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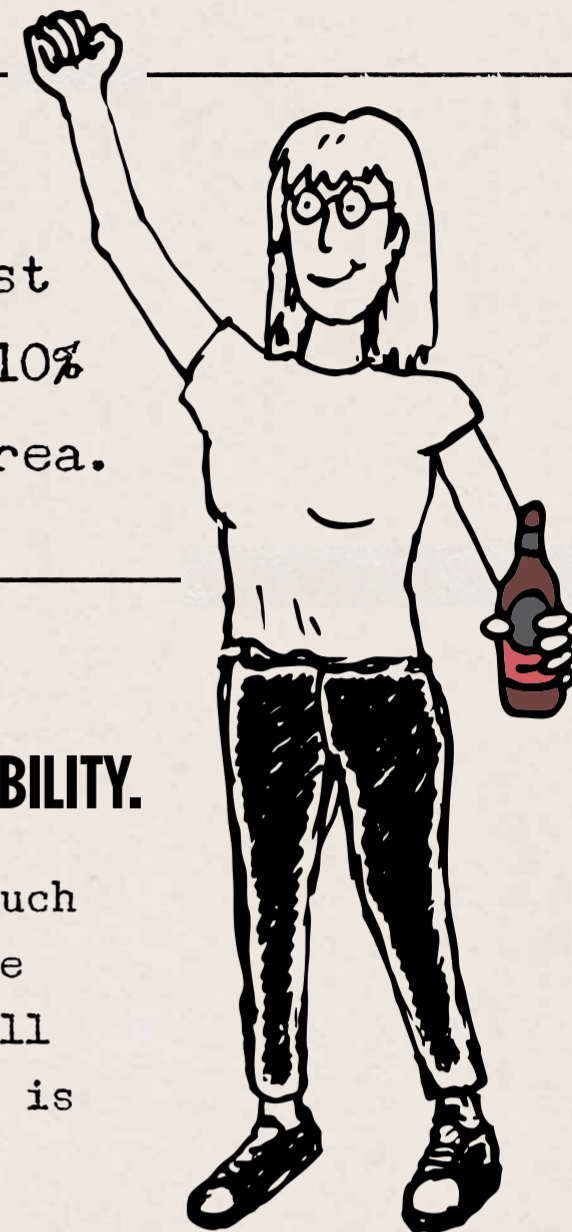


Corporation

4 PINES IS A PART OF A COMMUNITY OF MORE THAN 2,788 COMPANIES ACROSS 150 INDUSTRIES & 64 COUNTRIES WITH 1 UNIFYING GOAL: REDEFINING SUCCESS IN BUSINESS. WE MEET COMPREHENSIVE & TRANSPARENT LEGAL & PERFORMANCE STANDARDS THAT PROVE THAT WE USE BUSINESS AS A FORCE FOR GOOD.



4 Pines is 1 of 25 B Corp™ Breweries around the world. And in 2018 we were a Best For The World Honoree, scoring in the top 10% of B Corps™ in the environmental impact area.



SAVE THE PINES



OUR SAVE THE PINES PROGRAM IS OUR COMMITMENT TO OUR B CORP™ CERTIFICATION & ENVIRONMENTAL & SOCIAL RESPONSIBILITY.

It's all about where we are, who we're with and how much we love our world. It's about measuring success in the smiles on our faces, the taste of our beer and how well we can treat our planet so that the fun we have today is still on offer when we're old and grey.

### HOW IS 4 PINES ENVIRONMENTALLY & SOCIALLY RESPONSIBLE?

- ENVIRONMENT**
- We focus on energy efficiency and we've committed to purchasing 100% renewable electricity by 2022 or even sooner.
  - A 100 KW solar system helps power our HQ and brewery in Brookvale and a community of local community investors benefit.
  - We waste less and re-purpose, re-use, and recycle more.
  - We've implemented an organic waste stream across all 4 Pines operated sites, including our hospitality venues. We divert over 95% of our organic waste from landfills, helping us get closer to our zero-waste dream.
  - Our spent grain from the brewery is used for cattle feed or for baking dog treats. And our spent yeast is turned into a renewable energy source.
  - We're working towards eliminating all single use plastics from our offices, venues, and supply chains.
  - We try our best to make more beer with much less water than the industry average through water re-use systems and more!
  - Our venues serve food responsibly sourced from local Australian producers and suppliers.
  - We carbon offset all our corporate travel and trade vehicles.
  - & MORE!

- COMMUNITY**
- Our 1 For The Community program is all about giving to the causes that our employees and community care about most. And when we say our community, we mean all the communities that drink and love 4 Pines, near and far.
  - All employees can receive up to \$1000 of their personal donations to a charity of their choice, matched by 4 Pines every year.
  - Anyone can host a 1 For The Community Night fundraiser with us at any one of our participating venues and we'll donate 50% of the net profits made from that night to the charity of that person's choice. Anyone can apply to host a 1 For The Community Night fundraiser on our website.
  - Employees volunteer hours are matched for paid time off. 1 for 1! Employees can earn up to 4 additional days of paid time off. Other fun rewards apply to our casual staff.
  - We do our best to employ locals and purchase local goods and services to support a thriving local economy.
  - & MORE!

- WORKERS**
- At the core, we make sure that our people are happy, safe and growing.
  - We take what we do seriously, but not ourselves and make sure to have some fun and laughs along the way.
  - We champion safe work spaces for workers and visitors alike.
  - 4 Pines is a place where all are welcome. We value inclusion and diversity.
  - We know we're only as good as our people, so our 4 Pines PhD program takes a holistic approach to developing our employees through hard core body & mind hacks, business skills training, as well as domestic and international beer trips.
  - We love celebrating our success together (big and small!)
  - One size doesn't fit all, so we have a tailored rewards programs for individuals so that our people can have access to the things that matter most to them.
  - Life happens, so we do our best to provide a relaxed and flexible work environment to get the most out of work/life balance.
  - We've recently participated in Australia's Best Place to Work study and 91% of our people reckon 4 Pines is a great place to work.

- GOVERNANCE**
- We support the amendments to the Corporations Act proposed by B Lab Australia & New Zealand that would allow for benefit companies across Australia. We agree that for-profit and for-impact companies need a clear way to pursue and measure impact with confidence.
  - We make sure that our commitment to environmental and social responsibility is a part of how we redefine success in business and set goals company-wide.
  - The dollar is not at the expense of everything else. We value people, planet, and profit in equal measure.
  - We measure and share what matters and we don't shy away from being transparent with our employees and customers.
  - & MORE!

We can partner with our B Corp™ peers Who share our values! Which means we can unlock savings and access services unique to the B Corp community!

So the FUN never dies!

We're excited to use scale as a force for good!

Being a B Corp™ helps us make sure that we're brewing beer on this planet for years to come.

B Corp™ is the REAL DEAL and keeps us honest. No green-washing here!

We can attract and engage the best talent because employees can incorporate PURPOSE in their work day-in-day-out.



We POLLUTE & we sell ALCOHOL. We have to take responsibility for that and always ask ourselves, "How can we do better here?"

### SO, WHY IS 4 PINES A B CORP™?

WE'RE LEADING A MOVEMENT that's challenging what the world imagines B Corps™ should be as a wholly owned subsidiary.



AND MORE!