



PILGRIM
MAGNETIC ISLAND

ENVIRONMENTAL & SOCIAL SUSTAINABILITY POLICY

Our mission is to create unforgettable experiences which combine total relaxation and delicious food while showcasing Magnetic Island and its natural beauty. We recognise we have a responsibility to manage environmental and social risks within our business and with our operations in a World Heritage Area of the Great Barrier Reef Marine Park, we strive to be best practice or better.

ENVIRONMENTAL

- We are committed to **continually improve** our environmental performance.
- We are committed to **comply with relevant environmental legislation** as a minimum level of performance.
- We are committed to the **education and training of employees** in environmental issues and the environmental effects of their activities.
- In June 2023, we started the process of becoming **EarthCheck Eco certified and commit to complete the certification by 28 February 2024**
- We are committed to **monitor progress and review our environmental performance against targets and objectives on an annual basis.**
- We are committed to communicate our business' environmental aims and objectives to all staff, as well as to customers, investors and other external stakeholders.

SOCIAL

- We are committed to employing locals wherever possible factoring in the required skills and standards expected for our organisation.
- We are committed to sourcing products locally, wherever possible. The produce suppliers we select must apply environmentally sustainable practices. We source the best quality produce available with the closest proximity to our business with a focus on family run businesses.
- Our procurement policy reflects our desire to source locally made consumables and services wherever possible, with consideration to Fairtrade principles.

Signed

Paul Jeffery Ley

Clare Suzanne Ley

We are committed to reviewing our policy on 1 July every year.