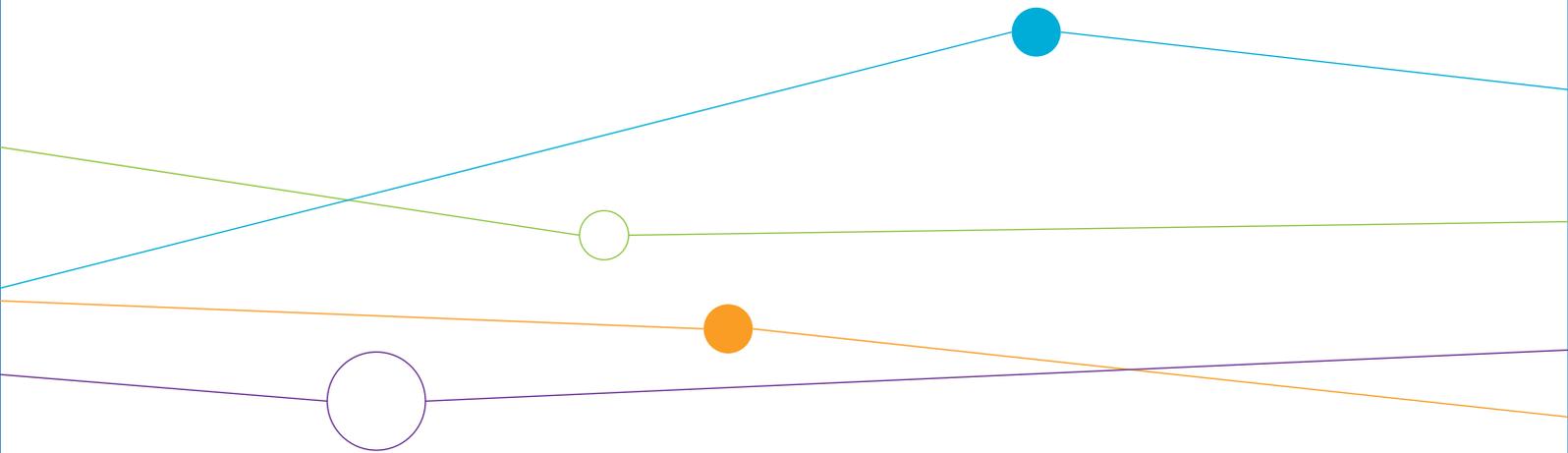




# SUSTAINABILITY REPORT 2019

**Everything is connected**

Our annual report on progress



**Sustainability is just as much about the economy, financial stability, social equity and ethics as it is about the environment.**

**For us, sustainability has been and will always be a connection between all these actions. We are a financially strong, always progressing company that reduces environmental impacts and makes a positive social contribution influencing our staff, customers and industry.**

**Sustainable actions over time bring great benefits, and while our daily actions might appear to be very small in the grand scheme of things, combined they connect to drive us forward towards social, economic and ecological prosperity.**

**That's why we believe everything is connected.**

**Our annual report on sustainability remains the only one in our industry and highlights our focus and progress over the past year.**

# ENERGY

Technology moderates our electricity consumption with voltage optimisation, power factor correction, motion sensors, time switches, zonal lighting, double glazing and insulation.

2217 MW hours

Up 2%<sup>1</sup>

Sustainable supply chains are delivered to customers by working collaboratively with supply partners and supporting them to understand and improve their environmental practices.

991 tonnes removed

Down 9%

Our supply partners continue to remove damaging CO<sub>2</sub> from the atmosphere.

# CO<sub>2</sub>

Proactively reducing or avoiding activities that generate CO<sub>2</sub>, minimising increases including using electricity efficiently, recycling and sending zero waste to landfill.

Operational carbon neutrality<sup>2</sup> is a unique offering we continue to provide our customers.

