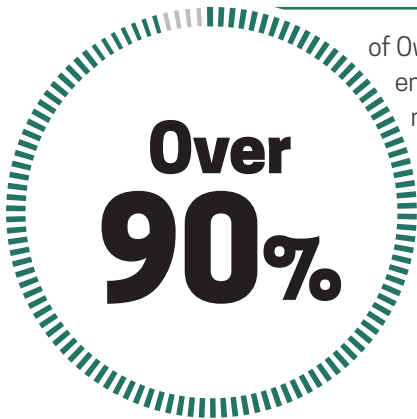


Blackwoods FY23 Sustainability Performance



of Own Brand Packaging components mapped and Sustainable Packaging Guidelines embedded into all new product development activities. **20T less plastic** was put into market in CY2022 as a result of packaging improvements compared to CY2021

**Based on product and sales mix of Own Brand range in CY2022*

199
manufacturing
sites within Ethical Sourcing program
and **293 non-conformances remediated**

Over \$370K

donated to various community groups supporting education, charities, sporting teams and more including Fred Hollows Foundation's Indigenous Australian Program

Over \$6.4m

spend with Indigenous owned suppliers and contractors

73%

of Own Brand factories in China, Taiwan & Vietnam participated in the 'Your Voice, Worker Helpline' grievance mechanism

29%

waste diverted from landfill



646 hrs

spent training Blackwoods team members on ethical sourcing

2.05 TRIFR

23%

1

Electric Vehicle under pilot trial in metro Sydney

of fleet are hybrid or electric



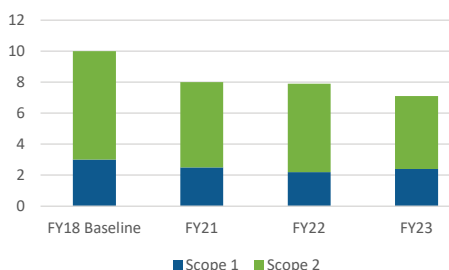
42.4%

Female employees, representing gender balance across the business

4.6%

of Blackwoods team identify as First Nations Team Members

Carbon Emissions (kt CO2e)

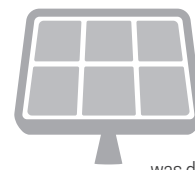


Carbon emissions

Scope 1 Emissions – 2.4 kt CO2e

Scope 2 Emissions – 4.7 kt CO2e

Scope 3 project undertaken to map emissions with further review planned for FY24



28%

of total energy use (about 1,100 MWh) was delivered from On-site solar generation from our **5 Distribution Centres**

Solar exported to the grid
- **227 MWh**

All 2023 data is at 30 June 2023 except for Ethical Sourcing metrics which is 1 June 2022 to 31 May 2023

