FORSYTH BARR

Company ticker:

SCL



C&ESG 100%

	Grade	Score	Agriculture Average	New Zealand Average	Agriculture Sector Weights
Carbon	C+	51%	62%	64%	20%
Environmental	D	28%	52%	54%	20%
Social	B+	66%	61%	64%	20%
Governance	A-	70%	57%	67%	40%
Total	B-	57%	58%	64%	

Scales (SCL) has seen a solid aggregate improvement this year, with its rating improved to Fast Follower. Within this, it has seen strong improvements in the Governance and Social sections (Governance in particular). SCL's Social score improves given it now has a human rights policy and has put in place resources and support for employees' mental health and wellbeing. On the Governance side, SCL now links both annual appraisal and LTIPs of senior staff to sustainability activities and has received limited assurance on its GHG inventory for the first time, both helping its score. On the negative side, the high average number of board member affiliations of non-executive board members keeps the score muted. SCL remains a laggard in the Environmental section, weighing down the score.

—2025 2024

-2023

-2022

Carbon		Metric	Data	Score	Weight	Group Score	Group Wgt
Climate Reporting	C1.1	Is the company a Climate Reporting Entity, required to prepare climate- related disclosures in accordance with the Aotearoa NZ Climate Disclosure Standards?	Yes				
GHG Emissions	C2.1	For how long have scope 1 and 2 CO2e (tonnes) been tracked, measured and publicly reported by the company?	≥ 5 years	1.00	20.0%		
	C2.2	If at least five years of scope 1+2 emissions data, are scope 1+2 emissions decreasing, stable, or increasing over the last five years?	+98.8%	0.00	20.0%		
	C2.3	If at least five years of scope 1+2 emissions data, is carbon intensity decreasing, stable, or increasing?	+69.5%	0.00	20.0%	60.0%	50.0%
	C2.4	Has the company identified and publicly disclosed its most material scope 3 emission sources?	Yes	1.00	20.0%		
	C2.5	For how long have scope 3 CO2e (tonnes) been tracked, measured and publicly reported by the company?	≥ 5 years	1.00	20.0%		
Emissions Management	C3.1	Does the company have an emissions reduction target or net zero commitment in place?	Yes	1.00	16.7%		
	C3.2	If a target is in place, is the target aligned with and/or verified by the SBTi (or similar) as a science-based target?	No	0.00	16.7%		
	C3.3	Has the company provided a climate transition plan?	Plan in place - lacks detail	0.50	16.7%	41.7%	50.0%
	C3.4	Is the company already operating at net zero and if so, how are offsets used to help meet targets?	No	0.00	16.7%		
	C3.5	Has the company introduced the concept of a 'just transition' into its climate ambitions?	No	0.00	16.7%		
	C3.6	Does the company own any proven or probable fossil fuel reserves?	No	1.00	16.7%		
C - Total					•		C+ (50.83%)

Environmental		Metric	Data	Score	Weight	Group Score	Group Wgt
Environmental Management Systems	E1.1	Does the company have ISO 14001, EMS, Toitū Envirocare carbonzero or equivalent certification on all applicable sites?	No	0.00	33.3%	33.3%	33.3%
	E1.2	Has the company made commitments to new build or retrofit to meet level 4, 5 or 6 of the Green Star (or equivalent Homestar if relevant) standard in owned or leased buildings?	No	0.00	33.3%		
	E1.3	Has there been an environmental fine or breach (including any resource consent discharge breaches such as nutrient or harmful substances discharges) in the last three years?	No	1.00	33.3%		
	E2.1	Is there a commitment to reduce waste in place?	Yes	1.00	25.0%		33.3%
Waste & Water	E2.2	If there is five years of waste management data, is total waste to landfill decreasing, stable, or increasing?	< 5y data	0.00	25.0%		
	E2.3	Is water consumption material to the company's business operations and/or supply chain?	Yes	1.00	Not scored	50.0%	
	E2.4	If water consumption is considered material to the company's operations, is the company currently implementing any water stewardship practices to reduce water usage or improve water efficiency?	Yes	1.00	25.0%		
	E2.5	If water consumption is considered material to the company's operations, and if there is five years of water data, is total water use decreasing, stable, or increasing?	< 5y data	0.00	25.0%		
Biodiversity & Circular Economy	E3.1	Is there a commitment by the company to preserve and protect biodiversity and/or natural ecosystems?	No	0.00	33.3%		
	E3.2	Does the company voluntarily report against the TNFD framework?	No	0.00	33.3%	0.0%	33.3%
	E3.3	Is the company actively engaged in implementing circular economy principles into its business model?	No	0.00	33.3%		
E - Total			•				D (27.78%)

