



Environment and Sustainability Policy

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| Originator | S. Darnley/Dave Holland |
| Approved | S. Charters |

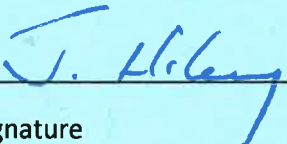
The Cake Crew is a leading food manufacturer and is committed to the protection and conservation of the natural environment, now and into the future. This commitment is recognised not only as intrinsic to the practical and sustainable success of the business, but also in fulfilling the expectations of The Cake Crew's stakeholders and the broader community.

In this respect The Cake Crew's Policy is to:

- Conduct all of its activities in an environmentally responsible and competent manner so as to minimise the potential for pollution and environmental impact.
- Develop a sense of environmental responsibility within all employees and seek to have that attitude carried out into the community.
- Apply a pro-active, flexible, modern and practical approach, to continual operational, technological and environmental improvement.
- Adopt business strategies and practices that strengthen our position while delivering the greatest benefit to our stakeholders, by providing sustainable solutions which balance the interests of current and future needs.

In order to deliver on this commitment, The Cake Crew will:

- Comply, as a minimum, with all applicable environmental legislation, regulations and guidelines related to the environmental aspects of its activities and services as stipulated by regulatory authorities and industry bodies.
- Provide sufficient financial and appropriately skilled human resources to ensure that its activities are undertaken meeting and where possible exceeding best industry standards.
- Identify, manage and conserve natural capital, including biodiversity, where possible, within our sphere of influence.
- Build and sustain alliances with government, regulators, policy makers and industry in an effort to advance well consulted, clear and united environmental goals across the general community.
- As a responsible member of our community, engage and work with our suppliers, sub-contractors, the community and clients to achieve a high level of environmental performance and sustainable outcomes.
- Establish and regularly review the identified environmental objectives and targets related to its operations including monitoring, measuring and seeking ways to reduce and manage its carbon footprint.
- Regularly monitor, assess and review activities in relation to environmental performance to ensure that environmental commitments are valid and complete.
- Responsibly implement preventative and corrective actions identified as necessary.


Signature

Jason Hiley, Managing Director

16/10/19
Date