

Finsbury Green acknowledges the Aboriginal and Torres Strait Islander peoples as Traditional Custodians of the land on which we work and live. We pay respect to Elders past, present and emerging.



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Text: Revive Eco 100 135 gsm



Taking responsibility, giving back and taking action.

In 2023 we are excited to present our first-ever Finsbury Green Environmental, Social and Governance (ESG) Report.

With a commitment to sustainability for more than 20 years, this ESG Report marks the next step on our sustainability and responsible business practice journey.

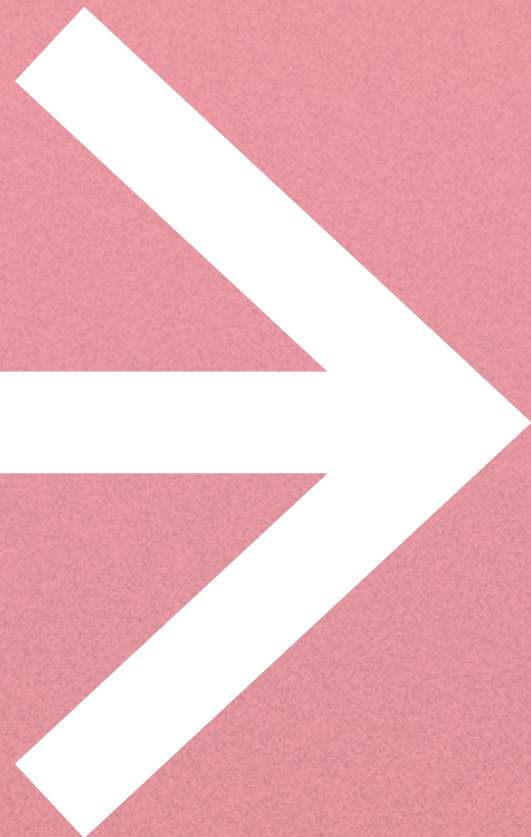
Arrows are a metaphor for our focus on taking responsibility, giving back and taking action and, in this report, we highlight our commitment to environmental responsibility, social inclusion, and strong governance. We believe these principles are essential for our long-term success and for addressing global challenges.

Our dedication to ESG values is deeply ingrained in our culture and operations, as we continue taking steps to reduce our environmental footprint, promote inclusivity, uphold ethics and contribute positively to our communities.

Within these pages, you'll find a concise overview of key ESG achievements, challenges, strategies and targets.

We look forward to you continuing to work with us towards a more sustainable and responsible future.

**Together, we can make an even more
significant impact on our world.**





Taking responsibility

Our commitment to the environment has not wavered for more than 20 years. It defines who we are and what we deliver to our customers, and is something we challenge ourselves to be better at every year.



788

tonnes CO₂

↓ 30% less
than last year

Carbon footprint

We're very proud of the reductions to our CO₂ emissions this year.

Finding initiatives and taking risks to reduce our CO₂ emissions was the key factor in achieving this result.

Customers who work with us lower their carbon footprint and reduce other environmental costs.



4,540

tonnes CO₂

↑ 16% more
than last year

Carbon savings

We're committed to continually achieving greater CO₂ savings from our operations and supply partners year on year. We're proud of this year's achievement where we saved 4,540 tonnes of CO₂, 16% more than the previous financial year.

This means that customers who produce with us have a smaller carbon footprint and impact on the environment.

This saving is the equivalent of 658 average Australian households' consumption for a year, or the CO₂ abatement of 211,922 trees.



94.5%

registered in-scope
supply partners

↓ 1.5% less
than last year

2.1

average stars across FGER
registered in-scope supply
partners out of five stars

↑ 48% more
than last year

Supply partner accreditation

The Finsbury Green Environmental Rating (FGER) is an environmental evaluation protocol for our outsourcing supply panel. Suppliers are audited using the FGER, their CO₂ footprint calculated and their star rating added to Sourceit, our sourcing software.

