



Sustainability Strategic Report

FY2024 Report

Publication Date: September 2024



WORKING TOGETHER TO CREATE A SUNNIER TOMORROW



Sustainability Strategic Plan

A Note From Our Chief Executive Officer and Managing Director:

Sunny Queen has a long and proud history of nourishing millions of people every day with nutritious 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.

One year ago, we published our first Sustainability Strategic Plan, focusing on the five Sustainable Development Goals (SDGs) where we saw the greatest opportunity for us to positively impact the future of our people, our planet and our community.



We are proud to report on our progress across 30 actions related to these five SDGs. Whilst some of our actions are still work in progress, we have made some good progress in a number of areas, and our team remains committed to delivering on our sustainability mission of working together to create a sunnier tomorrow.

This report highlights what we achieved in FY24.



Julie Proctor
Chief Executive Officer
and Managing Director



2 ZERO HUNGER





Objectives

Tackling Food Poverty Experienced in Australia

Increase Awareness of the Benefits of Egg Products

Reduce Food Waste from our Operations

Target:	Performance:
Yearly in-cash contribution to support Foodbank Queensland.	 In-cash donation donated to Foodbank Queensland in December 2023. ●
Yearly egg contribution to support Foodbank Queensland.	396,481 eggs donated in FY24. ●
Ongoing food donations throughout the year.	An additional 14 tonnes of egg products donated to Foodbank. Raised fund to equals to 348,318 meals . ●
Support School breakfast program by volunteering to several events.	Supported some regional schools during our Christmas Road show, serving breakfasts to kids, staff and parents. ●
Continue to grow our supply of eggs to increase availability of one of the cheapest sources of protein.	 Our supply of eggs has increased significantly in FY24 as we continue to invest in farm infrastructure to increase our production capability. ●
Develop and share (for free) nutritious egg-based recipes to encourage people to eat more nutritious food.	Over 150 new egg-based recipes were developed this year and made available on our website and social media platforms. ●
Implement process improvement to reduce Food Waste in our facilities. *Food waste defined as food not suitable for human consumption	While progress may be slower than desired, the importance of tackling food waste remains undeniable. For example, we redistribute imperfect, but still safe and good products to the community via Foodbank, our charity partner, and continuously review our processes to minimise waste. ●

Legend: ● on target ● work in progress ● to be implemented



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3 GOOD HEALTH AND WELL-BEING



Objectives

Promote Healthy and Nutritious Food

Promote Well-Being

Support Community Partnership & Programs

Target:	Performance:
New products for supermarkets to have a minimum 3 health star rating (HSR).	 5 new products have been launched in supermarkets: 1 with 3 HSR, 3 with 3.5 HSR and 1 with 4 HSR.
New Sunny Queen Farms' products to have a minimum of "source of protein" claim. *Source of protein: min. 5g of protein /serve	2 new products have been launched with "source of protein". 3 products with "high in protein" claim.
Increase education around the benefits of eating eggs.	150 new egg-based recipes and 12 Foodservice events have been organised during the year to promote the benefits of eating eggs.
Access to all staff to flu vaccination every year.	 All Sunny Queen staff were offered free flu vaccinations, and also free skin checks.
Foster a supportive, positive organizational culture with reward & recognition program and a focus on team engagement initiatives.	Team member have been rewarded with "employee of the month" recognition; this year we also introduced special awards to recognise our valued team members.
Put effective monitoring and compliance systems in place to address the risks of modern slavery practices in Sunny Queen's operations and supply.	Sunny Queen Modern Slavery policy has been revised and published.
We will provide opportunities for our team members to give back to the community by participating in community events.	4 events were organised this year, with volunteers enjoying the opportunity to support the community.