1605 tonnes

Down 20%

# SUPPLY CHAIN CO<sub>2</sub>

## REGISTERED FGSR SUPPLIERS<sup>3</sup>

91%

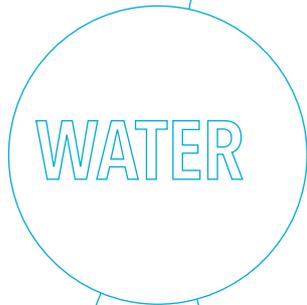
## REGISTERED SUPPLIER RATINGS

2 Stars<sup>5</sup>

No change

The Finsbury Green Star Rating system (FGSR) is an environmental evaluation protocol for our outsourcing network. We actively promote sustainable practice and provide customers with the ability to select suppliers based on their environmental credentials. Supply partners are audited using the FGSR and are star rated with their CO<sub>2</sub> footprint calculated.<sup>4</sup>

Reducing water consumption includes alcohol-free printing, recycling water on presses and platemaking, water tanks and staff education.



Up 18%

3055 kilolitres

Up 14%

Up 4%

100% of our paper and cardboard is recycled.

922 tonnes



68%

No change

Manufacturing divisions make carbon neutral products that minimise the total life cycle impacts. Industry-pioneering environmental practice has led us to pursue green technologies, eco-advantaged products and new processes.



100kg per million impressions<sup>6</sup>

Up 4%

Vegetable-based inks and varnishes derived from linseed and soy have been used in our manufacturing for 16 years. Low waste pumping systems minimise waste and maximise ink yield.



Finsbury Green is Forest Stewardship Council (FSC®) Chain of Custody certified which is the highest and most trustworthy international certification for paper and timber products. Buying FSC products supports the growth of responsible forest management worldwide.

Finsbury Green operates world's best practice ISO9001:2015 Quality and ISO14001:2015 Environmental Management Systems certification and is committed to high quality production.



Work Health Safety is a high priority with policies that conform to the company's business objectives, human resource strategies and legislation.

# PEOPLE

**TENURE<sup>8</sup>**

7.9 years

No change

**ABSENTEEISM<sup>9</sup>**

4.8 days

Up 12%

**INJURY<sup>10</sup>**

8.3 LTIFR

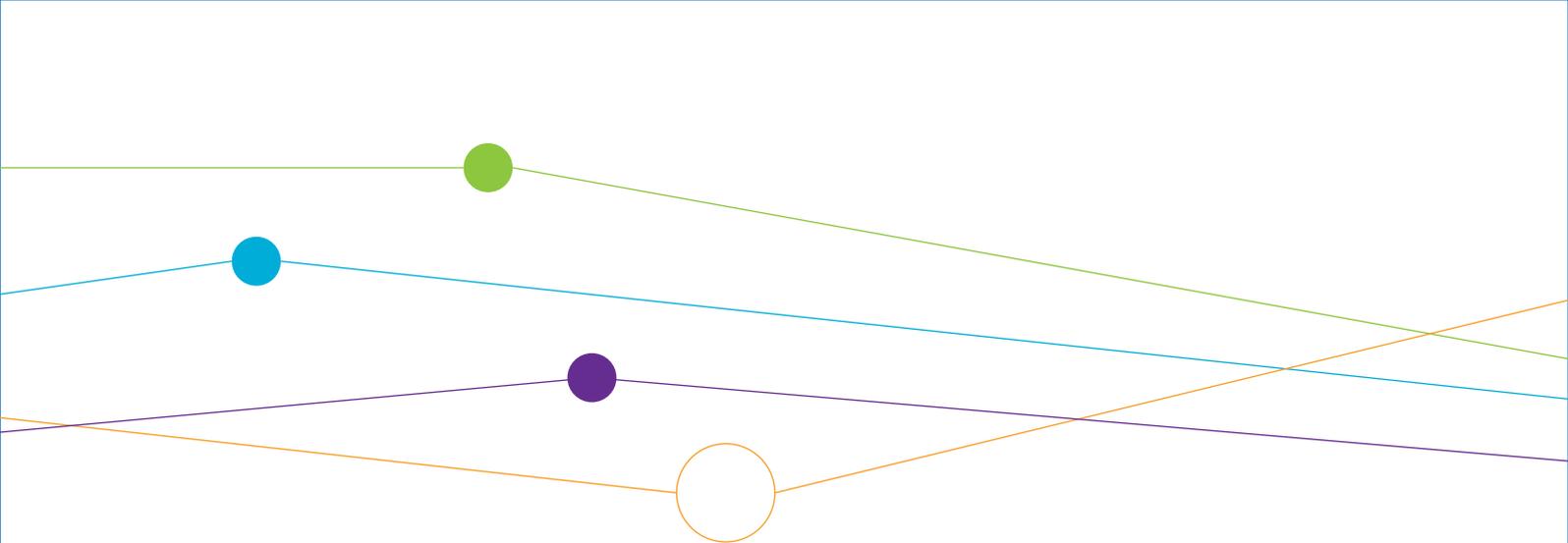
## CORPORATE SOCIAL RESPONSIBILITY

Putting the formal commitments we make into practice is what really counts to us at Finsbury Green. Our core values and principles are strongly ingrained in our culture and are reflected in many ways.

