



# Sunny Queen Australia Sustainability Strategic Plan

July 2023



**WORKING TOGETHER TO CREATE A SUNNIER TOMORROW**



# Sustainability Strategic Plan

## Our Purpose:

To nourish people every day with sustainably produced eggs from our farms.

Sunny Queen Sustainability Strategy aligns with the UN SDGs and our pillars help to address five goals. These are the areas we see the greatest opportunity for us to positively impact the future of our people, our planet and our community.

## A Note From Our Chief Executive Officer and Managing Director:

Sunny Queen is a 3rd generation, Australian farmer owned egg Company, with a long and proud history of nourishing millions of people every day with sustainably produced eggs from our farms. We understand the responsibility that we have to our people, our hens, our customers, and our communities, to strive to continuously improve all our practices, for the benefit of all. With this in mind, I am delighted to present our 2023 – 2030 Sustainability Strategy. We truly hope to be able to make a positive difference to the future of the food industry, and to helping people to continue to enjoy our eggs, for generations to come.



**Julie Proctor**  
Chief Executive Officer  
and Managing Director





# Sustainability Manifesto

## What

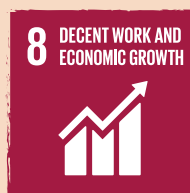
As a leader in the Australian egg industry, Sunny Queen is committed to working towards a sunnier tomorrow with our 2023-2030 strategy, integrating sustainability initiatives into our day-to-day activities to reduce our impact on the planet while continuing to provide healthy and nutritious food to millions of people every day.

## Why

Sunny Queen Australia wants to communicate our commitment to a better tomorrow, and the contribution we can make, by sharing our sustainability strategic plan 2023-2030.

## How

Sunny Queen's Sustainability Strategy aligns with the United Nations Sustainable Development Goals (SDGs), and the pillars we have chosen to focus on address the five goals where we see the greatest opportunity for us to have a positive impact on the future of our people, planet and communities.





**2** ZERO HUNGER



## Objective: Tackling Food Poverty Experienced in Australia

### Actions:



Yearly in-cash contribution to support Foodbank Queensland.



**7200 eggs/week**

Eggs supplied to Foodbank Queensland.

Ongoing food donations throughout the year.

Support School breakfast program by volunteering to several events.

## Objective: Increase Awareness of the Benefits of Egg Products

### Actions:



Continue to grow our supply of eggs to increase availability of one of the cheapest sources of protein.



Develop and share (for free) nutritious egg-based recipes to encourage people to eat more nutritious food.

## Objective: Target Zero Food Waste from our Operations

### Actions:



Implement ongoing process improvement to reduce Food Waste in our facilities.



### 3 GOOD HEALTH AND WELL-BEING



## Objective: Promote Healthy and Nutritious Food

### Actions:



NPD pipeline to develop minimum 3 health star rating for products available in Supermarket.



New Sunny Queen Farms' products to have a minimum of "source of protein" claim.

Increase education around the benefits of eating eggs.

## Objective: Promote Well-Being

### Actions:



Access to all staff to flu vaccination every year.

Foster a supportive, positive organizational culture with reward & recognition program and a focus on team engagement initiatives.

Put effective monitoring and compliance systems in place to protect against any form of modern slavery in our organization.

## Objective: Support Community Partnership and Programs

### Actions:



We will provide opportunities for our team members to give back to the community by participating in community events.



## 8 DECENT WORK AND ECONOMIC GROWTH



### Objective: Support Team Development and Promote Inclusive Recruitment

#### Actions:



Commit to listening and responding to the team through regular feedback forums.



Further promote our recognition programs and increase engagement.



A commitment to meaningful careers supporting team development.

Be a truly inclusive workplace by fostering diversity and providing equal opportunities for all. Policy and onboarding training to support the program to be released by end of 2023.

### Objective: Create Work Experience Opportunities in the Local Communities

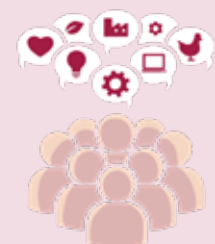
#### Actions:



Develop a graduate program.



Continue the support of regional towns by creating work experience opportunities.





## Objective: Actively Reduce Pollution and Protect the Environment

### Actions:



**100% of  
our plastic**

will be reusable, recyclable  
or compostable by 2030.



Reduce use of non-recyclable  
packaging at all our sites.

Maximise packaging and pallet utilization  
to reduce cost and improve use of space.

## Objective: Reduce Food Waste to Landfill

### Actions:



Reduce food  
waste across  
all our facilities.



Identify opportunities to reduce  
food wastage by reviewing product  
shelf life whilst maintaining safety  
and product quality.

## Objective: Reduce CO<sub>2</sub> Emission

### Actions:



Increase use of energy from solar generation across  
our major sites.



Increase transport efficiency by maximising load  
capacity and route effectiveness.





## 13 CLIMATE ACTION



### Objective: Improve Farms' Environmental Outcome

#### Actions:



**Increase use of renewable energy,**

when practical to do so.



Continue working on a manure management program.



Investigate ways to lower feed emissions.

### A note from our General Manager Sustainability:

This first Sustainability Strategic plan is an important step for all of us at Sunny Queen as it describes and defines our pledge to working together for a sunnier tomorrow. We are committed to working on the actions listed in our plan towards more sustainable business practices and we will be reporting on our progress on a regular basis.

These actions have been selected to meet the needs of the present, without compromising the ability of future generations to meet their own needs. As the world is evolving, we feel it's our responsibility to do what we can to keep our community, our people and our planet healthy.



**Isabelle Dench**

General Manager Marketing,  
Innovation and Sustainability







## Contact Us:

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