

# SUSTAINABILITY INSIGHTS REPORT

2025

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# **BLACKWOODS**REPORTING



## **2025 WESFARMERS ANNUAL REPORT**

Details our financial, operating and sustainability performance under Wesfarmers Industrial and Safety Division.



#### **PERFORMANCE DATA**

The performance data outlines our key non-financial data for the 2025 financial year. It forms part of our annual sustainability reporting disclosure and is inclusive of Wesfarmers and divisional data. The Databook also provides definitions, methodology and footnotes relevant to our sustainability data.



#### **2025 MODERN SLAVERY STATEMENT**

Outlines our process of identifying, assessing and addressing the risk of modern slavery in our supply chain and actions taken



## CASE STUDIES ON THE BLACKWOODS SUSTAINABILITY WEBSITE

A deeper look into some of the actions we are taking in the area of sustainability.



## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

We are contributing to a number of the United Nations sustainable development goals (SDG's) through our policies and activities. We have mapped these through the report and outline actions supporting the SDG's in detail in our communication in progress.















Blackwoods Group acknowledges the Traditional Custodians of the lands on which we live, work, and operate across Australia. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

We recognise the enduring connection that Indigenous peoples have to Country, and we honour their rich cultures, histories, and contributions. As we continue our sustainability journey, we are committed to walking alongside Indigenous communities in the spirit of reconciliation, respect, and shared progress.

## **CREATING LONG-TERM VALUE THROUGH** SUSTAINABLE PRACTICES A MESSAGE FROM THE CEO



## I am pleased to present Blackwoods Group 2025 Sustainability Insights Report.

At Blackwoods Group, doing what's right is central to how we operate for our people, our customers, and our communities.

Our commitment to sustainability is reflected in the steps we have taken to reduce emissions, improve packaging. strengthen ethical sourcing, and creating meaningful employment pathways.

In FY25, we continued to strengthen our sustainability foundations. We met our interim emissions reduction target, expanded our battery recycling program nationally and deepened our engagement with Indigenous communities through employment and supplier partnerships. We also made progress in mapping our Scope 3 emissions and improving transparency across our value chain.

Our Sustainability Plan is built around four pillars -Our People, Our Product, Our Planet, and Our Integrity and is supported by targets, governance, and a culture of continuous improvement. These pillars guide our actions and reflect the values that define Blackwoods.

As we look ahead, we remain focused on:

- supporting our customers by aiming to provide more sustainable product and procurement choices
- reducing our environmental footprint through innovation and collaboration
- creating a safe, inclusive, and empowering workplace for all team members
- investing in cyber security, digital infrastructure and education to build trust.

I'm proud of the progress we've made and inspired by the passion of our people who bring our sustainability commitments to life every day. This document highlights our FY25 efforts in Health, Safety and Wellbeing, Climate and Environmental Impact, People Development, Community, Ethical Sourcing, Conscious Procurement, Packaging and Waste, Governance, Cyber Security and Data Protection.

**Andrew Bray** 

Blackwoods Chief Executive Officer

Our Sustainability Plan is built around four pillars – Our People, Our Product, Our Planet, and Our Integrity – and is supported by targets, governance, and a culture of continuous improvement. These pillars guide our actions and reflect the values that define Blackwoods.



## **ONE OF AUSTRALIA'S LEADING INDUSTRIAL AND SAFETY SOLUTIONS PROVIDER WHO WE ARE**

Blackwoods Group is one of Australia's leading industrial and safety solutions provider, comprising three trusted businesses: Blackwoods. Bullivants. and Cm3.

Together, we deliver comprehensive integrated industrial and safety solutions across Australia, supporting customers with products, services, and compliance expertise. Throughout this report, references to "Blackwoods" reflect the collective efforts and commitments of the entire Blackwoods Group.

## Partnering with Blackwoods Group

- 300,000+ products across critical categories
- 40+ trade stores and 6 distribution centres nationwide
- 1.2 million deliveries annually
- Dedicated teams offering technical expertise and tailored support

At Blackwoods Group, we don't just supply products, we deliver integrated solutions intended to support businesses to operate safely and efficiently. Whether through our extensive product range, specialist services, or commitment to ethical and inclusive practices, we are here to support your success.

## **BLACKWOODS**

Founded in 1878, Blackwoods is the backbone of the Group, offering over 300,000 products across safety, tools, PPE, cleaning, and industrial supplies. With a national footprint of trade stores and distribution centres, we simplify procurement and deliver tailored solutions backed by expert technical support.



With over 130 years of experience, Bullivants is recognised as Australia's largest technical provider of lifting and rigging solutions. End-to-end solutions prioritise safety and compliance, supporting industries with high-risk operations through technical expertise, quality products, and nationwide service.





## СмЗ

Cm3 is a leading provider of contractor management and supply chain compliance solutions. Since 2008, Cm3 has helped organisations meet their duty of care by delivering innovative software and expert prequalification services that enhance workplace safety and compliance across high-risk industries.

As part of the Blackwoods Group, Cm3 supports customers in managing risk, improving transparency, and driving cost effective responsible procurement.

## **SUSTAINABILITY FY25** PERFORMANCE AT A GLANCE









## **OUR**

## OUR PRODUCT

#### **SAFETY**

## **2.45 TRIFR**

Total Recordable Injury Frequency Rate

#### PEOPLE, DIVERSITY & INCLUSION

#### 35% female

Senior leaders

## 15,335 hours training

Face-to-face and online

## **ADVANCING RECONCILIATION**

## 4.17%

Blackwoods team members identify as Aboriginal and Torres Strait Islander

## **ETHICAL SOURCING**

## 156 manufacturers

In Ethical Sourcing Program

## 401

Non-conformances remediated

#### **PRODUCT SAFETY AND QUALITY**

## Zero recalls

Own brand product recalls

## **CONSCIOUS PROCUREMENT**

## \$3 million +

Spent with Indigenous-owned suppliers and contractors

## \$247.493

Contributed to Fred Hollows Foundation Indigenous Program through the sale of Prosafe eyewear

#### CLIMATE

## **Down 40%**

Achieved reductions planned for our short-term 2025 target (against baseline FY18)

## 31%

Total energy use from onsite photovoltaic systems at our six distribution centres

## 30% fleet

Hybrid or electric vehicles

#### **ENVIRONMENT**

## 27%

Waste diverted from landfill

Battery recycling units deployed to trade stores

## **COMMUNITY**

## ~\$406,212

Provided to support local community programs and events

## **GOVERNANCE**

## 3.488 team members

Undertook compliance training

#### **CHANGE TO PRIVACY,** DATA AND CYBER SECURITY

## **352 team** members

participated in Cyber Security Awareness Month virtual session

#### **ECOVADIS BADGE**





## **SUSTAINABILITY OUR COMMITMENT**

Sustainability is central to how we operate. Guided by the United Nations Sustainable Development Goals, we focus on eleven core areas including climate impact, ethical sourcing, advancing reconciliation, and community contributions.

As part of our sustainability agenda, we actively assess and manage the topics most relevant and material to our operations and stakeholders. These priorities guide our sustainability efforts.