Commitments to staff are encapsulated in the Family Matters program, which promotes activities throughout the company and honours the role of the family in their private and working lives.

Family Matters is active and influential across the company involving staff across four areas of responsibility:

- Maintaining a safe and healthy workplace.
- Monitoring sustainability systems, identifying new projects and maintaining leadership in this space.
- Promoting activities that contribute to local communities.
- Organising and promoting staff events.



## SOCIAL PROCUREMENT

As sustainability leaders we embrace the significance of this policy direction for government and business and have delivered the technology and supply chain that enables customers to connect more easily with social enterprises to deliver profound social impacts.

We take this lead for customers who use Sourceit and outsource to validated social enterprises in our supply chain, to not only help these organisations remain viable but to achieve Corporate Social Responsibility (CSR) objectives.

In Sourceit we have a feature for Supplier Classifications that works in conjunction with Production Method, Product Categories and Supplier Location to automatically filter suppliers that best match the quote request. They include Indigenous Business, Disability Enterprise, Inclusive Opportunities and Social Enterprise.

## MODERN SLAVERY

Our Modern Slavery Statement outlines the actions undertaken by Finsbury Green Pty Ltd that are within the scope of the Modern Slavery Act 2018 in relation to activities undertaken to identify and mitigate the risk of modern slavery and human trafficking occurring in its supply chain or business.

Finsbury Green has zero tolerance to any form of modern slavery. We are strongly committed to playing our part in eradicating modern slavery by ensuring we act ethically and with integrity and transparency in all business dealings and putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

## EQUAL OPPORTUNITY

Finsbury Green is an equal opportunity employer and is committed to treating applicants and employees in the same way.

Finsbury Green does not discriminate against employees on the grounds of race, colour, national origin, sex, marital status, pregnancy, religious conviction, disability or impairment. This includes the rights of a child as we do not employ people under the age of 16. We are cognisant of the Modern Slavery Act in Australia and comply with that legislation.

## FAIR TRADE

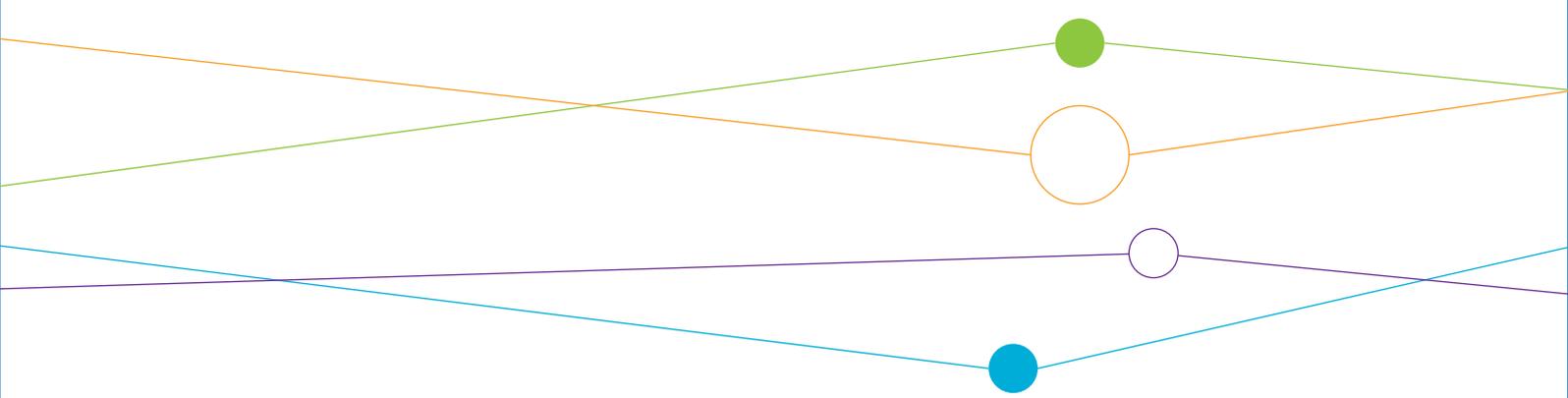
We are committed to supplying services that have been safely and ethically manufactured or sourced, and reserve the right to decline to trade with suppliers that do not demonstrate this commitment.