Legend: ● on target ● work in progress ● to be implemented



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8 DECENT WORK AND ECONOMIC GROWTH



Objectives

Support Team Development and Promote Inclusive Recruitment

Create Work Experience Opportunities in the Local Communities

Target:	Performance:	
Commit to listening and responding to the team through regular feedback forums.	Monthly company-wide team briefings have been held throughout the year as well as team member engagement surveys to capture feedback and track our progress.	●
Further promote our recognition programs and increase engagement.	 Our Rewards and Recognitions program saw an increase in nominations and voting during the year.	●
A commitment to meaningful careers supporting team development.	Over 100 courses are available on our internal platform. Team also has access to external training courses.	●
Be a truly inclusive workplace by promoting inclusion, diversity and equal opportunities. We will reinforce our commitment with a Policy and onboarding training.	 Policy regarding Inclusion, diversity and equal opportunity has been published and is included in our onboarding training.	●
Develop a graduate program.	 No graduate program in place, however, we have welcomed interns from different universities.	●
Continue the support of regional towns by creating work experience opportunities.	20 new jobs have been created during the year, we also supported student with internships.	●

Legend: ● on target ● work in progress ● to be implemented



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12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Objectives

Actively Reduce Pollution and Protect the Environment

Reduce Food Waste to Landfill

Reduce CO2 Emission

Target:	Performance:	
100% of our plastic will be reusable, recyclable or compostable by 2030. Reduce use of non-recyclable packaging at all our sites.	<p>The total kg of Non-Recyclable packaging used during this year has reduced by 20% vs YA. Working towards achieving our plastic target by 2030.</p>	●
Maximise packaging and pallet utilization to reduce cost and improve use of space.	A review of packaging and pallet utilization has commenced.	●
Reduce food waste across all our facilities.	While progress may be slower than desired, the importance of tackling food waste remains undeniable. For example, we redistribute imperfect, but still safe and good products to the community via Foodbank, our charity partner, and continuously review our processes to minimise waste.	●
Identify opportunities to reduce food wastage by reviewing product shelf life whilst maintaining safety and product quality.	<p>A review of our frozen range shelf life has been completed with increase of shelf life from 12 months to 15 months where possible.</p>	●
<p>Increase use of energy from solar generation across our major sites.</p> <p><small>*Major sites refer to Carole Park and major farms (do not include third party egg supplier)</small></p>	Our overall production of solar continues to increase, decreasing our consumption of energy produced by the grid, impacting positively our scope 1 and 2.	●
Increase transport efficiency by maximising load capacity and route effectiveness.	<p>We are looking at introducing a new planning software to analyse and streamline distribution.</p>	●

Legend: ● on target ● work in progress ● to be implemented



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13 CLIMATE ACTION



Objectives

Improve Farms' * Environmental Outcome

Target:	Performance:
Increase use of renewable energy, when practical to do so.	 <p>Notable advances in renewable energy. Solar energy accounts for a portion of energy consumption, with targets set for further increases in the coming years. Use of solar panels across our farms and head office contributes to our increase of renewable energy with one of our farms reaching up to 70% of solar energy.</p>
Continue working on a manure management program.	 <p>Our farms manure management program includes direct spread on our land and composting for internal and external use.</p>
Investigate ways to lower feed emissions.	 <p>Efforts to reduce feed emissions are ongoing, focusing on local sourcing, sustainable alternatives, and improving feed conversion ratios. We are keeping abreast with industry partners on research related to lowering feed emissions.</p>

* Farms: doesn't include third party egg suppliers

Legend: ● on target ● work in progress ● to be implemented

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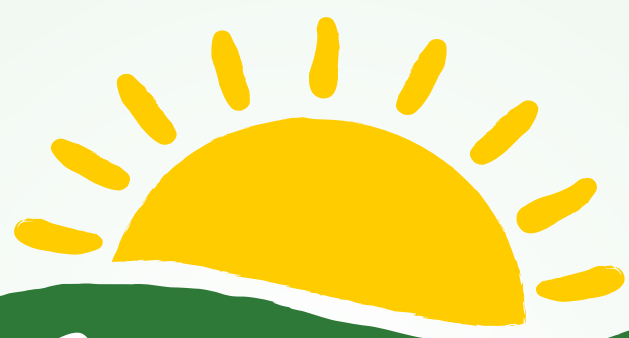
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