## **Global Framework**

- Task Force on Climate-related Financial Disclosures
- Global Reporting Initiative
- Sustainability Accounting Standards Board

## Stakeholder Engagement

- Identify actual and potential impacts
- Assess the significance of impacts
- Prioritise focus on the most significant impacts



MATERIAL TOPICS		COMMITMENTS	RELEVANT SDG'S
	Health, Safety and Wellbeing	We focus on providing safe workplaces.	3 metalens 8 montenant 16 feet Autu member 17 montenant member me
OUR PEOPLE	People Development, Inclusion and Diversity	We strive to create an inclusive work environment.	5 counts    S counts and   S counts and   10 minutes
	Advancing Reconciliation	We are committed to creating an environment where Aboriginal and Torres Strait Islander people feel welcome in our businesses – as team members, customers, suppliers and visitors.	5 county  8 comment on 10 county  10 county  4 ⊕ >
	Ethical Sourcing	We strive to source products in a responsible manner and partner with suppliers to improve their social and environmental practices.	1 Month  1
OUR PRODUCT	Product Safety and Quality	We commit to providing customers with safe and high-quality products.	1 Noon  3 destriction  April 12 REPORTER  April 12 REPORTER  April 12 REPORTER  APPIL 12
	Conscious Procurement	We collaborate with our supply partners, seeking innovative manufacturing and product solutions, and working towards a more circular economy.	3 granding  6 granding  7 stimular  2 consenses  13 delication  13 delication  13 delication  13 delication  13 delication  13 delication  14 stimular  15 delication  16 granding  17 stimular  18 stimular  18 stimular  18 stimular  19 delication  10 delication  10 delication  10 delication  11 stimular  12 stimular  13 delication  14 stimular  15 delication  16 stimular  17 stimular  18 stimular  18 stimular  18 stimular  19 stimular  10 stimular  10 stimular  10 stimular  10 stimular  10 stimular  11 stimular  11 stimular  12 stimular  13 stimular  14 stimular  15 stimular  16 stimular  17 stimular  18 stimular  18 stimular  18 stimular  19 stimular  10 stimular  11 stimu
OUR PLANET	Climate	We commit to reducing our Scope 1 and Scope 2 emissions, mapping our Scope 3 emissions profile, and improving our resilience to climate change.	3 mentalism  7 mentalism  8 mentalism  12 mentalism  13 mentalism  14 mentalism  15 million  15 million  16 million  17 mentalism  18 million  19 million  10 million  10 million  10 million  11 million  12 million  13 million  13 million  13 million  14 million  15 million  16 million  17 million  18 million  19 million  10 million  10 million  10 million  11 million  12 million  13 million  13 million  13 million  14 million  15 million  16 million  17 million  18 million  19 million  10 mill
	Environmental Impact	We are committed to reducing operational waste, improving end of life solutions, and minimising packaging through responsible design and recycling initiatives.	3 described   6 sections   7 consistency   8 section property   11 sections   12 sections   13 sections   13 sections   13 sections   14 sections   15 sections   15 sections   16 sections   16 sections   17 sections   17 sections   18 section   18 sections   18 section   18 sections   18 section   18 sections   18 sections   18 section   18 sections   18 section   18 sections   18 section   1
	Community Contributions	We make a positive contribution to the communities in which we operate.	1 Marry 5 miles.  S miles are a superior of the superior of th
OUR INTEGRITY	Governance	Board oversight of sustainability risks and opportunities and robust governance promote accountability, transparency and achievement of sustainable outcomes across the Group.	16 red.com
	Privacy, Data and Cyber Security	We are committed to strict compliance under the laws governing privacy, data and cyber security. We act ethically and remain true to our values of honesty, integrity and accountability.	1 Noun  Îtvêtel

We are committed to creating a safe, inclusive workplace where team members can thrive.

# <u>OUR</u> **PEOPLE**













## **HEALTH, SAFETY AND** WELLBEING

Health, safety and wellbeing continues to be top of mind at Blackwoods. That's why we embed health, safety, and wellbeing into our business - from our warehouses and trade stores to our leadership practices and team culture.

We closely manage our manual handling risks and promote good health and wellbeing practices. Through training, we empower our people to make safer choices and create an environment where hazards and risks can be identified, notified, reviewed and mitigated.

Our approach is grounded in three key priorities:

- safe people and processes across all Blackwoods operations
- safe environments through proactive risk management and injury prevention
- safe leadership that empowers our people to speak up, support one another and continuously improve.



Blackwoods Group operates under a unified Work Health & Safety Management System that provides a consistent framework for managing health and safety risks across all business units. This includes a structured risk management process to identify, assess, control and review hazards; a comprehensive training and competency framework: regular audits, inspections, and reviews to ensure compliance and continuous improvement.

As part of our ongoing commitment to continuous improvement in safety and compliance, Blackwoods has commenced a pilot of the Cm3 contractor and visitor sign-in/sign-out system at our Scoresby Distribution Centre. While we have always maintained robust site access protocols, this new digital platform enhances site safety by ensuring all contractors and visitors are aware of safety protocols and movements are accurately tracked. Following the success of the pilot, the Cm3 system will be rolled out across all Blackwoods Distribution Centres in FY26, further strengthening our contractor management and site access protocols.

Our Life Saving Rules are non-negotiable behaviours that protect our people from serious harm. These rules are promoted across all Blackwoods Group businesses and are reinforced through training, signage, and leadership engagement. These rules are supported by our S.A.M. (Stop, Assess, Move) framework, which encourages team members to pause, assess risks, and take safe action before starting any task.

Through a structured training and induction program team members, contractors and visitors are equipped with the knowledge and skills to work safely. Training is delivered through a mix of online modules, face-to-face sessions, toolbox talks, and practical assessments.

We are committed to supporting team members through early intervention, injury management, and return-to-work programs. Our approach includes prompt reporting and triage of injuries, access to trained Mental Health First Aid Officers, tailored recovery plans and workplace adjustments, and ongoing support from leaders and the People & Safety team.

#### CASE STUDY

## Safety Conversations Driving a Culture of Care at Blackwoods

Safety is an active value that is woven into everything we do. Critical to the way we operate, we are uncompromising in our approach to safety. We've taken steps to ensure a program that elevates safety leadership, so it is visible to all and engages our teams to think proactively about improving ways to be safe.

The safety interaction program gives our leaders a framework to consistently and constructively talk about safety, verify what works and reinforce safe behaviour. Providing structure to guide engagement, ensures there can be two-way dialogue, allows for coaching and leaves our team with clear and actionable safety messages.

To support the quality and effectiveness of these conversations, the program integrates:

- tailored guidance materials for specific risk categories
- real-time education and coaching opportunities
- quality reviews against defined criteria
- monthly reporting and insights to drive continuous improvement.

Insights from the program have led to several targeted safety enhancements, including:

- redesigning work environments to improve pedestrian and mobile equipment segregation
- implementing traffic management measures such as line marking and additional barriers
- delivering refresher education on Lifesaving Rules and Critical Controls
- enhancing housekeeping practices
- introducing additional manual tasking aids.

This initiative reflects our broader approach to safety one that empowers our people to make safer choices, fosters open communication, and ensures risks are proactively identified and mitigated. By embedding safety into everyday conversations, we are building a culture of care and accountability that supports our team's wellbeing and drives performance.