Having a Fair Trade Policy is a part of our commitment to sustainability which offers choice to our customers and staff, and creates an opportunity to communicate the company's core values.

A history of community advocacy connects us with these organisations:

- Adelaide Fringe Festival
- Arbonne Charitable Foundation
- Australian Graphic Design Association
- Carbon Neutral Adelaide
- Chartered Institute of Procurement and Supply Australasia
- Heart & Lung Transplant Trust (Victoria) Inc
- Helpmann Academy
- Melbourne Fringe Festival
- The Melbourne Awards
- Trees For Life

Staff seek volunteer opportunities in the community as each is allowed 24 paid hours a year to work with charitable organisations of their choice.



## 2019 TARGETS

**TARGET:**  
Update injury reporting to the industry standard measure of Lost Time Injury Frequency Rate (LTIFR).

**WHY THIS TARGET?**  
This brings our injury reporting into line with standard industry practice and allows us to benchmark our results.

**WHAT WE'VE DONE**  
This target was achieved in 2018 and is now reported in this Sustainability Report 2019.

**TARGET:**  
Undertake eight local or national social causes that meet our CSR objectives and support them through employee engagement.

**WHY THIS TARGET?**  
Finsbury Green has a long history of community engagement and continues to work with many charitable organisations.

**WHAT WE'VE DONE**  
In 2019 we conducted eight events to raise awareness, collect food donations and promote volunteer work.

**TARGET:**  
Provide two new employment opportunities for workers with a disability.

**WHY THIS TARGET?**  
For us, this target is part of the process of ensuring that we achieve positive social procurement outcomes.

**WHAT WE'VE DONE**  
Finsbury Green employed two young people on a full-time basis to work in our Sydney warehouse, which was made possible by Achieve Australia.

**TARGET:**  
Extend the Finsbury Green Star Rating system to include direct mail, flexographic, screen and UV print and signage suppliers.

**WHY THIS TARGET?**  
Everyone benefits from our supply partners' improved environmental practices, including customers, suppliers and their staff, and the reduction in waste and consequential CO<sub>2</sub>.

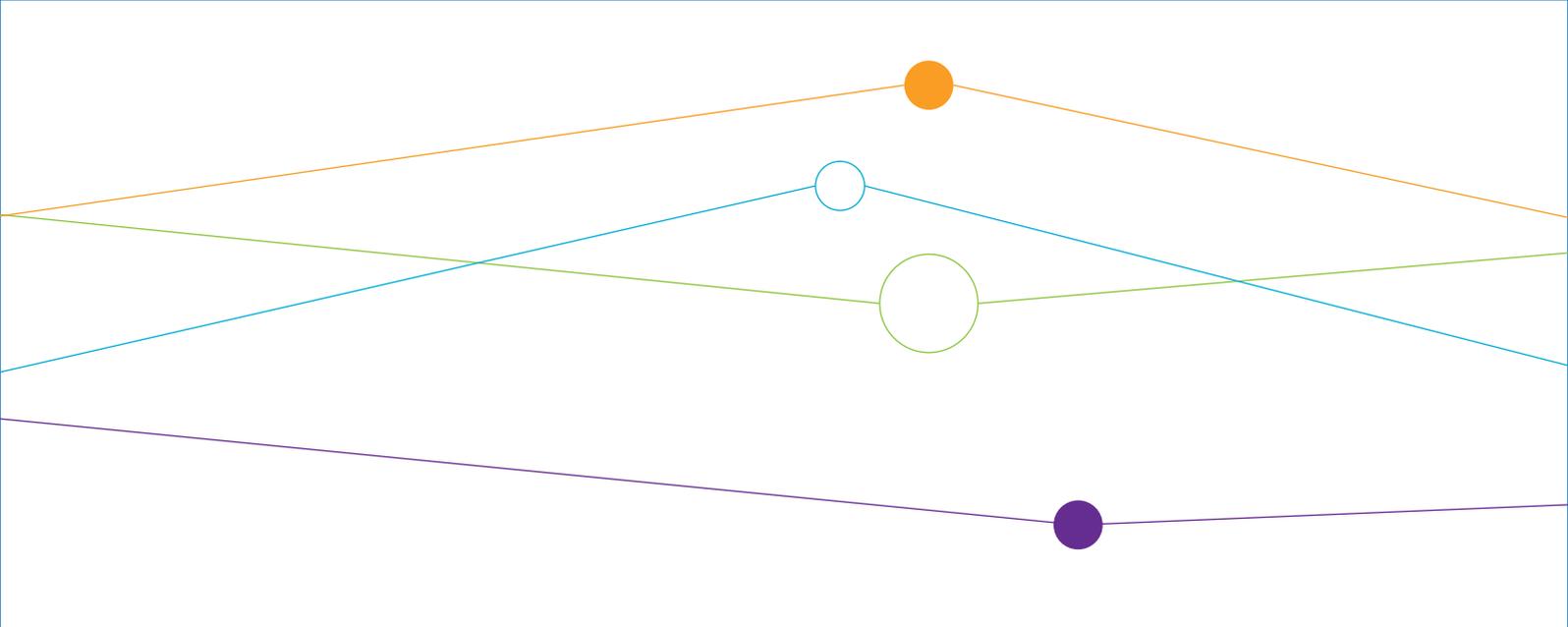
**WHAT WE'VE DONE**  
While we've made some progress this target has not been achieved but has been modified to a new target in 2020.

