



ESG REPORT 2025

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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Welcome to the 2025 Finsbury Green Environmental, Social and Governance (ESG) Report.

More than two decades ago, we began formally reporting on our environmental performance. Back then, the conversation around sustainability was only just beginning to take shape. Today, it is central to every decision we make. Along the way, we've learned that the path to a better future doesn't have to be complicated. It can be **easier to take action, greener in its outcomes and better for people and the planet.**

Easier, Greener, Better. These three words capture our ongoing mission to integrate sustainability and responsible business practices seamlessly into everything we do. We believe the path to a better future should be straightforward, environmentally conscious and continuously improving – for our people, our partners and our planet.

This report reflects how we make sustainability easier to adopt across our operations, greener in its environmental outcomes and better in its long-term impact. From reducing our footprint to building inclusive workplaces and ensuring strong governance, ESG principles are embedded in our culture and evident in every decision we make.

Inside, you'll find highlights of our achievements, an honest look at our challenges and the strategies and goals that will shape our future. Together, we can make the journey towards a sustainable and responsible future **easier, greener and better, in everything we do.**

ENVIRONMENT

Our commitment to the environment has been unwavering for more than 20 years. It's at the heart of everything we do, shaping who we are, guiding what we deliver to our customers and driving us to make sustainability easier to achieve, greener in its impact and better every year.

Carbon Footprint

When customers choose to manufacture and manage their inventory with Finsbury Green, they choose to lower their carbon footprint and reduce other environmental impacts. By working together, we make it easier to adopt low-impact solutions, deliver greener results and create better outcomes for the planet.

We remain committed to finding new and effective ways to minimise our own carbon footprint year after year. Last financial year, our carbon footprint was 594 tonnes of CO₂ – a result we are proud of and determined to improve upon as we continue our sustainability journey.

Carbon Savings

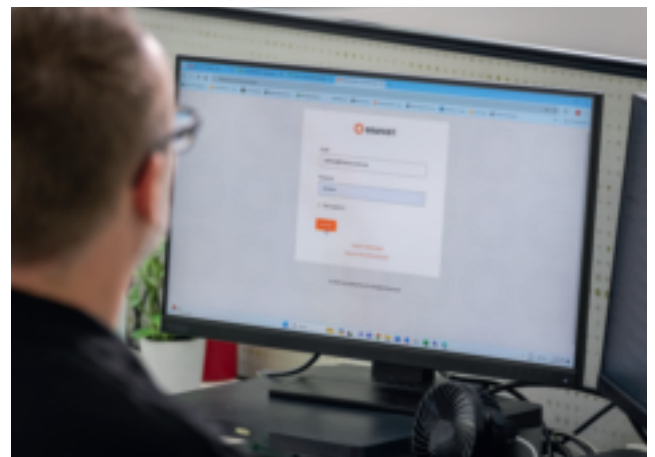
Our commitment to achieving greater CO₂ savings through our operations and supply partners remains steadfast. Each year, we challenge ourselves to make carbon reduction easier to achieve, deliver greener results and create better environmental outcomes for our customers.

This year, we saved 5,690 tonnes of CO₂, a 32% improvement compared to last year. This means that customers who choose us benefit from a smaller carbon footprint and a reduced impact on the environment.

To put this into perspective: our savings are equivalent to the annual energy consumption of 1192 average Australian households, or the CO₂ abatement provided by 384,558 trees.

A Green Supply Chain

The Finsbury Green Environmental Rating (FGER) is our evaluation protocol for assessing and accrediting our outsourcing supply panel. Each supplier is audited, their CO₂ footprint measured and a star rating added to our procurement services software, Sourceit.



Of our Tier 1 (top 100) supply partners, 72 are in scope to complete an FGER, with only 6 yet to undertake the process. Among the in-scope suppliers, 9 out of 10 have achieved an average rating of 2.45 stars out of 5 stars.

By making this process easier to navigate, we help suppliers identify and adopt greener practices and give our customers the tools to make better buying decisions based on more than just price. The FGER also enables us to produce accurate CO₂ reporting whenever our customers require it, ensuring transparency, accountability and measurable environmental progress across our supply chain.

Paper Usage

Finsbury Green is Forest Stewardship Council® (FSC®) Chain of Custody certified, the highest and most credible international standard for paper and timber products. This certification ensures that the paper we source is tracked from responsibly managed forests through every stage of production.

In the last year, 72% of the paper we used was FSC certified, making it easier for our customers to choose responsibly sourced materials, delivering greener outcomes by supporting the protection and regeneration of forests and contributing to a better future for the communities and ecosystems that depend on them.



Zero Waste to Landfill

Achieving zero waste to landfill means more than just better waste management, it means preventing harmful greenhouse gases from entering the atmosphere. When materials decompose in landfill, they release carbon dioxide (CO₂) and methane, the latter being 28 times more powerful than CO₂ at warming the planet.