We actively promote positive environmental practices and the FGER process plays an important role in this initiative – it assists suppliers to implement better environmental practices, enables our customers to make buying decisions on more than just price and enables us to generate accurate CO₂ reporting as customers require.

Taking responsibility



74%

FSC paper usage*

same as last year

*As compared to total paper usage.

Paper usage

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.



7.58

kilolitres per person

↓ 43% less
than last year

Water

As the usage of water reduces, so does energy consumption and greenhouse gas emissions as well. All positive things for the environment.

For us, reducing water consumption includes alcohol-free printing, process-free plates, on-site water tanks and through staff education.



Our largest recycled items:

779 Paper
tonnes

23.9 Aluminium
tonnes

10.6 Plastic
tonnes

Zero waste

Reducing waste sent to landfill means less greenhouse gases from decomposing material going into the atmosphere and contributing to global warming.

Greenhouse gases include carbon dioxide (CO₂) and methane, which is 28 times more powerful than CO₂ at warming the Earth. Recycling 100% of our wastepaper, cardboard, metals, plastic, glass, food scraps and timber means they are reused and not wasted.



78%

of packaging has recycled content

100%

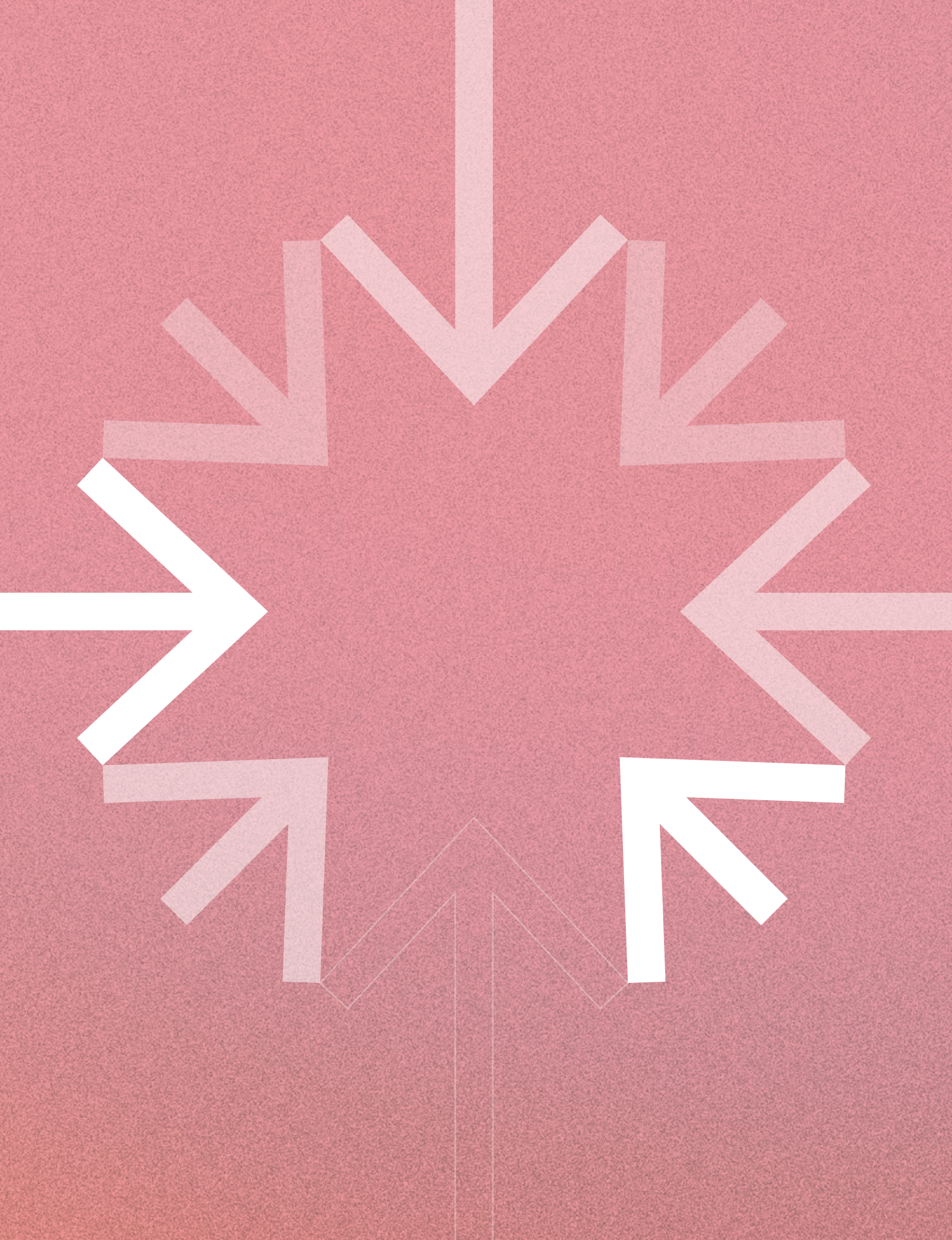
of packaging can be diverted from landfill

