



# COPPERHEAD

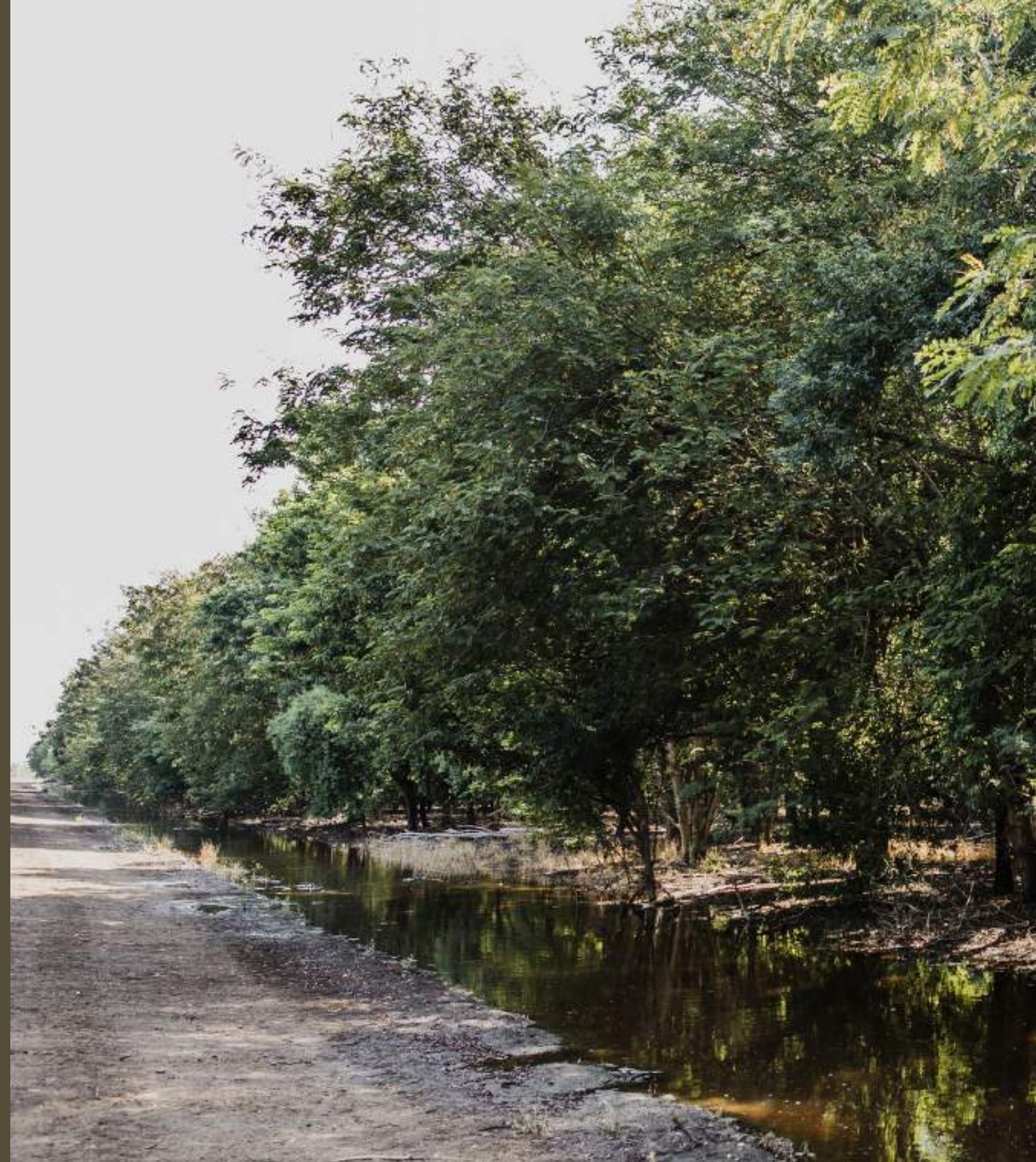
SANDALWOOD

# EXECUTIVE SUMMARY



## OUR VISION FOR SUSTAINABILITY

At Copperhead Sandalwood, we are committed to doing the best by our environment, our people, the communities we work in, the customers we work with, and the end consumers who will benefit from our products.



# OUR OPERATIONS

A proud family business, Copperhead supplies the world's highest grade sustainable 'Santalum album'. We grow Indian sandalwood sustainably in Australia's awe-inspiring East Kimberley region, and Northern Queensland, and also supply sandalwood to markets through our growers.

As native Indian sandalwood populations dwindle, the world has turned its attention to authentic alternative sources with traceable origins to satiate its craving for this sacred resource.