By recycling 100% of our wastepaper, cardboard, metals, plastics, glass, food scraps and timber, we make it easier to keep valuable resources in circulation, deliver greener outcomes by avoiding unnecessary emissions and create a better future by ensuring materials are reused rather than wasted.

In the past year alone, our key waste streams kept 734 tonnes of paper, 20 tonnes of aluminium, 10 tonnes of plastics and 200 kilograms of e-waste out of landfill, a tangible result of our commitment to a circular, low-impact economy.

Not the end of the line

We believe the end of a product's journey should be just as thoughtful as its beginning. While we can't control every choice our customers make, we can utilise packaging that gives every item the best possible chance to live on – not end up in landfill.

Today, 100% of our packaging can be diverted from landfill, giving it the potential for a second life. On average, our packaging contains 77% recycled fibre content, meaning much of it has already been part of another story before it reaches our customers.

By rethinking, rationalising and standardising our packaging, we're making it easier to recycle, creating greener solutions that protect our planet and delivering better outcomes, where nothing goes to waste and everything has a future.

SOCIAL

Our culture inspires us to create positive change beyond our own walls. We focus on maximising both our own and our customers' spend with social benefit suppliers, ensuring every dollar spent has the power to support people, strengthen communities and build opportunity.

We also empower our people to volunteer their time and skills and we actively engage in programs that make a meaningful difference in people's lives. By making it easier to support impactful initiatives, driving greener and fairer outcomes and striving for a better future, we ensure our business is a force for good in the communities we serve.

Mental Health

The mental health and wellbeing of our people is a core element of enabling our people to thrive and deliver on our customer and community commitments.

As a result, we have:

- Progressed the integration of Psychosocial Safety Hazard into our WHS Framework.
- Trained our people leaders regarding our obligations and nature of psychosocial hazards so they are equipped to identify and manage workplace factors contributing to employee work related stress.
- Analysed the use of the Employee Assistance Program (EAP), our Workplace Wellbeing Program which provides confidential counselling services, through regular reporting to assist us in identifying workplace hazards or contributing factors impacting employee mental health.
- Promoted the role of and encouraged access to the six trained Mental Health First Aid Officers (MHFAOs) across our business.

- Sought to understand, through targeted questions, the level of psychosocial safety and wellbeing in our employee 2025 Your Say survey. Strong survey results have provided a basis from which we can monitor these elements and continue to improve on.

In FY26 we will:

- Embed the identification and management of psychosocial hazards into our Work, Health and Safety framework.
- Leverage and support the access to and expertise of our MHFAOs across all sites to responsively identify and manage factors impacting employee/s mental health and wellbeing
- Complete the training of and instill confidence in our leaders to understand factors impacting – and practices to enhance – the mental health and wellbeing of their team members.
- Continue to monitor employee wellbeing and psychosocial safety levels across the organisation using the 2026 Your Say survey as another source of data, with execution of action as required.
- Provide further organisational and role clarity through clearer alignment of individuals' goals to their teams and Finsbury Green's strategy and business plans, as part of the annual performance review process (Great Conversations).

A socially focused supply chain

The Finsbury Green Social Rating (FGSR) is more than a measurement tool; it's a pathway to creating real and lasting social impact. It benchmarks the performance of our outsourcing supply panel, celebrates leaders in social responsibility and guides others on the journey toward stronger, more meaningful outcomes for people and communities.

In FY25, we worked with 351 suppliers, with 142 now FGSR accredited. Our current average rating of 1 star is a clear signpost: we've made a strong start, but there's so much more we can achieve together. Every rating is an opportunity for growth and every improvement moves us closer to a supply chain that's fully aligned with the values we share.

By making the process easier to understand, supporting suppliers to take greener and fairer actions and aiming for better results every year, the FGSR is helping turn buying decisions into powerful tools for social change.

Spending to make a difference

With a supply chain that is social ready, we continue to make buying decisions that put people first. We use our buying power to create opportunities, strengthen communities and make a tangible difference in people's lives.

In FY25, we achieved several key milestones, doubling our social spend with supply partners (compared to our 2021 baseline) and delivering a 10% year-on-year increase in our Corporate social spend.

Social procurement means consciously choosing suppliers who deliver benefits beyond the products or services they provide, from creating jobs for disadvantaged groups to supporting community development programs. By making these choices easier for our teams and customers, we create greener, fairer, better outcomes that extend far beyond the transaction.

Wellness Days

We believe a healthy team is the foundation of a thriving, sustainable business. That's why every permanent employee has access to one paid Wellness Day each year. It's an opportunity to step away from the everyday, recharge and focus on their wellbeing.

Nearly half our team took time to invest in their health this year, and we're aiming even higher next year. By making it easier for our people to prioritise their wellbeing, we foster a better workplace culture and build a stronger, more resilient team, one that's ready to deliver greener outcomes for our customers, communities and the planet.