Social		Metric	Data	Score	Weight	Group Score	Group Wgt
Health & Safety	S1.1	Does the company have safety management targets in place?	Yes	1.00	33.33%		
	S1.2	If there is five years of data on a measure of safety (e.g. LTIFR) collected by the company, is it decreasing, stable, or increasing?	+42.1%	0.00	33.33%	66.67%	20.00%
	S1.3	Have there been any workplace fatalities in the last five years?	No	1.00	33.33%		
Human Rights &	S2.1	Does the company have a human rights policy?	Yes	1.00	25.00%		20.00%
	S2.2	Has the company identified where, across its business, there may be material risks of modern slavery?	Yes	1.00	25.00%	50.00%	
Supply Chain	S2.3	Is the company an accredited living wage employer?	No	0.00	25.00%		
	S2.4	Is there a supply chain code of conduct?	No	0.00	25.00%		
Product Quality & Accessibility	S3.1	Have there been any unplanned product or service faults (including cyber incidents or data privacy breaches) resulting in, for example, disruption to operations or recalls (including FDA regulated products if relevant), in the last three years?	No	1.00	100.00%	100.00%	20.00%
	S4.1	Is employee turnover measured and publicly reported?	Yes - internally only	0.50	25.00%		
	S4.2	If employee turnover is reported:					
Employee Value	S4.2.1	Is it <10%, <20%, >20%?	≥20%	0.00	12.50%		
Proposition /	S4.2.2	If there is five years of employee turnover data, is it decreasing, stable, or decreasing?	Insufficient data	0.00	12.50%	62.50%	20.00%
Culture	\$4.3	Is there a contemporary parental leave policy?	Contemporary	1.00	25.00%		
		Does the company provide resources and support for employees' mental health and well being, and is the company measuring the impact of its mental health/wellbeing initiatives on productivity and/or retention?	Yes	1.00	25.00%		
Diversity	S5.1	Does the company publicly report its gender pay gap?	No	0.00	50.00%		
	S5.2	Does the company track and measure the proportion of women in management roles in relation to the proportion of women employees?	120.0%	1.00	50.00%	50.00%	20.00%
S - Total							B+ (65.83%)

Governance		Metric	Data	Score	Weight	Group Score	Group Wgt
Sustainability	G1.1	Does the company integrate its sustainability strategy into its business-	No	0.00	25.00%	25.00%	16.67%
	01.1	as-usual operations?	140	0.00	25.00%		
	G1.2	Is remuneration for senior executives linked to achieving sustainability performance?	Part of both	1.00	25.00%		
	G1.3	Has the company committed to voluntarily putting its executive remuneration report forward for a shareholders vote?	No	0.00	25.00%		
	G1.4	Does the company have B Corporation, Future-Fit (or equivalent) certification?	No	0.00	25.00%		
	G2.1	Does the company have share classes with different voting rights?	No	1.00	33.33%		
Investor	G2.2	Is there potential for a 'blocking' shareholder?	11.1%	0.50	33.33%	83.33%	16.67%
Protections	G2.3	Is there any evidence of significant unequal treatment of minority shareholders in any equity raisings in the last three years?	No equity raisings	1.00	33.33%		
	G3.1	How long is the current auditor's tenure?	13	-1.00	25.00%		
	G3.2	What is the average proportion of total fees paid to the auditor for non- statutory audit services over the past three years?	10.0%	1.00	25.00%		16.67%
Audit & External	G3.3	Are all audit-committee members non-executive directors?	Yes	1.00	25.00%	07.500/	
Relationship Management	G3.4	Has the company received external assurance of its sustainability report or disclosures?	Limited - GHG inventory	0.50	25.00%	37.50%	
	G3.5	Is the company explicitly considering lwi specific considerations within its business operations?	Yes	1.00	Not scored		
	G4.1	Do non-executive and independent Board members comprise the majority of Board members?	83.3%	1.00	12.50%	75.00%	16.67%
	G4.2	Is the CEO also the Chair? Has the Chair been the CEO previously?	No	1.00	12.50%		
	G4.3	What is the average tenure of current Board members?	7.3	1.00	12.50%		
Board	G4.4	What is the average number of Board member affiliations of non- executive Board members?	4.8	0.00	12.50%		
	G4.5	How many directors are on the Board?	6	1.00	12.50%		
	G4.6	Is a Board skills matrix disclosed?	Yes	1.00	12.50%		
	G4.7	Is the Board's gender diversity sufficient?	16.7%	0.00	12.50%		
	G4.8	Does the Board undertake an annual self review process and is this made publicly available?	Yes - public	1.00	12.50%		
Data Security & Tax	G5.1	Is there a cybersecurity policy in place? If so, is there evidence the company has tested its cyber resilience strategies in the last year?	Yes	1.00	33.33%	100.00%	
	G5.2	Is there a data privacy and protection policy in place? If so, is there evidence the company has tested its security measures in the last year?	Yes	1.00	33.33%		16.67%
	G5.3	Does the Board have a tax governing framework in place?	Yes	1.00	33.33%		
Controversies	G6.1	Has the company avoided major controversies in the last five years as well as acted with integrity in both financial and non-financial reporting?	Yes	1.00	100.00%	100.00%	16.67%
G - Total							A- (70.14%)