Packaging

How products leave our business is important to us. While we can't control what our customers do with our packaging, we can make sure it's as good for the environment as it can be.

A significant percentage of our packaging is made from recycled content – we've also rationalised and standardised our packaging to ensure we can all contribute to reducing landfill.





Giving back

People are at the centre of everything we do. Internally, we focus on engagement, safety, diversity and inclusion and a happy workplace for all. We strive for a great culture where people develop and share a common sense of community, so we attract, develop and retain the best people.

Our culture drives us to give back to the community through focusing on maximising both our own and our customers' spend with social benefit suppliers, supporting our people to volunteer and broadly engaging in programs that make a difference to people's lives.

Mental health

Finsbury Green's commitment to a great workplace environment and mental health awareness continues to grow and in the next period we will:

- Educate managers and supervisors regarding our obligations and potential nature of psychosocial hazards, so they are equipped to identify and manage factors in the workplace that may be contributing to employee work-related stress.
- Update our onboarding and compliance training to ensure both new and current staff are versed in our policies, reporting and other preventative measures.
- Implement an Employee Assistance Program (confidential counselling services).
- Train Mental Health First Aid Officers and provide access to staff for an additional avenue of support outside of direct line management.

Our Wellness Day, which provides staff with an annual day of leave to focus on their wellbeing, continues to gain momentum and deliver benefits.



Wellness Day utilisation

38%

of FTEs have accessed their Wellness Day

Social procurement

Social procurement is important as it can make a tangible difference in many people's lives. With social procurement, organisations make a conscious choice to use their buying power to purchase goods or services from suppliers that deliver social benefit outcomes above and beyond the value of the items being purchased. Our supply chain is social procurement ready, and we are committed to helping our customers meet their targets through an ever-increasing supply chain.

Internally, we are committed to doubling the spend with our supply chain and a 10% year-on-year increase in our corporate spend from our 2021 baseline.



Social benefit spend - supply chain

35%

ahead of target

Social benefit spend - corporate

20%

behind target

Finsbury Green Social Rating

The Finsbury Green Social Rating (FGSR) is an evaluation protocol for our outsourcing supply panel that benchmarks their social impact performance. It identifies the best of the best and also serves as a guide for suppliers that wish to start on the journey towards improved social outcomes.

We actively promote positive social practices and the FGSR process plays an important role in this initiative - it ensures that our supply panel is aligned to government and corporate procurement policies, and enables our customers to make buying decisions on more than just price and to meet their social procurement targets.



Social rating compliance

18%

of active supply chain

Giving back

Diversity and Inclusion

To be a great workplace we need a culture that embraces and respects diversity and an environment where it is safe to do so – one where our people can be themselves, feel safe, accepted, motivated and empowered to be their best.

