



Sustainability Strategic Report FY2025

Working together to create
a sunnier tomorrow



Executive Summary

As we mark the second year of our sustainability journey, we are proud to celebrate the remarkable progress achieved across the board during the year. We have continued to foster a culture of environmental responsibility, and our collective efforts have delivered meaningful impact. This year’s achievements continue to reflect the dedication of our teams and the commitment of our business.

In FY25, we have introduced new initiatives that have already delivered on very positive outcomes; we have trialled a mentoring program and introduced an e-waste collection project. We have also increased our food donation to our charity partner Foodbank and reached our goal of 100% of the manure produced in our two major farms being reused, creating full circularity.

Whilst we’ve reached significant milestones, we recognize that sustainability is a continuous journey. There is still much to do and we remain firmly committed to driving further innovation, accountability, and positive change. Together, we are laying the foundation to create a Sunnier Tomorrow. This report highlights what we achieved in FY25.

Julie Proctor
Chief Executive Officer
and Managing Director



Our Purpose

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

Our Vision

To lead the positive evolution of the egg industry for generations to come.

Sustainability Manifesto

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. Sunny Queen’s Sustainability Strategy aligns with the United Nations Sustainability 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.





• Tackling Food Poverty Experienced in Australia

As a leader in the Australian egg industry, we are committed to tackling food insecurity experienced in Australia. This is why we donated more than 396,500 eggs and 19.3 tons of food (37% more food than previous year) to our charity partner Foodbank. We also participated in community events, where we prepared and served healthy community breakfasts, and distributed food hampers. A total of 144 volunteers from Sunny Queen participated in these events. Despite challenging times, our overall egg production has continued to increase to supply nutritious protein to feed a growing population.

396,540
eggs donated

19.3t of food
donated

144 volunteers to support
the community





- Promote Healthy and Nutritious Food
- Promote Well-Being
- Support Community Partnership & Programs

Eggs are the perfect food and ingredient to prepare nutritious and healthy food. Used poached, scrambled, fried or in a recipe, there are so many delicious ways to enjoy this superfood!

This year, we have continued to support health and well-being by launching a total of 5 new products, all having a minimum of “source of protein” claim, and for those launched in supermarkets, having at least 3 Health Star Rating (HSR). We also continued educating and inspiring consumers on how to use eggs by sharing recipes ideas.

To support the well-being of our team, we offered access to free flu shots and, for the first time, also access to free skin checks. And importantly, we continued working collaboratively with all our suppliers to address the risk of Modern Slavery, ensuring compliance with our Code of Conduct.

3 new products in retail with 3 or more HSR

4 new products with ‘good source of protein’ and 1 new product with ‘high in protein’

28 new recipes inspiration

24 team members received free skin checks





- Support Team Development and Promote Inclusive Recruitment
- Create Work Experience Opportunities in the Local Communities

We are dedicated to supporting our team and the local communities. During the year, we have continued to recognise team achievements and to support their development. More than 95 external training sessions were offered throughout the year and the team had access to more than 190 internal training materials.

Multiple avenues are available for our team to share their thoughts and suggest new ideas, including direct email / discussions with the CEO and line leaders, plus a suggestion box, easily accessible via a QR code. We encourage an open-door environment across all departments. Our Rewards & Recognition program is an important tool to acknowledge our amazing team. We had 47 nominations this year!

For the first time, in FY25, we implemented a Mentoring program. We trialled the project this year with positive feedback, so we are looking to expand the program in FY26. We are committed to supporting Australian suppliers and our local communities, where possible. We kicked off our “Australian First” approach and appointed 78 new team members in FY25.

47 nominations for our Reward & Recognition program

4 mentoring programs

78 new team members



- **Actively Reduce Pollution and Protect the Environment**
- **Reduce Food Waste to Landfill**
- **Reduce CO2 Emission**

We are committed to investigating ways to shifting towards more sustainable practices to ensure resources are used efficiently. During FY25, we have continued to investigate ways to reduce our environmental footprint. The percentage of recyclable packaging has slightly increase since last year, reaching in FY25, 91%. We have also started the collection of electronic waste (e-waste) to reduce direct emission from disposal. In FY25, we collected more than 300kg of e-waste. Furthermore, we are proud to announce the launch of a circular economy initiative that valorises eggshell waste by repurposing it as a nutritious pet food ingredient.

We are happy to report that our production of clean energy with our solar panels at our head office, has increased by 9% compared to last year. Although we have not yet achieved a reduction in food waste going to landfill, this remains a priority focus. It's a complex challenge influenced by multiple factors, nevertheless, we are working to improve our performance in the coming year. To help increase our transport efficiency, we have introduced a new planning software. We are currently busy finalising the roll-out and we will be able, next year, to report on our progress.

* For packaging used in our liquid and cooked product facilities

91% of recycled packaging*

300kg of e-waste collected

+9% of clean energy produced at our head office

• Improve Farms’* Environmental Outcome

At Sunny Queen we feel the responsibility to continue taking action to mitigate our impact to climate change, by reducing greenhouse emission. One of our farms operates with 70% solar energy usage, while the others currently range between 2% to 20%. We remain committed to gradually transitioning to cleaner energy sources, with plans to increase our reliance on solar energy in the coming years.

100% of manure produced on our farms is reused or repurposed, enabling a fully circular system that supports sustainability.

We also continue to explore projects aimed at reducing emissions associated with hens’ feed. While the process is ongoing, we’re committed to identifying practical and impactful solutions that support our environmental objectives, when practical to do so.

*Farms: doesn’t include third party egg suppliers

100%

of manure reused
or repurposed.



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