## 2020 TARGETS

**TARGET:**  
Modify the target to reduce operational CO<sub>2</sub> (Scope 1 and 2) emissions to below 500 tonnes by 2020 taking into account new business acquisitions.

**TARGET:**  
Review the Finsbury Green Star Rating system to include current environmental and science factors.

**TARGET:**  
Undertake eight local or national social causes that meet our CSR objectives and support them through employee engagement.



## REPORTING STATEMENT

*from IRM Systems Pty Ltd*

At the request of Finsbury Green, we have reviewed the basis of the Finsbury Green Sustainability Report 2019.

The report has been compiled by Finsbury Green, covers the fiscal year 2018–19 and is approved by the Executive Chairman. Sources of information related to data supplied are noted within the report.

There are no significant changes from previous reporting periods in the scope or measurement methods applied in this report.

Elements of our review include:

- Review of data by management responsible for compilation of this report.
- Discussions with the author of the report.

Based on our review we support the following conclusions:

- Underlying data supports statements made in the report.
- The data is true and correct based on source information.

There were no significant changes during the reporting period regarding size, structure or ownership and there are no specific limitations on the scope or boundary of the report. The Sustainability Report is the sixteenth sequential fiscal year report.

Andrew Thornhill, Director  
IRM Systems Pty Ltd

Qualifications include: B.Sci *Environment*, M. Env Law,  
Grad Cert *Risk Management*, RABQSA *Lead Environmental Auditor*

We make every effort to respond to all Global Reporting Initiative (GRI) disclosure.

1. All indicators refer to 2018.
2. We measure, monitor and proactively reduce our emissions from our entire operation then offset the unavoidable carbon emissions, which are approved under the Australian Government's National Carbon Offset Standard V3 – supplied and managed by the South Pole Group. All greenhouse gas emissions have been converted to CO<sub>2</sub> equivalents (CO<sub>2</sub>-e) using the Australian Government Department of Climate Change and Energy Efficiency, National Greenhouse Accounts Factors 2019.
3. Offset and digital suppliers.
4. The FGSR is independently audited and validated by environmental science sourced from the Australian Government Department of Climate Change and Energy Efficiency, National Greenhouse Accounts Factors 2019 and the National Carbon Offset Standard V3.  
The FGSR has been reviewed by an independent panel of industry experts and science professionals and is an open and transparent environmental rating for offset and digital printers.
5. Average registered supplier rating.
6. Per million A1 impressions.
7. As compared to total paper usage.
8. Average staff tenure.
9. Average time lost due to absenteeism per employee.
10. Lost Time Injury Frequency Rate (LTIFR) due to WorkCover and WorkSafe claims.