The D&I Program, offered by SBS, is a key initiative aimed at increasing the level of awareness and capability of our leadership cohort as part of more broadly supporting our efforts, awareness and commitment to fostering a workplace in which all individuals are supported, respected and connected.

We have successfully undertaken the first phase of our program with more than 30 of our business leaders working through an e-learning program. This has been accompanied by a number of business-wide activities that included Lunar New Year, Reconciliation Week, NAIDOC Week, International Women's Day and World Mental Health Day and RUOK? Day.

Our focus for the next phase of this program includes:

- An emphasis on the completion of current initiatives, enhancing knowledge and skills of people leaders, as well as enhancing awareness and knowledge of all employees across our organisation, to embed an inclusive mindset, behaviours, culture and practices.
- Continuing to develop people leader capability by ensuring initial SBS D&I Program modules are completed for future people leaders.
- Deploying a 'Coaching Essentials' program framework for broader leadership skill development in building high performing and empowered teams.
- Extending the SBS Program for emerging leaders, key influencers and Family Matters members.
- Re-launching and mandating completion of the DCA D&I 101 e-learning for all employees.
- Further integrating and championing diversity and inclusion across our organisation through our Family Matters events and initiatives.

Future Stars Program

Our Future Stars Program is built on a range of strategies and actions including talent identification and development, training pathways, recruitment diversity and succession planning.

This ensures our leaders concentrate on talent development and succession planning because it will give us a strategic advantage in an industry currently short on talent.



7

Apprentices employed in FY23



6

Target of graduates/trainees to be employed in FY24

Workplace safety

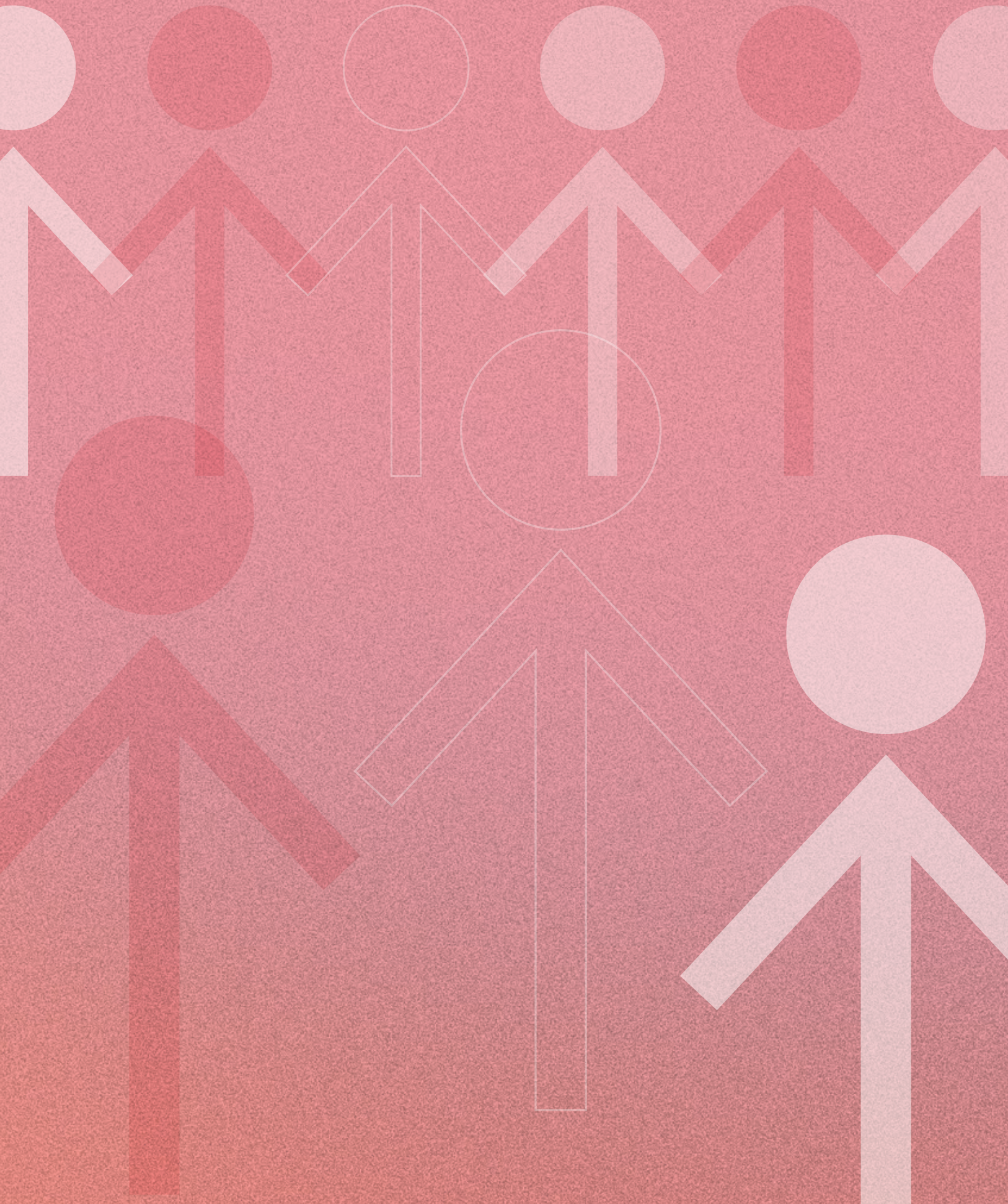
All injuries are preventable, and we have a target of zero harm. Work Health Safety continues to be our highest priority. We have an ongoing focus on maintaining a healthy, physically and emotionally safe workplace for everyone. In the review period we saw:

