



4 PINES BREWING COMPANY SAVE THE PINES REPORT 2017



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WHAT WE'VE BEEN UP TO...

HERE AT 4 PINES WE CONSIDER THE GROUND WE WALK ON, THE AIR WE BREATHE, THE COMMUNITIES WE DO BUSINESS IN & WE BUILD SUSTAINABLE RELATIONSHIPS WITH EVERYONE ALONG THE WAY.

And we've been doing our best to take all the above into consideration since we opened the Brew Pub doors in Manly, nearly 10 years ago.

In 2017, we joined forces with the world's leading brewer, AB InBev, and we're aligning our environmental and social responsibility efforts to make the world a better place. As part of the AB InBev family we are determined to use scale as a force for good.

Our purpose has always been to restore the fun in people's lives and forever challenge what the world imagines business should be. So, we will keep doing what we've always done, except now we are able to realise our long-term goals even sooner and immediately roll out some plans that are seriously epic.

Our Save the Pines program is all about where we are, who we're with and how much we love our world. It's about measuring the 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.

ABOUT THIS REPORT

BECAUSE WE LIKE TRANSPARENCY WE'RE MIXING IT UP. IN 2018, WE'RE GOING TO BE PUBLISHING TWO SEPARATE REPORTS.



**1 YEAR
& COUNTING
AS A...**

Certified



Corporation™

4 Pines is 1 of 16 B Corp Certified Breweries around the world. And we're the 1st B Corp Certified Brewery to become part of the AB InBev family.



4 PINES IS A PART OF A COMMUNITY OF MORE THAN 2,300 COMPANIES ACROSS 130 INDUSTRIES & 50 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.



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



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THE COMMUNITY WE LOVE

**WE CONSIDER ALL THE COMMUNITIES
THAT WE DO BUSINESS IN AS PART OF OUR
4 PINES EXTENDED FAMILY.**



SHOUT-OUT TO OUR SUPPLY CHAIN!

As a business, we have to look beyond ourselves for the goods and services we need to brew our beer, serve delicious meals, build new venues, survive in the office, and get us and our beer where we and it all needs to go, and more! We screen all our significant suppliers and distributors to make sure they share our commitment to environmental and social responsibility.

From bamboo loo rolls that build toilets, to the engineers behind our new and efficient toys in the brewery. We also work with fellow B Corps to make sure the flights we take are

We've loved building long lasting relationships with locals who love our beer and hospitality on the Northern Beaches. That's where our spirit was born in Manly. There's no doubt that we wouldn't be where we are today without that support.

carbon neutral, another to get fresh in season hops, and our coffee cups are B Corp certified too. It's great to have the opportunity to choose suppliers that share our values.



OUR 1 FOR THE COMMUNITY PROGRAM

Each year we give our employees the opportunity to give back to the causes they care about most.



**THIS YEAR WE SUPPORTED
THE REGENERATION OF
AUSTRALIA'S RAINFORESTS,
MARINE RESCUE, THE QUEST
FOR A CURE TO CANCER,
LOCAL LAW ENFORCEMENT,
THE PROTECTION OF WILDLIFE &
ADOPTABLE PETS, RAISED AWARENESS
& FUNDS TO STOP MEN FROM DYING TOO
YOUNG WITH SOCKS & MO'S, DONATED
BLOOD, & MORE!**

2017 IMPACT

239+

hours
volunteered

\$22,800+

going to over 20 different
charities we all care about!



All employees get up to \$1000 of their donations made to a registered charity or not-for-profit organization of their choice matched by 4 Pines.



All employees can host 1 fundraising event for a cause they care about at our Truck Bar in Brookvale. 4 Pines will donate 50% of the net proceeds made from the event.



Volunteer hours are matched for paid time off! 1 for 1! All part-time and full-time employees can get up to 4 additional days of paid annual leave.



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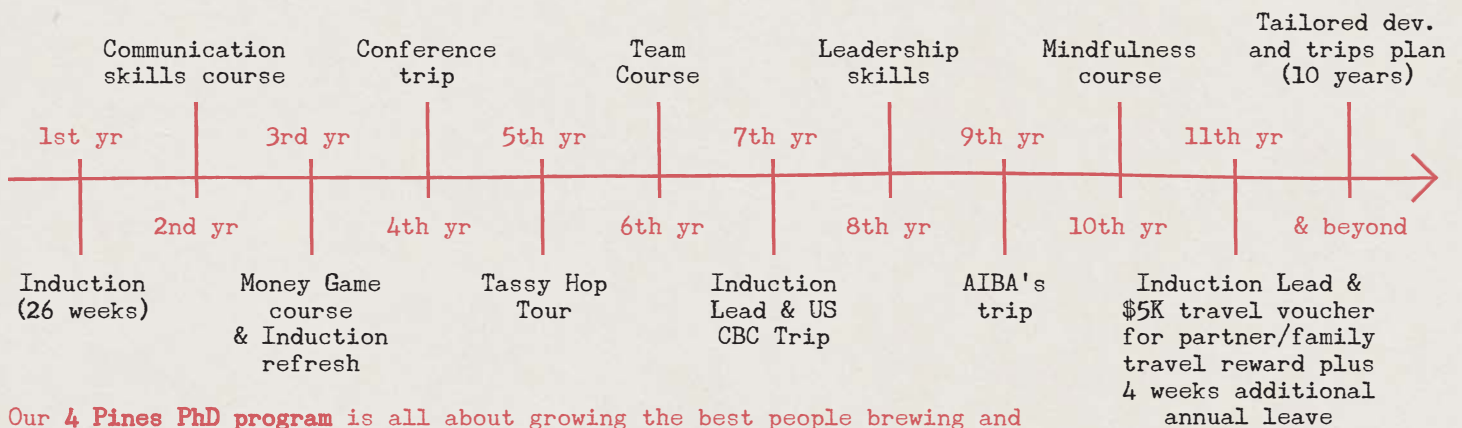
OUR PEOPLE