In FY25, we achieved a Total Recordable Injury Frequency Rate (TRIFR) of 2.45 - evidence of our relentless focus on safety and the effectiveness of our programs.

In parallel, our Safety Interaction Program fosters visible safety leadership.

Our commitment extends beyond compliance. Recognising that wellbeing is essential to safety and performance, Blackwoods' wellbeing strategy includes participation in national initiatives like STEPtember, R U OK? Day, and World Mental Health Day. Access to the Employee Assistance Program (EAP) for team members and their families, flexible work arrangements through our All Can Flex Policy, and education and awareness campaigns on mental health, psychosocial risk, inclusion, and respectful behaviour. We are committed to creating a workplace where team members feel supported, valued, and able to raise concerns without fear.

## Looking ahead

Blackwoods Group will continue to instil a strong culture of safety across the organisation. We will embed our Life Saving Rules into everyday behaviours, strengthen leadership capability to drive visible safety engagement, expand access to mental health and wellbeing support, and enhance our training programs to reflect evolving risks and operational needs. By fostering a culture of care, accountability, and continuous improvement, we are building a safer, stronger, and more resilient Blackwoods Group where every team member returns home safely each day.



onsite flu vaccinations provided to team members



1,788

team members conducted safety compliance training



320

team members joined the R U OK? Day online event in FY25



team members took part in STEPtember FY25







## **PEOPLE DEVELOPMENT, INCLUSION AND DIVERSITY**

Our people are at the heart of everything we do. We are committed to creating a safe, inclusive, and empowering workplace where every team member feels respected, supported, and able to thrive.

Guided by our Employee Value Proposition - 'Together We Care, Build Your Career, Create Connections,' we invest in our people to ensure they have the tools, opportunities, and environment to succeed.

## **Our Approach**

We believe that when our people feel safe, included, and valued, they are empowered to make a meaningful impact. Our approach to people development is grounded in:

- safety and wellbeing as a foundation for performance
- inclusive leadership that values diverse perspectives
- continuous learning through structured training and on the job development
- recognition and connection to foster engagement and belonging.

We embed these principles across the employee lifecycle from recruitment and onboarding to leadership development and career progression.

## **Training and Development**

At Blackwoods Group, we recognise the value of training in lifting capability, improving performance, fostering engagement, and ultimately delivering business results. Empowering our people with knowledge and skills to perform at their best is critical to our ongoing success.



Our learning and development framework includes:

- iGrow, our learning management system, which offers a wide range of online modules accessible anytime, anywhere, supporting both role-specific learning and broader career development
- face-to-face programs that are practical, hands on, and tailored to business priorities, ensuring learning is immediately applicable in the workplace
- leadership development through programs like 'Leading at Blackwoods' and 'Commercial Fundamentals', designed to build capability at all levels
- sales and technical training such as SEAD Selling and product knowledge sessions to support customer facing teams
- compliance and safety training to promote team member awareness and understanding of essential operational and regulatory requirements.

We also emphasise the importance of coaching and learning as part of our development culture. Team members are encouraged to work with their leaders to identify learning priorities and build personalised development plans aligned to support our business deliverables.

## **Diversity and Inclusion**

'Together at Blackwoods' is our inclusion and diversity strategy, shaped by the voices of our team members. Our vision is to create a workplace where everyone feels safe, respected, and valued regardless of background, identity, or experience.

Our strategy focuses on three key pillars:

- 1. Respecting and valuing individual differences
- 2. Creating equitable opportunities for all
- 3. Building inclusive leadership and culture.



of our workforce identified as female in FY25, with 35% of leadership roles held by women



hours of respectful workplace training conducted by team members

## **CASE STUDY**

## **Empowering Inclusive** Leadership through NAWO **Mentoring Program**

Creating an inclusive workforce requires a culture where all team members feel respected, supported and empowered. As part of our commitment to inclusion and gender balance, through its corporate membership with the National Association of Women in Operations (NAWO), Blackwoods participates in two impactful mentoring programs: the NAWO Mentoring Program and the NAWO GEM (Gender Equality Men) Program.

These programs support team members at various stages of their leadership journey. The NAWO Mentoring Program connects women in operational roles with experienced industry leaders to build confidence, capability and career pathways. Meanwhile, the GEM Program supports men who want to be stronger gender equality allies but may not know where to start.

Mark Clelland, Blackwoods State Distribution Leader in Mackay, shared how the program helped him grow personally and professionally. Leading a team spanning generations, Mark realised the importance of adapting his communication style and leadership approach to support a diverse workforce.

"I used to hear sayings thrown around casually and I didn't think much of it until I started listening more closely. The GEM program helped me understand the impact of those words and how to challenge that kind of thinking," he said.

"It's not just about calling things out, it's about creating a space where people feel safe, respected and seen. I've learned to be more mindful, especially with younger team members who might feel like they have to prove themselves."

"It reminded me everyone brings something unique and it's our job as leaders to support that. It's about breaking the stigma, not accepting the status quo, and being the kind of leader others can look up to."

#### Looking ahead

Blackwoods remains committed to partnerships aligned with our values and sustainability commitments. The NAWO programs are a cornerstone in our efforts to build a more inclusive, skilled and future-ready workforce.

CEO Address Who We Are At a Glance Materiality Topics

Our People Our Product Our Planet Our Integrity

We bring this to life through:

- acknowledging days of significance such as Harmony Day, Wear It Purple, and International Day of People with Disability. While participation is not compulsory, team members are encouraged to celebrate in ways that are meaningful to them.
- providing cultural awareness training, with over 1596 team members completing modules in FY25
- supporting gender balance and allyship through partnerships like the NAWO Mentoring Program and GEM (Gender Equality Men) initiative, which empower women and men to lead inclusively and challenge bias in operational environments
- growing Indigenous representation through employment, supplier partnerships, and community engagement.

## Looking ahead

In FY26, Blackwoods Group will continue to invest in building a safe, inclusive, and future-ready workforce. We will expand leadership development and focus on initiatives that build capability for both current and future needs, while continuing to deepen our inclusion efforts through programs such as NAWO and GEM. We will also launch ENABLE a supportive network for team members with disability, carers, and allies fostering awareness, connection, and growth. Our focus remains on growing Indigenous representation, embedding cultural capability, and fostering a workplace where every team member feels respected, supported, and empowered to thrive.

Empowering inclusive leadership: Blackwoods corporate membership with NAWO to advance gender equality through mentoring and allyship programs.











## **ADVANCING** RECONCILIATION

At Blackwoods Group, reconciliation is a shared responsibility and a core part of how we operate.

We are committed to creating meaningful opportunities for Aboriginal and Torres Strait Islander peoples through employment, supplier partnerships, education, and community engagement. Our vision is an Australia that affords equitable opportunities for all, and we are proud to support Indigenous inclusion across our operations.

"Reconciliation is not just a commitment, it's a responsibility we carry with pride. Through partnerships, education, and action, we are building a workplace where Indigenous voices are heard, respected, and empowered."

