

ENVIRONMENTAL SOCIAL GOVERNANCE

Consumer & Regulatory Demands
Require Considerations in Ag



conservis



YOUR ESG CHECKLIST



ENVIRONMENTAL

- Develop a net zero plan with a clear baseline, goals, standards and resources
- Develop a water management plan for use and measurement
- Track a crop protection plan that ensures safe and environmentally responsible use of chemicals
- Ensure all stakeholders align with the farm's goals for sustainability and conservation
- Develop strategies to increase fuel efficiency
- Analyze opportunities to improve soil health, maximizing yields while maintaining ongoing productivity
- Use data to track and manage the use of fertilizer(s) on crops



SOCIAL

- Conduct semi-annual employee survey to ascertain workplace experience/job satisfaction and develop responsive HR policies
- Align with HR leaders to outline a plan to prioritize DEI (Diversity Equity & Inclusion) in hiring
- Establish clear channels for employees to use to voice feedback/concerns
- Ensure each role on the farm has a career growth plan tied to it
- Develop a set of core values that guide and direct the culture of the operation and promote a healthy and safe working environment
- Establish policies that ensure fair compensation and training for all employees



GOVERNANCE

- Document your organization's needs for traceability and tracking
- Explore obtaining agricultural practice certification such as GLOBALG.A.P. and CanadaGAP
- Document food safety practices and protocols
- Explore and document global sustainability standards such as from UNPRI
- Update company policies and procedures with allocation of responsibility to ensure compliance with relevant state and/or federal regulatory agencies
- Implement policy for tracking and managing spray drift

ENVIRONMENT



The **E** in ESG – **environment** – is an evolving, urgent challenge. What does this mean for you in agriculture? While there is no magic button towards sustainability and net zero, the road toward environmental stewardship starts with a current assessment – and a commitment to ***continuous improvement***.



STEWARDSHIP
FERTILIZER MANAGEMENT
FUEL EFFICIENCY
CARBON NEUTRAL
SOIL HEALTH
WATER MANAGEMENT
COVER CROPS
SUSTAINABILITY
MANURE MANAGEMENT
NET ZERO

Assess where you are by asking yourself key questions.

- What have we done in the past (till, strip till, no till, planting cover crops)?
- What are the plans for this year?
- What do my stakeholders value?
- What laws and regulations must I follow?
- What are my goals for year 1, 3, 5, etc.?
- Who on my team needs to be involved/responsible?
- What do I need to accomplish these goals?

Your head start on the answers to these and other questions starts with good data. Information. Numbers. Maps. Reports. Tangible records empower you to make informed decisions.

 **Careful stewardship by America's farmers is responsible for 34% decline in cropland erosion by wind and water since 1982.**

 **Nearly 40% of Earth's landmass is under the stewardship of farmers and ranchers.**



I don't want to be spraying an ounce more nitrogen on my fields than what I need to be...That's being a good environmental steward.

Aaron Lee, Cornerstone Family Farms

SOCIAL



How can you manage relationships with your employees, board members, stakeholders, community, and consumers? This general question is central to the **S** in ESG. **Social** factors influence agriculture operations and can affect their processes and financial performance. Just like the other components of ESG, consider issues related to social implications and assess how you can achieve continued improvements in your operation.



EMPLOYEES
LABOR
RISK MANAGEMENT
RELATIONSHIPS
VALUES
CULTURE
COMMUNITY
SAFETY
CONSUMERS
DIVERSITY, EQUITY,
INCLUSION (DEI)



The U.S. Bureau of Labor Statistics ranks agriculture as one of the most dangerous industries in the nation.



National Center for Farmworker Health estimates there are almost 3 million agricultural workers in the United States.

- How can I build a culture that encourages employee retention? Consider values, compensation, and the tools you provide to help them be successful.
- What safety risks exist in the supply chain? Ward off volatility with safety mitigation strategies.
- What future demographic or consumer changes could affect your market? Complex social dynamics influence consumer preferences.



It's my job to always be looking for better ways to assist our people, offer them the tools to do their job better, more efficiently, more accurately. That is happening with Conservis.

April Norton, Jasper Wyman & Son

GOVERNANCE



Local and federal regulation in agriculture can ensure you're ready for the future of farming. A robust system to track, record, and provide reports on the metrics that matter can ease the process and provide comprehensive evidence of strategies and practices.

REPORTS
TRACEABILITY
SPRAY DRIFT
INPUTS
FOOD SAFETY
COMPLIANCE
STANDARDS
HISTORICAL RECORDS
DECISION-MAKING
REGULATORY BODIES
FIELD TO FORK



With our GLOBALG.A.P. certification, it's required to have high traceability as well as [to] our customer bases, it's important to them. It's almost a requirement as an agricultural producer that you can trace from farm to fork, essentially.

Diane Gooding, Gooding Farms

💡 Over 60% of large farms (500+ acres) use some type of third party assessment tool.

💡 There are 230+ private food standards worldwide.



Recordkeeping is going to become extremely valuable to us as we continue to go forward because of the laws and records you have to keep.

Chris Green, BWT Farms