THERE'S SOMETHING TO BE SAID ABOUT TREATING EACH OTHER LIKE FAMILY.

None of us can revolutionise the game alone.
It is all of us combined, that has shaped the

now and will continue to propel us forward.
Employee culture here at 4 Pines is a part of
our commitment to using business as a force for
good. Our staff represent our community and all
help challenge what the world imagines business
should be.

4 PINES PhD PROGRAM



Our 4 Pines PhD program is all about growing the best people brewing and business has seen. Here's a snap shot of the 4 Pines PhD timeline. This year we sent a crew down to learn about hops in Tassy, to the CBIA's, and more!



ALSO, HAVE YOU EVER CROSSED PATHS WITH A 'PINE TREE HUGGER' IN TRAINING?

If you have you must know how cool they are!
They're our version of an intern. This year
we hosted 4 from different Universities and
programs. They all worked on Save The Pines
goals across the business and left a lasting
impact ready to take
on the world with tools
and tricks to implement
sustainable practices
into their lives,
schools, and careers.



ADVOCACY

We don't shy away from the conversations
that matter and we share our best practices.
This year we continued to work with different
organizations, like SO Manly and the Better
Business Partnerships (BBP), to raise awareness
and help pave the way for other local businesses
to champion responsibility too!



PLASTIC FREE



MARINE SANCTUARIES
& LIFE



SUSTAINABLE FARMING



RESPONSIBLE
BUSINESS PRACTICES

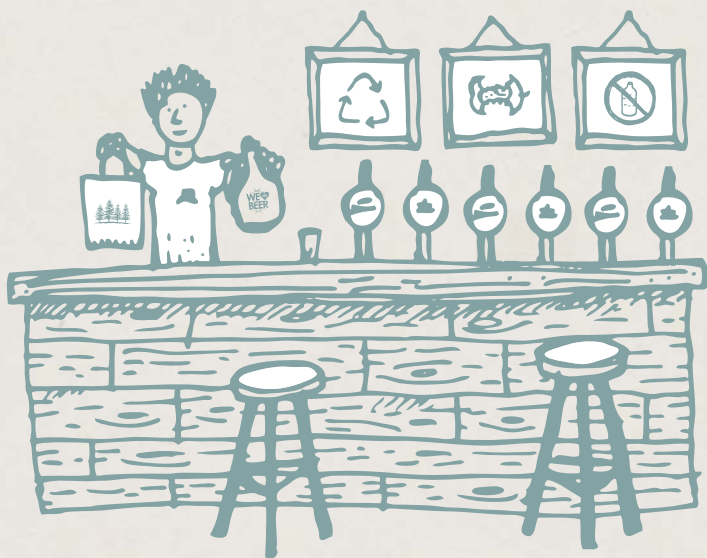


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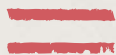
OUR VENUES & THEIR QUEST FOR ZERO WASTE



AT ALL OUR VENUES, WE WANT OUR COMMITMENT TO ENVIRONMENTAL & SOCIAL RESPONSIBILITY TO BE A PART OF YOUR CUSTOMER EXPERIENCE.

You can sit on repurposed kegs and we use old bottle labels as wallpaper. Plus, the food on your plate is sourced responsibly and locally. We even became MSC certified so that we could serve up certified sustainable seafood!

And before you leave don't forget to purchase a reusable bag or to bring home a growler that you can use time and time again.



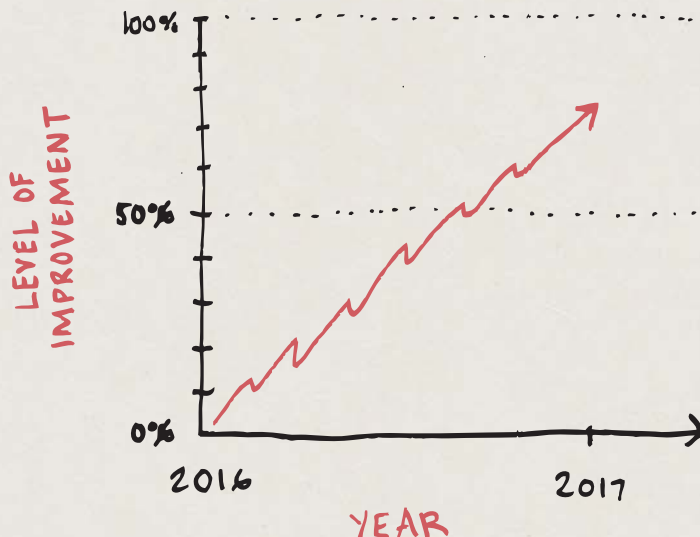
HOW GOOD IS THIS?!