Kari Banick, Chief Operating Officer, Blackwoods

## **Our Indigenous Engagement Programs**

## **Building Pathways Through Employment**

We continue to grow our Indigenous employment footprint across Blackwoods, supported by strategic partnerships with the Clontarf Foundation and Career Trackers. We continued to host school-based trainees at Blackwoods sites in FY25, with Bullivants also exploring traineeships and work experience opportunities. Through our partnership with Clontarf, our team members participate in cultural immersion experience, such as the Clontarf Kakadu and Pilbara trips, deepening their understanding of Country and culture.



of Blackwoods employees identify as Aboriginal and/or Torres Strait Islander

We also support leadership development through the Wesfarmers Indigenous Leadership Program (WILP), with Blackwoods team members participating in the Certificate Il program. These initiatives are helping us build a strong pipeline of Indigenous talent across different levels of the business.



## **Empowering through Supplier Diversity**

We are proud to partner with Indigenous-owned businesses across our supply chain. Blackwoods continues to expand its Indigenous product range, including partnerships with Geared Up Culcha, Surekleen Chemicals, Keipa Water and Baidam Solutions. Bullivants is focused on sustainable service partnerships, engaging Indigenous vendors for labour hire and pre-employment medical services.

Both businesses are active participants in Supply Nation and have contributed to the development of internal governance processes to validate Indigenous supplier credentials and improve reporting accuracy.



## Supporting the Next Generation

Bullivants continues to fund the Bullivants Indigenous Scholarship Program, providing \$10,000 annually to Indigenous tertiary students pursuing careers in engineering. This initiative is supported through the sale of Bullivants Grade 100 Alloy Chain Slings, combining product innovation with social impact.

We also support the Fred Hollows Foundation Indigenous Program, with Blackwoods contributing over \$3 million since the partnership began. In FY25, we expanded our support to include new social impact initiatives such as the Clean with Purpose program with Surekleen, which will launch in FY26.



## **Celebrating Culture and Community**

Cultural awareness is embedded in our operations through training, events, and site-based initiatives. In FY25, Blackwoods hosted a collaborative artwork project at Carole Park and participated in national events such as NAIDOC Week and National Reconciliation Week including the Reconciliation WA Breakfast. Bullivants has installed Acknowledgement of Country plagues at key hubs and continues to engage team members through its Indigenous Engagement Committee.



team members completed facilitated cultural awareness training with a further 374 instances of pre-recorded learning module completion

## Looking ahead

As we look to FY26 and beyond, Blackwoods Group is committed to deepening our reconciliation journey through meaningful action and sustained partnerships. We intend to continue to grow our school-based traineeship program in collaboration with the Clontarf Foundation, expand participation in the Wesfarmers Indigenous Leadership Program, and strengthen our Indigenous employment pipeline across various levels of the business. Our focus will also include enhancing cultural capability through targeted training and embedding cultural learning into leadership and onboarding programs.

We are also preparing to launch new initiatives that support Indigenous economic empowerment, including the "Clean with Purpose" social impact program and expanded Indigenous product offerings. With improved systems for supplier validation and reporting, we aim to increase transparency and accountability in our engagement. Through these efforts, Blackwoods and Bullivants will continue to honour the strength, vision, and legacy of Indigenous peoples, building a more inclusive and equitable future for all.

## **CASE STUDY**

## Blackwoods and Bullivants Indigenous Program -Empowering Futures through the Clontarf Foundation

At Blackwoods, we are proud to be a founding partner of the Clontarf Foundation, a relationship that began in 2001 and continues to grow in impact and reach. The Foundation's mission to improve the education, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men align closely with our commitment to creating meaningful and sustainable employment opportunities for Indigenous Australians.

## **Creating Pathways to Employment**

Blackwoods supports Clontarf students through school-based traineeships across the country, offering real world, paid work experience in areas such as customer service and warehousing. These placements provide students with the opportunity to gain qualifications, build confidence, and develop the skills needed to transition into full time employment.

Many Clontarf alumni have gone on to join Blackwoods permanently, working in roles across our national network. Their presence is especially valuable when new trainees begin their journey, offering mentorship, encouragement, and a lived example of what's possible.

"In 2016, after Clontarf joined my school, I received a school-based traineeship with Blackwoods. Clontarf helped me discover my work ethic, get my driver's licence, and commute to work. They still support me today. I've worked in Sydney, Dubbo, and now Newcastle."

Junathean Coady, 2017 Chifley Academy alumnus and Forklift Driver, Blackwoods Newcastle

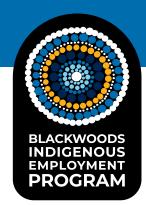
## A National Partnership with Local Impact

Blackwoods and Bullivants team members actively engage with Clontarf academies by attending employment forums, hosting site visits, and supporting academy events. Our partnership is built on shared values and a long-term commitment to supporting Indigenous youth through education and employment.

"The Clontarf Foundation is helping shape the next generation of Indigenous leaders. Through our partnership, we're not only creating employment pathways, we're building confidence, capability, and community. It's a privilege to be part of the development of these young men as they grow into their potential."

Kari Banick, Chief Operating Officer, **Blackwoods Group** 

As the saying goes, "Once a Clontarf boy, always a Clontarf boy." At Blackwoods, we're proud to walk alongside Clontarf in building brighter futures.



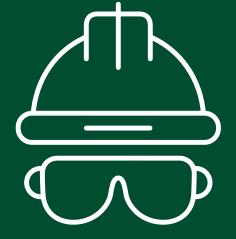
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The Clontarf Foundation is helping shape the next generation of Indigenous leaders.

Kari Banick, Chief Operating Officer, Blackwoods Group

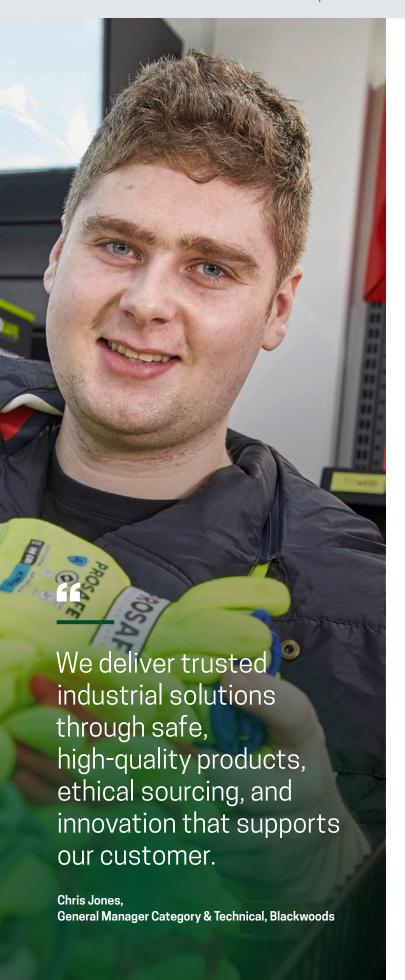
We commit to providing customers with high-quality and safe products, sourced in a responsible manner in partnership with our supply partners. Our products support safety, working towards a more circular economy and long-term value.

# **OUR PRODUCT**





CFO Who At a Materiality Our Our Our Our Address We Are Glance Topics People Product Planet Integrity











## ETHICAL SOURCING

Respecting and maintaining human rights within our operations and supply chain is integral to doing business.

At Blackwoods, we are committed to upholding human rights and promoting ethical, transparent sourcing practices across our global supply chain. Guided by the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the Universal Declaration of Human Rights, our Ethical Sourcing Program is designed with the aim that all workers in our operations and supply chain are treated with dignity and respect.