Organisation culture, diversity and inclusion

During FY25 our unwavering commitment to creating a diverse and inclusive environment for both our employees and those we serve in the community, as well as reflecting the aspired cultural tone of respect, trust and care has continued.

Efforts have centred on reinforcing and providing clarity with respect to our organisational purpose and values, alongside aligning our strategic and business plans and individuals' goals to this purpose and our values.

Future Stars Program

Our Future Stars Program is where potential becomes possibility. Through talent identification, tailored development, training pathways, recruitment diversity and succession planning, we're shaping the leaders who will guide our future.

In a competitive industry where talent is scarce, this program is our commitment to grow our own, ensuring leadership is built from within, rich in skill, diversity and vision.

While we continue to work toward our target of 5 apprentices, at the end of FY25 we have 4 apprentices building their skill and a career in print. Each one brings fresh energy, new perspectives and the drive to make our business easier to work with, greener in its actions and better in every outcome. The journey continues and our next generation is already on its way.

Workplace Safety

All injuries are preventable and we continue to set our sights on a target of zero harm. Work Health and Safety remains one of our highest priorities, with a focus on maintaining a healthy, physically and emotionally safe workplace for everyone.

In the review period, we recorded 8 total injuries: 7 low severity (no lost time) and 1 medium severity (lost time injury). Importantly, there were zero high-severity incidents.

By making safety easier to embed in everyday actions, creating a better culture of care and building safer environments that support our people to deliver greener, more sustainable outcomes, we are moving closer to our goal of zero harm.



WORKPLACE SAFETY

8	TOTAL INJURIES	7	SEVERITY LOW (NO LTI)	1	SEVERITY MED (LTI)	0	SEVERITY HIGH (Long term LTI or unable to return to work)
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GOVERNANCE

At Finsbury Green, governance powers our Easier, Greener, Better promise, making it simpler for our people to do the right thing, greener in the way we operate and better in the outcomes we deliver. It's built into every decision and action, with our Executive Leadership Team keeping policies fresh, relevant and ready to meet the challenges and opportunities of a changing world.

Our Policies

Our workplace policies reinforce and clarify standard operating procedures, making it easier for our people to know what's expected, greener in supporting sustainable and responsible ways of working and better by driving consistent, fair and accountable practices. With a current compliance status of 91%, these policies guide our employees and empower our people leaders to manage teams effectively through clear and transparent expectations.

International Standards Organisation (ISO) governance

Our annual management reviews ensure our quality management system remains suitable, adequate and effective, making it easier to work efficiently, greener by supporting sustainable and responsible processes and better through continuous improvement. These reviews strengthen governance and keep our processes aligned with our goals, while upholding the high standards required for these standards. Maintaining these accreditations is vital to building trust with our customers, demonstrating industry leadership and ensuring we consistently meet - or exceed - regulatory and quality benchmarks.



Certifications

Certifications, participation in global programs and engagement with industry bodies are an integral part of good corporate governance, making it easier to uphold clear standards, greener by supporting sustainable and ethical practices and better through continuous improvement. They strengthen our ability to manage risk, enhance our reputation and promote responsible business throughout our supply chains, while contributing to a more transparent and accountable global business environment. We also continue to investigate new and relevant certifications to ensure our governance framework remains progressive, credible and aligned with evolving industry expectations.



TARGETS

2025 TARGETS

Mental health

Deliver three initiatives/commitments.
We successfully achieved this target.

Organisational Culture, Diversity and Inclusion

Deliver three initiatives/commitments.
We successfully completed 2 objectives in FY25, making significant progress in the remaining initiative, in addition to implementing a further broader objective in relation to culture and the employee experience.

FGER rollout

Re-accredit more than 50% of in-scope suppliers.
We successfully achieved this target.

Supplier risk mitigation

Top 100 suppliers signed to ESG compliant services agreement.
We successfully achieved this target.

2026 TARGETS

Supply Chain

Tier 2 suppliers signed to an ESG compliant service agreement

Mental Health

Deliver five key initiatives – see page 5

Organisational Culture, Diversity and Inclusion

Deliver on the People & Culture Strategy including priorities stemming from the 2025 Your Say survey. See page 7

REPORTING STATEMENT

From RM The Risk Manager, Pty Ltd
17 October 2025

At the request of Finsbury Green, I have reviewed the basis of the Finsbury Green Environmental, Social and Governance (ESG) Report 2025. The methodology for this review is similar to reviews undertaken by others in previous reporting periods.

The ESG report has been compiled by Finsbury Green covering the fiscal year 2024–25, and is approved by the Executive Chairman. Sources of information related to data supplied are noted within the report.

Elements of my review included:

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

My review drew 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 twenty-first sequential fiscal year report.

Ross Macfarlane

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