IN 2017, WE TOOK SOME BIG STEPS TOWARDS A ZERO-WASTE FUTURE.

We banned single use plastics that can't be recycled, like straws. And we focused on sorting all of our waste into the right waste stream. And we learned what we were throwing out and what we could do differently. Like switching to biodegradable napkins!

WE SAW A 70% IMPROVEMENT IN OUR WASTE MANAGEMENT PRACTICES! WITH A NEW WASTE STREAM ON THE WAY, WATCH THIS SPACE IN 2018!

4 PINES WASTE MANAGEMENT PRACTICES



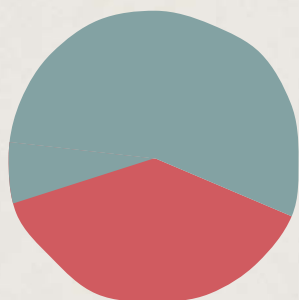


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**WE WASTE LESS,
RE-USE, UP-CYCLE
& RECYCLE MORE
COMPANY-WIDE!**



■ RECYCLING
■ LANDFILL

HOW?

BIOGAS

**SPENT GRAIN
DONATION**

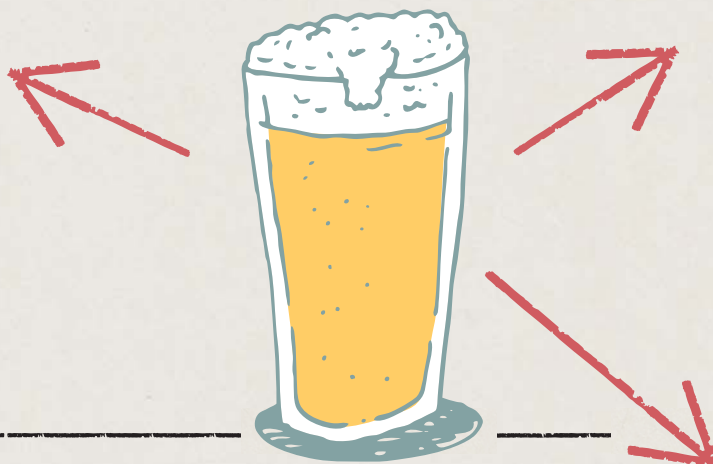
**PARTNERING WITH
BEACH CLEANS TO
RE-PURPOSE MALT
BAGS & GINGER
BEER BUCKETS**

**SOFT PLASTICS
RECYCLING**



THE 4 PINES (BEER) PRINT

Designed to Conserve



**H2O! SAVE IT
FOR BEERS SAKE**

3.3L WATER PER 1L
OF BEER BREWED (2017)



In 2017, we invested in equipment that has helped us measure our usage with far greater accuracy. This enables us to know what we need to do to save more water to make more beer!

SPENT GRAIN & HAPPY COWS & DOGS

This past year we met Matt and Harley, two organic dairy farmers from Kempsey up the coast. What started off as a simple e-mail turned into an opportunity to learn more about the barriers that they (and others in their community) faced to provide for their cows, land, and families. We jumped on the opportunity to help and we now donate almost all of our spent grain to the farm. We've met the cows and they all have personalities and hearts of gold, just like Matt and Harley. We appreciate the farm fresh veggies, eggs, and milk we get in return for the grain too! We learn from their

generosity and passion for what they do. Matt, Harley, and all 500 or so cows, have been a great addition to the 4 Pines family in 2017!

The rest of our spent grain goes into the making of Craft Beer Bones by our friend, Gabi. This way you can share your love of beer with your furry friends! You can support this local social enterprise committed to seeing waste as a valuable resource by visiting a 4 Pines venue or going to beerbones.com.au



FEELING ENERGISED!

125.2 MJ PER 1HL OF
BEER BREWED (2017)



In 2017, we underwent more brewery upgrades and started using smart technology that helped us smash our reduction targets and goals way ahead of time. All while brewing more beer! We'll continue to do our best to always focus being less dependent on energy, but we're pumped about a renewable energy future, on and off site, to dramatically reduce our impact on global warming.

HOW CAN WE DO BETTER HERE? LATER THIS YEAR WE'LL BE RELEASING A **SAVE THE PINES GOAL REPORT THAT WILL OUTLINE OUR GOALS & REDUCTION TARGETS FOR THE YEARS AHEAD. WE'LL KEEP YOU POSTED.**