



**DownUnder**  
enterprises

*Traceable  
Sustainable  
Botanicals*

18 November 2021

To our stakeholders:

I am pleased to confirm that Down Under Enterprises International Pty Ltd reaffirms its 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 Communication on Progress, 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 our stakeholders using our primary channels of communication.

Sincerely yours,

Dee-Ann-Prather  
President/Managing Director

## Description of Actions in 2021

### Human Rights

- We only work with growers/suppliers that share our company values and ethical business practices. This is established by way of auditing prospective suppliers/growers.
- On top of this we have expanded and improved upon our auditing functionality. This year we have also included questions relating to Indigenous touchpoints in our supplier questionnaires.
- We have taken our first steps towards implementing an Australian Reconciliation Action Plan (RAP).
- We have added to our HR policies with a dedicated Anti-Discrimination Policy. While this was previously part of our Bullying and Harassment Policy it is now a standalone policy.
- We have participated in the Global Compact Network Australia (GCNA) Human Rights seminars.
- We have made several revisions to our Covid-19 policy to account for vaccinations (employee and facility visitors), employee travel restrictions.

### Labour

- Down Under Enterprises maintains ~50% female staff employed.
- We have established labour KPIs for accidents, employee training and employee social benefits. Tracked and reported annually.

### Environment

- Transitioned from HDPE packaging to Aluminium packaging. 100% of product packaging is now recyclable or reusable. Committed to recycling throughout our business. Communicated this in our newsletters and our blog on website.
- Planted an additional 500 non-production trees at our farm as part of our Koala habitat establishment initiative, now at over 2500 trees in total.
- Conducting R&D on Hydrosols to productise this waste product to prevent it being released into the environment.
- Repurposing waste biomass into a compost-fertilizer for the farm with a vision towards a complete zero waste-stream manufacturing process for our products.
- We have established environmental KPIs for waste, water and energy. Tracked and reported annually.

- Rainwater harvesting and irrigation on our farms.
- 100% renewable energy in our offices and our farms.
- We have implemented electric-lawnmower maintenance at our farm, eliminating this requirement for fossil fuels
- Repurposing waste product (Hydrosol) to prevent it being released into the environment.

## Anti-Corruption

- We manage all our external parties according to our Anti-Corruption Policy.
- Worked with Australian Trusted Trader (Australian Federal Government Border Force) to implement a corrupt practices risk assessment.