service and value to our customers.

Truck Hygiene Inspection Checklist

A clear and actionable checklist accompanies every load that leaves our site, ensuring accountability and quality assurance.

Weekly Hygiene inspection

A detailed weekly record of hygiene inspections, cleaning, and waste disposal to ensure compliance and maintain standards.

Work Health & Safety Policy

We are dedicated to ensuring a safe and healthy work environment for all workers and others, as far as reasonably practicable.

Accreditations & Compliance



For Crokers, ensuring that we are keeping up with accreditations and requirements is vital for us to maintain compliance with international and domestic regulations, ensuring market access and avoiding trade barriers. It also enhances the company's reputation, fosters trust with customers and stakeholders, and ensures product quality and safety standards are consistently met, promoting long-term business sustainability.

ISO 22000

ISO 22000 accreditation is an internationally recognised standard that ensures food safety by establishing effective management systems to identify and control hazards throughout the supply chain.

Kosher Accredited

Kosher accreditation certifies that food products comply with Jewish dietary laws, ensuring they meet specific preparation, ingredient, and handling requirements. This accreditation builds trust with consumers seeking kosher-certified products for religious, cultural, or health reasons.

Green Foods

Green Foods certification refers to products or brands that meet specific environmental, sustainability, and health-related criteria.

GTA Member

Grain Trade Australia is a key body in the Australian grain industry that provides standards, contracts, and dispute resolution services to promote fair and efficient trade.

Halal Accreditation

Halal accreditation certifies that products or services comply with Islamic dietary laws and guidelines, ensuring they are permissible (halal) for consumption or use by Muslims.

2024 Sustainability Highlights



Solar Panels

- Solar powered office
- 48% reliance on panels
- CO2 reduction of 9.5t



Collaborations & Projects

- Downforce Technology: Data-driven land management solutions
- Precision Agriculture: Australia's largest independent soil sampling business
- Brill Ag: Varietal Trials benefitting Riverina growers
- Wagga Business Chamber: Sharing our Sustainability Journey.
- NAB Business Breakfast: Sharing our Sustainability Journey



Tree Planting

- 250 Trees planted at Marrar
- 145 Trees planted at Berrigan, with tough conditions in 2024 affecting the survival rate of these trees.

2024 Sustainability Highlights continued



ISO 22000 Re-Accreditation

- The Quality & Compliance team consisting of Sam Miles & Anna Hopcroft successfully re- obtained the ISO 22000 Accreditation in August 2024.

Incorporation of Zilch Freight

- Climate Active Certified Freight Forwarding, completing all of our export logistics.
- Logistics plays a big role in our emissions, it is important we have a focus on the reduction of these for both domestic and international freight.

GroundWork Project

- Providing an opportunity for Growers who supply into our sites, to receive an incentive payment post harvest, by working alongside our team to adopt and advance regenerative practices on farm.
- This project is funded by Nestlè and allows us to work closely with a number of grower within our network.

Our 3 focus pillars

This Progress Report is not just a reflection on our achievements but a commitment to building on them. While we recognise there is still significant room for improvement, we have identified three key pillars to guide our focus, and shape our priorities, not just for the next year, but for the years to come.

Traceability

Croker Grain will consider:

- How can we elevate the tracing of all grain that runs through our facilities?
- What technology and processes can we adopt to improve the accuracy, efficiency and transparency of our grain systems?
- How can we integrate traceability with sustainability certifications and industry standards to meet market and regulatory expectations?
- What strategies can we implement to engage growers and supply chain partners in supporting and enhancing traceability efforts?

Emission Tracking

Croker Grain will consider:

- From our current baseline data, how can we create appropriate metrics and benchmarks to measure our progress in reducing emissions over time?
- How can we further streamline the identification and implementation of tracking emissions across all operations, from the paddock to export?
- Identify the most significant sources of emissions in our operations, and identify what practices or technologies can we adopt to reduce them?
- How can we effectively engage stakeholders to collaboratively lower emissions across the supply chain?

Accreditations, Policies & Procedures

Croker Grain will consider:

- What further steps can we take to ensure a positive workplace culture that supports employee well-being, diversity and inclusion?
- How can we measure and track our progress in becoming an employer of choice, and what benchmarks should we use?
- What innovative approaches can we adopt to not only meet, but exceed industry standards for safety, sustainability and operational excellence?
- How can we leverage transparent reporting and communication about our policies and progress to build trust and position ourselves as an industry leader?

Contact

Our company is committed to proactively advancing sustainable practices, ensuring we stay ahead of industry expectations and continue to lead with integrity in the agricultural sector. We consistently strive to enhance our operations across environmental impact, responsible sourcing, food safety, and community support. By working closely with our dedicated network of farmers, we ensure that the grain we deliver to customers meets the highest quality standards, while minimising environmental footprints through efficient logistics and encouraging further understanding, and providing opportunities to growers to engage in sustainable farming practices.

As we expand our presence in both domestic and international markets, our focus remains on aligning with evolving industry standards and regulatory requirements. We are dedicated to continuous improvement, fostering long-term partnerships, and maintaining transparency in all aspects of our operations. This proactive approach ensures that we not only meet, but exceed the expectations of our growers, customers, and stakeholders, positioning us for ongoing success and positive impact within the agricultural industry.

Are you open to exploring a collaboration with Croker Grain?

Please, get in touch.

Croker Grain

Lyne Street, Marrar NSW 2652

02 6934 4000

www.crokergrain.com.au

elly@crokergrain.com.au

lyndon@crokergrain.com.au



**Connecting Australian Grain Farmers
With The World**