



HQPLANTATIONS

Strategic Plan

2021-25





A MESSAGE FROM THE CEO

Welcome to HQPlantations third strategic plan which will be known as OneHQP 2025 and shall guide our direction as an organisation over the next four years. OneHQP 2025 represents the outcome of an extensive planning process that has involved all employees. It is through this engagement I have the confidence that each and every employee will take ownership of OneHQP 2025 including the opportunities and challenges which lay ahead.

OneHQP 2025 includes our:

- Vision;
- Business;
- Strategic Pillars;
- Strategic Objectives;
- Culture; and
- Values.

These elements should facilitate individual employees and their teams to develop actions that are focused on achieving our strategic objectives over the next four years. It is through our individual and collective actions that we can achieve these strategic objectives thus strengthening our strategic pillars and delivering on our vision.

I look forward to working with each of you over the next four years through OneHQP 2025.

Jeremy Callachor



OUR VISION

To create and sustain plantation value and security for generations.



OUR BUSINESS

We will work together with our business partners to safely and innovatively maximise enduring plantation forest production and forest values on behalf of our investors.



OUR STRATEGIC PILLARS



SAFE WORKPLACE

- Proactive and integrated safety culture
- Everyday, every one returns home safe



BUSINESS EXCELLENCE

- Quality outcomes and standards
- Effective governance
- Sound risk management
- Customer satisfaction
- Adding value and eliminating waste



SUSTAINABLE CASH FLOWS

- Effective deployment of funds
- Maximise forest revenues
- Customer and market development



ONE HQ PLANTATIONS

- We are one team
- Growing Together Culture
- Partnerships with suppliers and customers
- Consistency of approach



RESOURCE ENDURANCE

- Resource certainty
- Protection of plantation assets
- Resource suitability



ENVIRONMENT & COMMUNITIES

- Maintain social licence
- Effective engagement
- Managing landscape integrity
- Strategic alliances








INNOVATION

- Challenge and be adaptable
- Embrace and implement new ideas and technology
- Continuous improvement



OUR STRATEGIC OBJECTIVES

-  A Growing Together Culture inclusive of a proactive and integrated culture of safety
-  A framework that delivers retention, acquisition, development, and transfer of our knowledge, skills, and capabilities.
-  HQPlantations brand is known and valued by our business partners, stakeholders, and the wider community.
-  Through a science based approach, by 30 June 2023 a climate change strategy focused on building resilience and reducing the carbon footprint of our business is developed and its implementation commenced.
-  Consistent, appropriate, and efficient company processes are operational.
-  A framework and momentum to innovate and achieve continuous improvement operates across our business.
-  Improved productivity, monitoring, and protection of the plantation and land base to build long-term asset value.
-  Increased product utilisation and value through improved resource characterisation, customer service, and value chain management.
-  Improved income streams from complementary land uses.
-  Resilient customer partnerships and sales strategy that achieves sustainable cashflows which supports asset value.



OUR GROWING TOGETHER CULTURE

HQPlantations culture is safe, diverse, inclusive, and determined where we act with respect, integrity, and positivity.

We believe in a high-performing business environment that is welcoming and supportive, promoting teamwork through individual expression and transparency, where innovation is encouraged, achievement is recognised, and quality is paramount. We are empowered to demonstrate genuine leadership and in return we recognise our duty to act responsibly, learn from our mistakes, be a team player, and treat others with respect.

Together we continually grow our culture by ensuring that every day, everyone reflects our Corporate Values.

OUR VALUES

At HQPlantations, Our Values are designed to guide our individual behaviours and underpin Our Growing Together Culture.





HQPlantations

www.hqplantations.com.au