Under the tight quality control and the guidance from our experts, Copperhead grows, harvests, processes and distils pure origin Indian sandalwood to satisfy the finest end-market products in fragrance, skincare, traditional medicine, aromatherapy and worship.





# PROVENANCE

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## A SUSTAINABLE SOURCE

The Indian sandalwood (*Santalum album*) species has remained on the ICUN Threatened Species red list since 1998, and despite conservation efforts, the native population has continued to decline according to the most recent Global Tree Assessment, conducted by Botanic Gardens Conservations International (September 2021).

Whilst native populations have dwindled in India due to hundreds of years of over-harvesting, our plantations in the pristine far north of Australia are one of the world's only sustainable sources of this sacred tree.

## TRACEABILITY

Reaching across each element of growing, harvesting and distilling Indian sandalwood, we are able to trace each step in the life of our trees and verify their authenticity for the benefit of our customers and end-market consumers. By running a vertically integrated farming operation, we are not only minimising our impact on the planet but providing transparency to our customers about where their products come from and how they are made.



# BIODIVERSITY

One of the environmental benefits of farming Indian sandalwood is that by virtue of its parasitic nature, it requires up to four host trees in order to flourish. The abundant biodiversity that comes with planting various species of trees within the plantation creates a rich eco-system of wildlife and forest-health, which feed each other – a phenomenon not usually associated with plantation farming.

# HARVESTING & PROCESSING

Our harvesting operations are managed in partnership with the local Indigenous community, providing stable employment opportunities to East Kimberley locals.

# PEOPLE & CULTURE



## OUR VALUES

### WE STRIVE FOR THE BEST

- We deliver excellent quality
- We are action orientated

### WE THINK OF THE BIGGER PICTURE

- We make a positive contribution
- We get involved in our community
- We are forward-thinking

### WE ARE TEAM PLAYERS

- We treat people with respect and empathy
- We are friendly and helpful
- We are trustworthy and down-to-earth
- We care about colleagues, customers, the community and the environment

### WE ARE HONEST AND OPEN

- We question the status quo
- We embrace and drive change
- We are consistent and fair
- We take ideas and suggestions on board



# PEOPLE & CULTURE CONT.

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## HUMAN RIGHTS

We commit to operating in a manner consistent with international human rights and uphold and advance human rights in everything that we do. We acknowledge that our activities have the potential to impact human rights and we manage this through our core business practices.

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## WORKPLACE CULTURE

We strive for an inclusive, collaborative and supportive culture where employees are engaged and supported by leaders and colleagues to achieve their potential.

We employ, develop and promote staff based on merit and we do not tolerate any form of unlawful discrimination.

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## TRAINING

It is essential to have a workforce that is appropriately trained in our principles and operations, and that key staff have appropriate training accreditations.

As our small workforce grows, we are progressively developing our management system including policies, procedures and training materials.

# PEOPLE & CULTURE CONT.

## EMPLOYMENT CONDITIONS

Employment conditions are consistent with Australian law including pay, various leave entitlements, superannuation and workers compensation. 100% of employees are, by law, guaranteed access to social benefits including unemployment benefits, health care, leave entitlements and workers compensation.



## HEALTH AND SAFETY

We provide a safe and healthy workplace compliant with WA Work Health and Safety legislation. We are a small company and have a record of zero accidents.

Employees must have appropriate safety training and accreditation relevant to their role e.g. forklift licence. Employees also receive induction training which addresses health and safety aspects. Further training is conducted on-the-job under supervision of the relevant manager.

Safety aspects are built into existing operation procedures and training. We are doing further work to enhance our management system to maintain this level of performance.



# PEOPLE & CULTURE CONT.

## INDIGENOUS PEOPLES

We recognise the traditional rights of Indigenous peoples and acknowledge their right to maintain their culture, identity, traditions and customs. We exercise cultural sensitivity and recognise and respect sites, places, structures and objects that are culturally or traditionally significant.

In relation to plantation operations or other projects that are located on lands traditionally owned by, or under customary use of, Indigenous peoples, we comply with all local laws and consult with the Indigenous leaders relevant to that land.

We are partnering with local grass-roots charities in the communities of Kununurra and Perth. Most recently we have supported the Piriwa Enterprise Hub, located in Balgo (Wirrimanu), which is a community driven organisation that focuses on activating female entrepreneurship.

## PEOPLE WHO WORK WITH US

We expect our suppliers, partners and contractors to similarly observe the same human rights obligations as we do. When setting up agreements and contracts we ensure that the people who work with us understand and accept the same principles and standards.



RACHEL SIMS, ANTONETTE NJAMME AND KATHRYN NJAMME SHOT BY SARAH LANDRO, CAMERA STORY

# CARBON

\*This certification does not cover our Indian sandalwood products.



