



DownUnder
enterprises

*Traceable
Sustainable
Botanicals*

24 October 2022

Communication on Progress 2022

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
Down Under Enterprises

Description of Our Actions in 2022

Human Rights

- We continue to only work with growers/suppliers that share out company values and ethical business practices. In 2022, we established a new and comprehensive supplier audit program which puts a focus on human rights, in addition to our suppliers' labour, environment, and anti-corruption efforts.
- We have expanded the scope of our auditing functionality to include consideration for Indigenous Australians.
- We have commenced work towards our first Reflect RAP (Reconciliation Action Plan)

Labour

- Down Under Enterprises maintains a female staff employed ratio of ~50%.
- Down Under Enterprises is a female owned company.
- Our team is a diverse group, with members originating from Europe, South America, North America, Asia, and Australia.
- We continue to monitor KPIs for accidents, employee training and employee social benefits. These are tracked and reported annually.

Environment

- We continue to monitor environmental KPIs for waste, recycling, water, and energy; these are tracked and reported annually.
- Repurposing waste product (Hydrosol) to prevent it being released into the environment.
- Rainwater harvesting is employed for warehouse and irrigation on our farms.
- 100% renewable energy is exclusively used for our offices and our farms.

Anti-Corruption

- We manage all our external parties according to our Anti-Corruption Policy.
- As part of the Australian Trusted Trader program (Australian Federal Government Border Force), we conduct risk assessments to ensure no corrupt or unethical practices take place across our entire supply chain.