



*Traceable  
Sustainable  
Botanicals*

19<sup>th</sup> November 2020

## United Nations Global Compact Communication On Progress (COP)

To our stakeholders:

I am pleased to confirm that Down Under Enterprises International Pty Ltd reaffirms our support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual COP, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with you on a regular basis.

Should you have any questions regarding the following COP report I would be pleased to discuss them with you.

Sincerely yours,

Dee-Ann-Prather  
Managing Director  
Down Under Enterprises International Pty Ltd

## Description of Actions in 2020

### Human Rights

- We only work with growers/suppliers that share our company values and ethical business practices. This is established by way of a formal procedure for auditing prospective suppliers/growers.
- We have extensive documented HR policies that support our staff and protect their rights including, but not limited to the below:
  - Workplace Health and Safety Policy
  - Personal, Sick & Carers Leave Policy
  - Parental Leave Policy
  - Flexible Working Policy
  - Equal Employment Opportunities Policy
  - Bullying and Harassment Policy
  - Compassionate Leave Policy
  - Working from Home Policy
  - Covid-19 Company Operating Policy

### Labour

- In Australia, the Fair Work Act (2009) ensures a safety net of minimum entitlements, enables flexible working arrangements and fairness at work, and prevents discrimination against employees. Our internal company policies draw from and support the content of this legislation.
- In 2019 we developed a Modern Slavery statement/declaration.
- Down Under Enterprises has a legal obligation to provide a safe and healthy workplace under the Work Health & Safety Act (2011)
- We are audited to and fully comply with ISO 45001: 2015
- ≥50% staff employed at Down Under Enterprises are female (target set that was achieved)

## Environment

- We transitioned from HDPE packaging to Aluminium packaging. 100% of product packaging is now recyclable or reusable. Committed to recycling throughout our business at both our head office and warehouse locations.
- We have planted over 1000 trees at our farm as part of our Koala habitat establishment initiative.
- We repurpose production by-products to prevent them from being released into the environment.
- Sustainability targets that have been or were already met by the company.
  - Rainwater harvesting and irrigation on our farms.
  - 100% renewable energy in our offices and our farms.
  - Development of organic compost as fertilizer on farm.
  - No animal testing of our products.

## Anti-Corruption

- Developed, and implemented Anti-Corruption Policy.
- We include anti-corruption clauses in our contracts with external parties.