## WHAT IS CLIMATE ACTIVE

Climate Active is a unique government-backed program that enables businesses to measure, reduce and legitimately offset carbon emissions. They provide the most rigorous certification available, helping businesses to measure their emissions, reduce these where possible and then offset the remains.

As well as working to become Climate Active Certified and to offset our carbon footprint, we have implemented various processes within our office and wood processing operations in order to reduce our daily energy consumption across travel, printing, transport and water.

## CARBON OFFSET PROJECTS

Not all Carbon Offset Projects are made equal.

Carbon offsetting is a way for organisations to cancel out carbon emissions they are not able to eliminate, by investing in projects that reduce or remove emissions. Our carbon offset projects - the Moolakar Human-Induced Regeneration Project and the Merepah Fire Project - are audited to ascertain their legitimacy and validity.

Whilst these projects primarily function to prevent and eliminate carbon emissions, their benefits are multifaceted, supporting biodiversity, habitat protection, and employment in local communities.



# CARBON

CONT.

## MOOLAKAR HUMAN-INDUCED REGENERATION PROJECT

Located in the Mulga Lands bioregion in New South Wales, this project regenerates natural woodlands and shrublands and helps to prevent soil erosion.

To date, the project has sequestered 394,455 tonnes of Co2 and the most recent project audit was completed in November last year, reaffirming the project's validity.

## MEREPAH FIRE PROJECT

Owned by the Indigenous Land and Sea Corporation, Traditional Owners must conduct savanna burning to reduce wildfires and manage country. The northern tropical savannas are among the most fire-prone ecosystems in the world.

The co-benefits of this project are exceptional, with 100% of the proceeds from the sale of credits going towards Indigenous businesses. In addition, the project creates many jobs for local Indigenous workers.



**100% AUSTRALIAN OFFSETS**  
Supporting Australian Projects.



# WATER

## DISTILLATION

Steam distillation is our selected method of extracting sandalwood oil from the heartwood of our trees. The tree preparation method is a simple process of chipping the part of the tree being processed and then grinding/granulating the chip into a fine grain to powder consistency. This oil is then distilled from the granulated wood using steam. The condensate, known as hydrosol, is then separated from the oil.

Only oil recovered through steam distillation can be sold as Essential Oil. We do not use solvents or CO2 to recover oil as it produces a less desirable product below our quality standards.

## IRRIGATION

Our sandalwood plantations in Kununurra are irrigated with the water supplied to the Ord River region by the mighty Lake Argyle. Our farms in North Queensland have been strategically positioned to tap into one of Australia's most abundant water sources, rather than depleting scarce resources or extracting from subterranean wells.

During the Kununurra wet season, enough fresh water to supply Perth for 10 years is captured by the Lake Argyle system. Between October and February, the gates to Lake Argyle open, allowing roughly 2,500 gigalitres of water a day to pass through, whilst limiting flooding of adjacent land. During the dry season the gates close to allow for water storage and diversion to the irrigation channels, ensuring a year-round supply of water.

# ENERGY

As part of our sustainability initiatives and Climate Active commitments, we're making improvements across our supply chain and across all activities in the business to reduce energy consumption.

Such improvements include:

- Consolidating shipping and haulage to one partner
- Consolidating distillation operation to one central location
- Making improvements to our steam distillation operations
- Consolidating office operations to one location



# HERBICIDES, PESTICIDES & CHEMICALS



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## PESTICIDES AND HERBICIDES

We do not use any pesticides or herbicides in the growing and harvesting of our trees over the course of their lifespan.

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## CHEMICALS

Chemical use is strictly used for treating cooling water only. Procedures are in place for the correct labelling, and safe storage and handling of chemicals.

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## REDUCING POLLUTANTS DISCHARGED INTO THE WATER SYSTEM

We carefully monitor the wastewater from the steam distillation process which contains some natural tannins from the sandalwood. All wastewater is kept within safety and health regulations before re-entry into the storm water system.

# PRODUCT UPCYCLING

Every part of the tree is used during the product processes, ensuring our overall wastage is minimised. Any leftover by-products from these processes are upcycled to further reduce our waste.

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## SAPWOOD

We have trialled mixing a combination of sapwood waste and spent charge as an incense product.

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## HYDROSOL

At the end of each distillation process, we are left with hydrosol (Indian sandalwood infused water). We sell this hydrosol to cosmetic and skincare companies to be used as an ingredient in cosmetics. It can be used across serums, toners, and moisturisers.

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## SPENT CHARGE

The spent charge is, on occasion, sold as mulch to act as fuel for bio boilers. It is also sold to make incense products. Our research work is progressing to find other applications.





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