Our Ethical Sourcing Policy, which suppliers must acknowledge during onboarding, outlines expectations across key areas including modern slavery, freely chosen labour, child labour, working hours, wages, health and safety, anti-bribery, and environmental standards. We are long-standing members of Sedex and use the SMETA 4-Pillar Audit methodology to assess compliance. Audits are conducted by APSCA-certified third-party auditors and are followed by structured remediation processes. Where suppliers fail to demonstrate adequate commitment to improvement, we reserve the right to discontinue the relationship.



To complement audits, we provide a helpline called 'Your Voice', which is managed by QIMA and enables workers to raise concerns confidentially. The helpline gives voice to workers and helps identify issues not always visible through formal assessments.

Within our broader strategy we take a proactive and structured approach to identifying and mitigating modern slavery risks. This includes mapping supply chains, conducting risk assessments, and engaging with suppliers to build capability and resilience. Where issues are identified, we prioritise worker safety, educate suppliers, and implement remediation plans that include responsible recruitment, contract transparency, and protection of worker documentation

## Looking ahead

In FY26, we intend to launch multilingual educational resources for suppliers and continue to embed due diligence tools such as our Preferred Material and National Brand Risk Management Programs. These initiatives aim to strengthen transparency, accountability, and ethical practices across our supply chain.



## **2025 ETHICAL SOURCING INFOGRAPHIC**









## **PRODUCT SAFETY AND QUALITY**

At Blackwoods, quality is integral to how we operate and deliver value to our customers.

Our Quality Management System (QMS) is a structured framework of processes and practices designed to meet customer expectations, support compliance, and drive continuous improvement. Certified to ISO 9001:2015 Quality Management System standard by an independent certifying body, our QMS demonstrates our commitment to international standards and reinforces customer confidence in the reliability of our products and services.

When a product or service issue arises, it is logged in our internal reporting system. Aligned to Blackwoods risk framework an investigation and root cause analysis is conducted in collaboration with the supplier to prevent recurrence. This disciplined approach is intended to address quality issues promptly and systematically.

In FY25, we advanced our QMS through several key initiatives. We re-evaluated and documented critical business pathways to ensure our processes remain resilient, adaptable, and aligned with evolving customer and regulatory expectations. Our internal audit program was also enhanced, covering 25 critical focus areas annually. These audits are conducted by cross-functional teams across our Distribution Centres and Trade Stores, helping us proactively identify and mitigate operational risks.

We also invest in capability building through internal education programs such as iGrow and group training, equipping our teams with the knowledge and skills to uphold high standards of quality and compliance.

Beyond internal operations, Blackwoods is strengthening supplier engagement through our Risk Management Program. The program is a comprehensive risk assessment tool used to evaluate both national and international suppliers across key areas including quality, product safety, sustainability, ethical sourcing, and compliance with key legislation.

As at the end of FY2025, we have engaged over 100 suppliers into the program, working closely with them to align their capabilities with our Supplier Requirements. This collaboration is intended to enhance transparency and supports shared goals around modern slavery risk mitigation, product stewardship, and sustainable sourcing.

Our QMS was recently recognised by a strategic customer following an audit across more than 50 assessment criteria, including procurement, product quality, ESG performance, business continuity, cyber security, and workforce capability. The audit concluded that Blackwoods' QMS is mature, with a strong leadership team and a forward looking approach to customer excellence and climate resilience.

## Looking ahead

In FY26, Blackwoods plans to continue to strengthen its Quality Management System by expanding internal audit coverage, enhancing supplier risk assessments, and embedding quality education across all business units. We will connect with suppliers to drive product stewardship through compliance with evolving standards, reinforcing our commitment to delivering safe, reliable, and high performing products to our customers.

Commitment to quality and safety: Blackwoods' ISO 9001:2015 certification and structured training programs uphold standards.

















## **CONSCIOUS PROCUREMENT**

Conscious procurement is more than a purchasing strategy. It is a commitment making informed decisions that consider environmental, ethical. and social impacts.

We believe in progress over perfection. Sustainability is complex, and no product is impact free. That is why we are committed to empowering our customers with better information so that they may make informed choices aligned with their values.

In FY25, we continued to evolve our approach by embedding environmental, ethical, and social considerations into our sourcing decisions, we invested in circular economy and packaging awareness training for our category, own brand, sustainability and sales teams to drive thought leadership and alternative conscious choices to ensure responsible product representation and procurement practices.

We are preparing to launch the 'Blackwoods Conscious Procurement Choice Framework', designed to identify and promote products with positive social aspects such as Indigenous suppliers and reduced environmental impact credentials.

We hope that by providing customers with more information about products, customers may opt for more conscious procurement. As we challenge ourselves and our partners, we anticipate this range will continue to grow and evolve.

#### **CASE STUDY**

## Empowering safer, smarter contractor engagement

As part of Blackwoods Group, Cm3 plays a critical role in supporting customers to make more conscious procurement decisions. Cm3 is a leading provider of contractor management and supply chain compliance solutions, helping businesses meet their duty of care through expert-led assessments and innovative software.

In FY25, Cm3 supported customers across high-risk industries by:

- enhancing transparency in contractor safety and compliance
- providing rigorous pregualification processes
- promoting responsible procurement aligned with customer ESG goals.

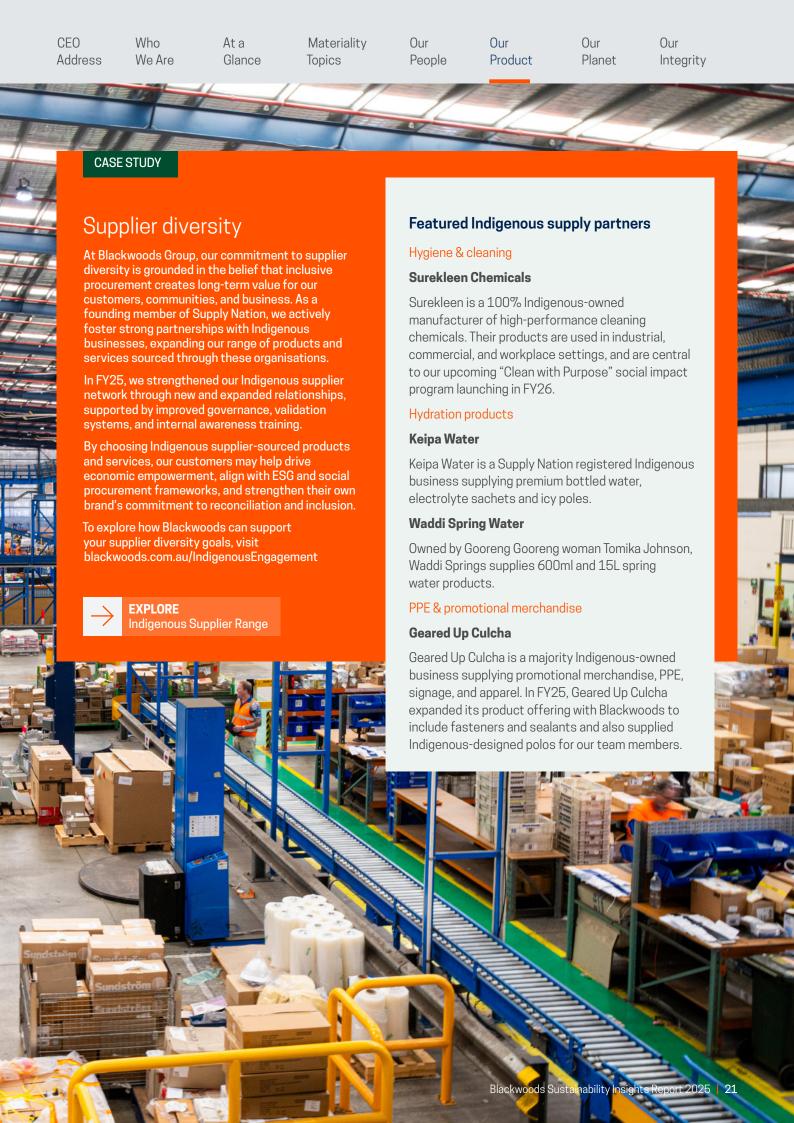
By embedding Cm3 into their procurement processes, customers can gain oversight about contractors' safety standards and compliance practices.

