



Sunny Queen Australia Sustainability Strategic Plan

FY 2025



WORKING TOGETHER TO CREATE A SUNNIER TOMORROW



Sustainability Strategic Plan

Our Purpose:

Sunny Queen Sustainability Strategy aligns with the UN SDGs and our pillars aim 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:

It's an exciting time for our company as we step into the second year of our sustainability planning journey. Over the past year, we've made significant progress towards integrating sustainable practices into every aspect of our operations. I'm delighted to share with you the next chapter of our sustainability strategic plan, which builds on our FY24 achievements. Our first year was about laying the foundations, engaging our teams, and initiating key projects. We've seen encouraging results, which have included supporting our community with increased levels of food donations, encouraging consumption of healthy food through new product launches and sampling programs, increasing our team member support and development, and identifying additional opportunities to reduce food waste.

But as we all know, sustainability is a continuous, evolving journey, and there is still much to do.

In this second year, we are continuing to focus on several key actions from last year, but also adding new initiatives which we believe will have a positive impact, such as:

- Enhanced resource efficiency: more focus on efficient energy use and waste reduction, with the aim of reducing our environmental footprint
- Sustainable sourcing and supply chain innovations: we're committed to working with suppliers who share our values and implement programs to reduce their impact on the planet
- Community engagement and impact: we will deepen our involvement in the communities where we operate, supporting local initiatives and engaging in community partnerships and programs
- Employee engagement and training: our people are our greatest asset, so we will continue to invest in reward and recognition programs, as well as in team development initiatives.

Our commitment to sustainability is more than just a strategic initiative; it's a core part of who we are as a company. Together, we will continue to challenge ourselves and set new standards, as we work together to create a sunnier tomorrow.

Julie Proctor
Chief Executive Officer
and Managing Director



Isabelle Dench
General Manager Marketing,
Innovation and Sustainability

Julie Proctor
Chief Executive Officer
and Managing Director





Sustainability Manifesto

What

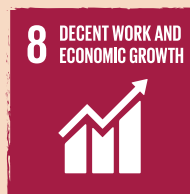
As a leader in the Australian egg industry, Sunny Queen is committed to working towards a sunnier tomorrow with our 2023-2030 strategy, integrating sustainability initiatives into our day-to-day activities to reduce our impact on the planet while continuing to provide healthy and nutritious food to millions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



Objectives:

Tackling Food Poverty Experienced in Australia

Reduce Food Waste from our Operations

Targets:



1. Yearly in-cash contribution to support Foodbank Queensland.



2. Yearly egg contribution to support Foodbank Queensland.

3. Ongoing food donations throughout the year.

4 Support the Community by offering opportunities to our team to volunteer at events.



5. Continue to increase our supply of eggs, supplying nutritious, great value protein to feed a growing population.





3 GOOD HEALTH AND WELL-BEING



Objectives:

Promote Healthy and Nutritious Food

Promote Well-Being

Support Community Partnership and Programs

Targets:



1. New products launched in supermarkets to have a minimum 3 health star rating (HSR).



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

*Source of protein: min. 5g of protein /serve

3. Increase education around the benefits of eating eggs.

4. Free skin checks made available to all staff.

5. Put effective monitoring and compliance systems in place to address the risks of modern slavery practices in Sunny Queen's operations and supply chain.



8 DECENT WORK AND ECONOMIC GROWTH



Objectives:

Support Team Development and Promote Inclusive Recruitment

Create Work Experience Opportunities in the Local Communities

Targets:



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



2. Further promote our recognition programs and increase engagement.



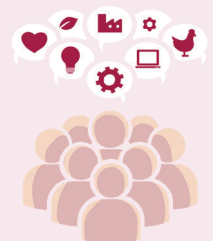
3. A commitment to meaningful careers supporting team development.



4. Develop a mentoring program to support team development.

5. Australia first approach for the supply of raw ingredients, where possible.

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



**12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION**



Objectives:

Actively Reduce Pollution and Protect the Environment

Reduce Food Waste to Landfill

Reduce CO₂ Emission

Targets:



1. 100% of our plastic will be reusable, recyclable or compostable by 2030. Reduce use of non-recyclable packaging at all our sites.



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

**Food waste defined as food not suitable for human consumption.*



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

"Major sites" refers to Carole Park and major farms (do not include third party egg suppliers)



4. Increase transport efficiency by maximising load capacity and route effectiveness.



5. Collection of electronic waste (e-waste) to reduce direct emission from disposal.



13 CLIMATE ACTION



Objective:

Improve Farms' * Environmental Outcome

Targets:



1. Increase use of renewable energy,
when practical to do so.



2. Continue working on a manure management program.



3. Investigate ways to lower feed emissions.

* Farms: doesn't include third party egg suppliers

Contact Us:

Phone: 1300 780 055
Email: info@sunnyqueen.com.au

Mailing Address:
PO Box 249, Carole Park QLD 4300

Sunny Queen Head Office:
145 Mica Street, Carole Park QLD 4300

For all media enquiries:
Sunny Queen Marketing Team
Email: marketing@sunnyqueen.com.au

www.sunnyqueen.com.au