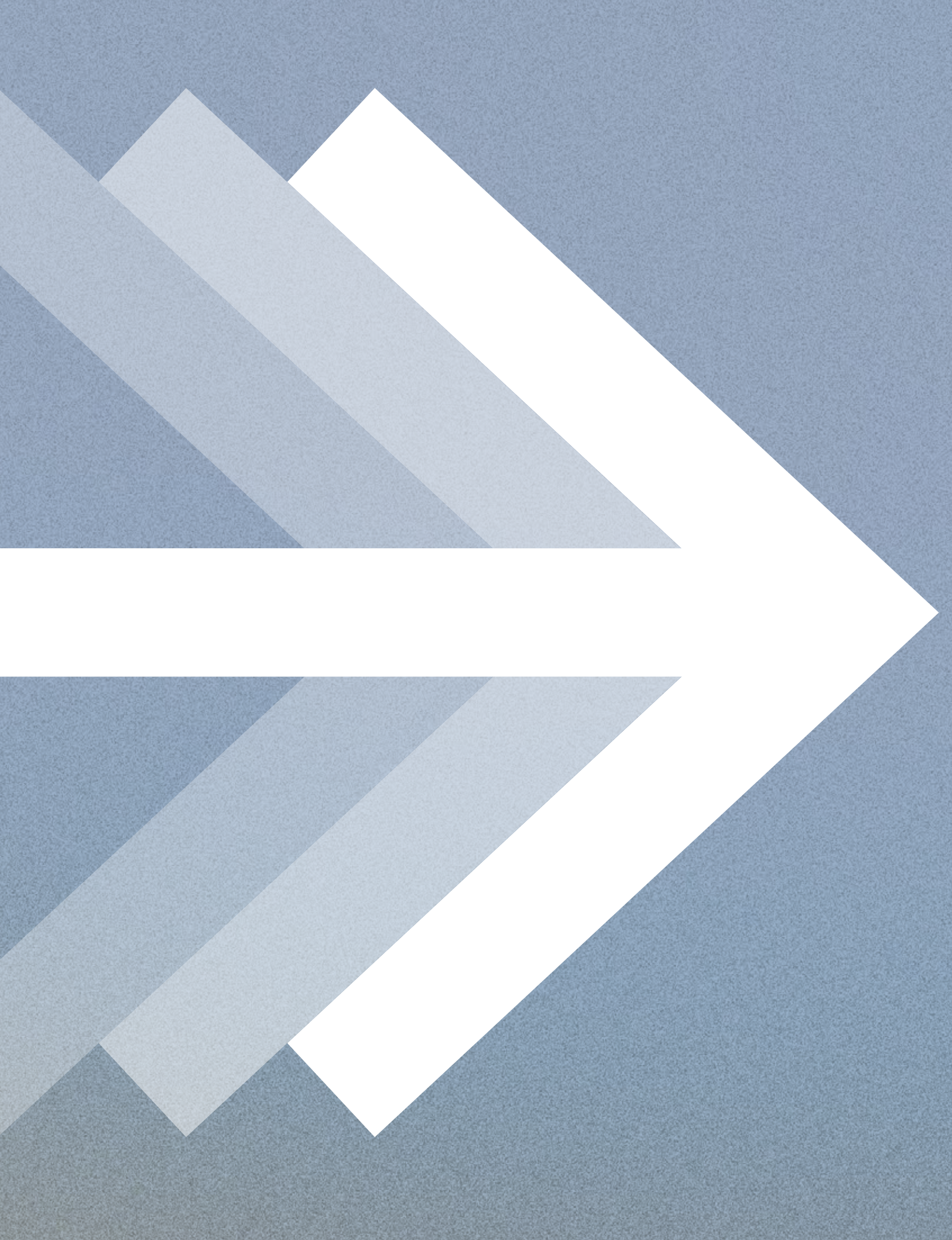
21 Total injuries reported

13 Severity Low (no LTI)

8 Severity Med (LTI)

0 Severity High (Long term LTI or unable to return to work)





Taking action

Governance is a key part of our commitment to a successful business. Our Executive Leadership Team regularly reviews governance policies and practices to confirm that they remain appropriate and relevant.



Policy read and acknowledge compliance

82%

of FTEs are compliant

Our policies

Workplace policies reinforce and clarify standard operating procedures in a workplace. These policies also help employees understand what is expected of them and of Finsbury Green and also helps employers manage staff more effectively as expectations are clearly defined.



Improvements identified

7

International Standards Organisation (ISO) governance

Management reviews are required to evaluate the continuing suitability, adequacy and effectiveness of the quality management system. Conducted annually, they facilitate a comprehensive review and help us continually make improvements to our process effectiveness and governance.



Certifications

Certifications, participation in global programs and industry bodies are an integral part of good corporate governance as they support our efforts to establish and maintain responsible and ethical business practices. They help us promote these practices in our supply chains, manage risk, enhance our reputation and contribute to a more responsible and transparent global business environment.





Targets

2023 Targets Update

B Cycle program

We successfully completed this objective in FY23.

Finsbury Green Environmental Rating

This target to re-accredit all in-scope suppliers to Version 3 of the Finsbury Green Environmental Rating was not achieved in FY23 and has been shifted to FY24.

2024 Targets

Mental health

Deliver four key initiatives (refer page 7).

Diversity and Inclusion

Deliver six key initiatives (refer page 8).

FGER rollout

Commence re-accreditation process.

Internal Policy compliance

Hit target of 100%.

Safety

Implement a Safety Committee.

Future Stars

Employ six graduates or trainees.

Social benefit spend

Address shortfall in our corporate spend.

Reporting statement

from **IRM Systems Pty. Ltd.**

At the request of Finsbury Green, we have reviewed the basis of the Finsbury Green ESG Report 2023.

The report has been compiled by Finsbury Green, covers the fiscal year 2022–23 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 ESG is the nineteenth 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.