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Cm3 helps our customers manage risk, improve transparency, and drive responsible procurement - key pillars of conscious procurement.

Daniel Watts, Head of Cm3







## **CASE STUDY**

## Spotlight on sustainability uvex and Blackwoods

At Blackwoods, we are committed to recognising suppliers which embed sustainability into their operations from product innovation or ethical sourcing and community engagement. As part of Blackwoods' FY25 Supplier Awards, we proudly named uvex our Sustainability Supplier of the Year, acknowledging its exceptional leadership in sustainable manufacturing and circular product design.

This award celebrates suppliers who demonstrate excellence across key sustainability criteria, including the use of recycled and recyclable materials, full lifecycle product stewardship, ethical sourcing practices, and meaningful community partnerships. uvex stood out for its transparent climate action, innovative use of bio-based and recycled materials, and its commitment to reducing environmental impact across its value chain.

The Uvex approach reflects the spirit of the Blackwoods Sustainability Award: driving long-term change through innovation, accountability, and collaboration.

One standout product available through Blackwoods is the uvex i-guard planet 9143-292 safety goggle. This product exemplifies uvex's approach to circular design and responsible manufacturing. It features:

- 50% bio-based materials in the side frames
- 35% recycled materials and 22% recycled rPET plastic from bottles
- metal-free construction and FSC-certified packaging
- uvex supravision\* excellence coating for anti-fog and anti-scratch performance
- UV400 protection and ergonomic design for comfort and safety.

This product is part of uvex's broader "planet" range, which includes innovations like the uvex 1 G2 planet safety shoe, made with recycled polyurethane waste and designed for full lifecycle sustainability.







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Our People Our Product Our Planet

Our Integrity

## Highlights from uvex's Sustainability Leadership

## **Product carbon footprint**

uvex calculates full lifecycle CO2 emissions (Scopes 1, 2 & 3) using ISO 14067 standards and SimaPro software, enabling transparency and accountability.

#### Climate action

98.4% of electricity from renewables since 2014; net zero target by 2045; solar installations and green gas usage.

#### **Waste reduction**

PU waste is recycled into new midsoles; packaging waste reduced through design optimisation.

## **Ethical sourcing**

Established risk management program, REACH compliance, and a modern slavery policy aligned with ILO conventions.

## Community engagement

Partnerships with local organisations and initiatives like Seabin® for ocean health.

## 66

uvex's holistic approach from carbon transparency to circular product design sets a benchmark for what sustainable manufacturing can look like.

Emma Mackenzie, Sustainability Manager, Blackwoods

## Looking ahead

In FY26, we plan to launch the Conscious Procurement Choice Framework, expand our social and environmentally responsible product range and deepen collaboration with suppliers like uvex to drive innovation and transparency and support customers with tools and insights to support better-informed procurement decisions.



We take action to reduce our environmental footprint. Through emissions reduction, waste minimisation, and circular economy initiatives, we are striving for operational excellence and community impact.

# <u>OUR</u> **PLANET**



















## **CLIMATE**

At Blackwoods, we recognise we play a role in reducing emissions and building resilience to climate change.

Our approach is aligned with our Environment and Climate Policy and focuses on reducing Scope 1 and 2 emissions, mapping Scope 3 emissions, and embedding climate considerations into our operations and decision making.

We are committed to:

- supporting the global transition to a low emissions economy
- reducing our operational emissions footprint through site consolidations, energy efficiency measures, renewable energy, and site upgrades
- mapping and understanding our Scope 3 emissions to identify reduction opportunities across our value chain.

Blackwoods is working towards net zero Scope 1 and 2 emissions by 2035, with an achieved interim target of a 40% reduction by 2025 (from a 2018 baseline).



## Blackwoods Group climate risks and opportunities

PHYSICAL RISKS	TRANSITIONAL RISK	OPPORTUNITIES
Extreme weather events (e.g. floods, heatwaves, cyclones) may disrupt operations, damage assets, and impact supply chains.	Regulatory changes (e.g. carbon pricing, product bans) may increase costs or limit product availability.	Investing in renewable energy and energy efficiency to reduce costs and emissions.
Longer dry spells and increased rainfall intensity could affect product availability and logistics.	Shifting customer expectations may drive demand for lower-emissions and circular products.	Developing circular product models, continue to grow conscious procurement choices and sustainable packaging.
Health and safety risks for team members due to heat stress and poor air quality.	Reputational risks if emissions-intensive operations are not addressed.	Partnering with suppliers and customers to reduce Scope 3 emissions and improve resilience.

Blackwoods Environment and Climate Policy sets minimum standards for managing climate-related risks and opportunities, as shown above. Oversight is provided by the Wesfarmers Board and Audit and Risk Committee, with Blackwoods leadership responsible for implementation.

Key governance mechanisms include:

- Quarterly Carbon and Energy Forums to share knowledge across Wesfarmers divisions.
- Internal shadow carbon pricing to guide investment decisions.
- Integration of climate strategy into corporate planning and capital allocation.

Our climate strategy is focused on embedding carbon awareness into our operations, supply chain, and decision-making processes.

We are taking a disciplined, data driven approach to reduce our operational emissions (Scope 1 and 2), while also mapping and addressing our Scope 3 emissions across the value chain. Our strategy is underpinned by Blackwoods Environment and Climate Policy and aligned with the Wesfarmers Group's broader decarbonisation goals.

Our interim and net zero targets assume that emission reduction technologies relating to distribution assets (including heavy vehicle distribution) will continue to develop in the coming years, as they have in recent years, and that in time they will become commercially viable and operate at scale to meet these targets. It is also assumed that government policy will be supportive of climate change action.

Hard-to-abate sectors are those that are widely recognised as having no readily available or commercially viable technology to abate their carbon emissions. This is particularly acute for the Blackwoods' extensive distribution network whereby technologies are either newly commercialised, currently in development and/or currently economically unviable alternatives.

Key focus areas include:

- integrating climate risk and opportunity assessments into strategic planning
- improving energy efficiency across our distribution centres and facilities
- expanding on-site solar generation and increasing the share of renewable electricity in our energy mix
- collaborating with suppliers and customers to reduce emissions across the value chain
- leveraging data and digital tools to enhance emissions tracking, forecasting, and scenario planning.

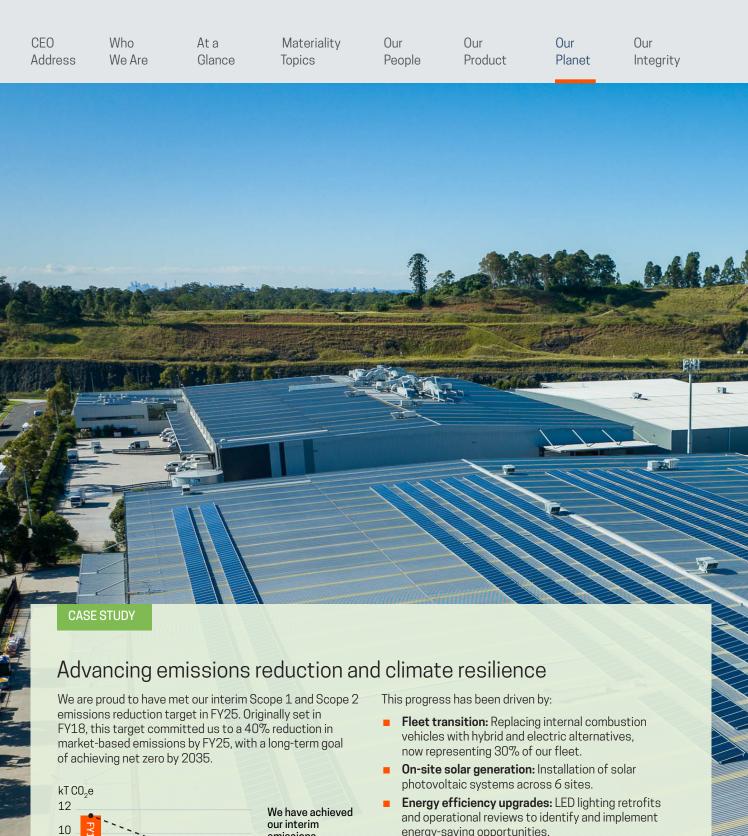
As we continue to mature our climate response, we are committed to transparent reporting, stakeholder engagement, and continuous improvement. Our strategy reflects both the urgency of climate action and the opportunity to contribute to sustainable industrial supply.

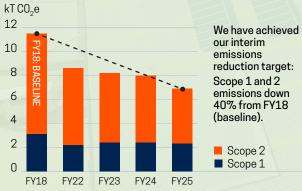
## Looking ahead

As we look to FY26, Blackwoods plans to build on its emissions reduction achievements by continuing our transition to renewable energy (matching our electricity needs with electricity from renewable sources), expanding solar installations, and engaging suppliers to reduce Scope 3 emissions. We will continue to embed climate resilience into strategic planning and investment decisions, supporting our long-term goal of net zero Scope 1 and 2 emissions by 2035.

Climate disclosures - note:

• Consistent with the Wesfarmers Climate Policy, greenhouse gas emission baselines will be updated in the event of material or significant portfolio changes, such as material changes to production volumes (including through substantial plan investments) and mergers, acquisitions and divestments. Baselines will also be updated to reflect changes in greenhouse gas emission reporting protocols including changes in reporting (including operational control) definitions. Should changes to baselines occur, then adjustments may be made to the interim Scope 1 and 2 emissions reduction targets or may be made to the net zero targets.





Our reporting boundary is based on operational control as defined by the National Greenhouse and Energy Reporting Act 2007 (Cth). Scope 2 emissions are stated using market-based accounting, in accordance with the World Resource Institute's Greenhouse Gas Protocol Scope 2 guidance.

- energy-saving opportunities.
- Site optimisation: Consolidation and closure of underutilised sites to improve energy performance.
- Renewable energy procurement: Phased acquisition of renewable energy certificates to reduce Scope 2 emissions.

These initiatives reflect our commitment to continuous improvement and responsible energy management.

Blackwoods will continue to focus on emissions abatement and grassroots decarbonisation initiatives to meet our 2035 net zero goal.



## **CASE STUDY**

## Enhancing Scope 3 emissions transparency

In late 2024, Blackwoods partnered with a specialist software provider to support more accurate, consistent and transparent scope 3 emissions reporting. This platform enables:

- detailed supply chain emissions mapping
- advanced analytics for forecasting and trend analysis
- identification of high-impact emissions sources
- scenario planning and decarbonisation strategy development.

This capability will allow us to identify and share opportunities for scope 3 emissions reduction.

More than 90% of emissions associated with our business are estimated to occur outside our direct control in the sourcing, production, use and disposal of the products we sell. These emissions are linked to:

- raw material extraction and processing
- manufacturing and packaging
- transportation and distribution
- product use and end-of-life treatment.

Understanding these emissions is critical to achieving our 2035 net zero target and supporting our customers in meeting their own sustainability goals.



Total FY25 Scope 3 emissions ■ Total Scope 3 Upstream

■ Total Scope 3 Downstream

## **Next Steps**

As we refine our Scope 3 data, we plan to engage with strategic suppliers and customers to:

- share emissions insights and identify reduction opportunities
- support supplier capability building in emissions reporting
- explore circular product design and sustainable material substitution.

This work will also inform future pilot projects and partnerships aimed at reducing emissions across our value chain.















## **ENVIRONMENTAL IMPACT**

At Blackwoods, we are committed to reducing the waste to landfill of our operations, product and packaging. Through our Packaging Strategy, National Waste Management Program and product end of life solutions we are driving continuous improvement, supporting a circular economy.

## **CASE STUDY**

## Battery stewardship adds power to sustainability efforts

In partnership with EcoBatt, Blackwoods has introduced battery recycling collection units in all of its trade stores across Australia. This initiative supports the B-Cycle Battery Stewardship Scheme and provides customers with a free, convenient way to recycle used household, power tool, and mobile phone batteries.

Blackwoods collection bins are equipped with temperature sensors, fill-level monitors, and GPS tracking to ensure safe and efficient collection. Recovered materials such as lithium, copper, and steel are repurposed into new batteries or used in other Australian industries.

We are also exploring bespoke battery take-back solutions for larger customers. This is the start of our journey to move closer to a circular model.



From active recycling programs across all facilities to responsible packaging design, our initiatives are focused on improving material choices and reducing, replacing, and recycling. These efforts reflect our broader commitment to sustainable procurement and operational excellence.

## Operational waste management

Blackwoods and Bullivants have a national waste management contract and are committed to minimising the amount of waste sent to landfill. We recycle cardboard and paper, co-mingled plastic, timber and aluminium and organic waste (trialled at selected distribution centres).

Monthly waste data is reviewed by leaders and our waste provider to identify improvement opportunities.

Blackwoods Group follows the waste hierarchy prioritising reuse, recycling, and responsible disposal and remains focused on reducing waste at the source.

Bullivants is actively contributing to our goals through initiatives such as plastic tag recycling, synthetic sling recycling trials, and the implementation of a three-bin office and warehouse recycling system. These efforts are complemented by participation in the Containers for Change program in Perth.

## **End-of-life solution**



waste diverted from landfill

Driving sustainability at the ground level: Bullivants team members reduce waste through pallet recycling and packaging.





We are exploring and implementing initiatives that reduce waste and promote responsible disposal and recycling. This includes working with suppliers to identify recyclable materials, offering take-back programs for select product categories, and providing guidance on sustainable disposal practices. By embedding end-of-life considerations into our procurement and product development processes, we aim to help our customers and team members make more conscious choices.

## **Packaging**

We are members of the Australian Packaging Covenant Organisation (APCO) and have embedded the Sustainable Packaging Guidelines (SPG) into our exclusive brand product development process.

This involves assessing and improving exclusive brand packaging components, engaging national brand suppliers to align on sustainable packaging practices and educating customers on how to manage packaging waste responsibly

We continue to build awareness across our network through:

- waste and recycling education in branches and distribution centres
- office-based waste reduction initiatives
- partnerships with charities and recyclers
- secure disposal processes with certified providers.

## Looking ahead

In FY26, Blackwoods plans to expand its end of life initiatives to additional product categories and continue to roll out redesigned packaging that supports recyclability and material reduction. We intend to strengthen efforts to reduce operational waste through targeted education, bin audits and enhanced data tracking. These actions may support our broader goals of waste minimisation across our operations.



## 60% recycled

Bullivants now uses cardboard alternatives for chain sling and cut chain buckets — 60% recycled and fully recyclable.

Cardboard pallet prototypes are in trial, and thinner pallet wrap, plus wider tape, to cut material use and boost efficiency across all hubs.

## **CASE STUDY**

## Reducing packaging waste in the JBS insulated hand tools range

As part of Blackwoods' commitment to sustainable packaging, we continue to work closely with our own brand suppliers to identify opportunities to reduce environmental impact across our product lines. A recent example of this is the packaging transformation of the JBS insulated hand tool range – a line of hand tools (including screwdrivers and pliers) certified to 1000 volts insulation.

Historically, the range was packaged in hard plastic hanging card that was difficult for customers to recycle. In FY25, Blackwoods partnered with our supplier to redesign the packaging. The result, a new, streamlined format that eliminates the majority of non-recyclable plastic. The only remaining plastic component is a clear tie, which is minimal compared to the original packaging and necessary for securing the product.

The new packaging not only improves recyclability but also reduces material use and is intended to simplify disposal for customers.

This initiative is expected to remove approximately 4.8 tonnes of packaging from the supply chain.

This change supports Blackwoods' broader packaging goals by:

- eliminating unnecessary packaging
- prioritising materials that are easier to recycle
- aligning with our Sustainable Packaging Guidelines, which provide clear direction on preferred materials and design principles.

This initiative demonstrates data driven collaboration with a supplier leading to reducing waste, and supporting a more circular economy.















## **COMMUNITY**

Our communities are the backbone of our operations, and we are proud to support groups that work hard to make a real difference.

Across Blackwoods, Bullivants and Cm3, our team members are passionate about giving back - whether it's lending a hand to local schools, supporting grassroots fundraisers, or simply showing up for causes that matter. These efforts reflect the shared values of the Blackwoods Group.

From Darwin to Newcastle, Morwell to Greystanes, our people have rallied behind initiatives like Movember, Fight MND, Australia's Biggest Morning Tea, and the Good Friday Appeal. Whether it's baking treats, donating prizes, or crafting pet beds from recycled materials, every contribution reflects our shared commitment to building a better Australia.

Supporting local communities: From donating recycling bins to Korumburra Secondary School (left) to raising awareness through Movember (below), our teams are making a meaningful impact.





## CASE STUDY

## **Bullivants Perth:** local action, national impact

At Bullivants, giving back to the community and supporting those in need is a core value. The Perth branch has been a shining example of grassroots sustainability and social impact.

In the lead-up to International Women's Day, the branch collected and donated women's sanitary products to Share the Dignity, a charity supporting women and girls experiencing period poverty across Australia.

Through the Containers for Change program, the team has been collecting and recycling used bottles and cans, raising over \$1200 for mental health charity, Beyond Blue.

The team extended their support to remote Indigenous communities, donating over 40kg of clothing to the Remote Op Shops Project, which benefits communities like Kalumburu in Western Australia.

Battery recycling bins have been provided for employee use. These are processed through Envirostream, ensuring safe and responsible recycling of lithium-ion batteries.

These initiatives reflect Bullivants' commitment to sustainability and community and serve as an inspiration for other branches across the Group to adopt similar practices.



In FY25, a number of Cm3 team members volunteered at Foodbank, helping to sort and pack essential food supplies for vulnerable Australians. This hands-on support reflects Cm3's commitment to community impact and aligns with the broader Blackwoods Group values of care and contribution.

We proudly support a wide range of community groups from kindergartens and sporting clubs to service organisations and local charities. Our teams have donated recycling bins to schools, raised funds for health and wellbeing programs, and partnered with organisations like CareFlight, RSPCA, and Cancer Council to make a meaningful impact.

These moments big and small reflect our culture. A culture of care, connection, and contribution. Together, we're not just supporting communities, we're part of them.

## Looking ahead

Blackwoods Group will continue to support grassroots and national community initiatives in FY26, with a focus on health, education, and sustainability. We aim to grow our partnerships with local organisations, volunteering opportunities, and empower team members to lead community impact projects that reflect our values of care, connection, and contribution.

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Our teams have donated recycling bins to schools, raised funds for health and wellbeing programs, and partnered with organisations like CareFlight, RSPCA, and Cancer Council to make a meaningful impact.

Who We Are At a Glance Materiality Topics

Our People

Our Product Our **Planet**  Our Integrity





We uphold governance, digital responsibility, and data privacy. Our approach supports transparency, accountability and ethical conduct.

# OUR INTEGRITY









## **GOVERNANCE**

## Governance is central to achieving sustainable outcomes across the Group.

We maintain strong oversight of sustainability risks and opportunities through a structured governance framework (see below).

We are committed to meeting applicable legislative requirements including those related to competition, consumer protection, employment, ethical sourcing, modern slavery, anti-bribery, product safety, environmental management, and workplace health and safety while continuously improving our practices in line with evolving standards and stakeholder expectations. As part of the governance framework, regular training is conducted for team members. In FY25, 3,488 team members participated in training with respect to key compliance areas including competition and consumer law.

BOARD OVERSIGHT

Sustainability governance begins at the divisional level, where each business identifies and reports on material sustainability issues. These reports are endorsed by Divisional Boards and submitted to Wesfarmers for review.

## **GROUP** LEVEL REVIEW

Wesfarmers' Corporate Office consolidates divisional reports and submits them to the Wesfarmers Limited Audit & Risk Committee and Board for oversight and feedback.

## **INDEPENDENT ASSURANCE**

Our sustainability data, disclosures, and materiality assessments are independently assured to ensure accuracy and integrity.





## PRIVACY, DATA AND **CYBER SECURITY**

In an increasingly digital world, we recognise the importance of protecting the data entrusted to us by our customers, suppliers, and team members

At Blackwoods Group, safeguarding our digital environment is a critical component of our integrity commitment. In FY25, we strengthened our cyber security posture through strategic investments in infrastructure, training, and partnerships.

We delivered targeted education to our workforce, with 352 team members participating in Cyber Security Awareness Month and over 850 hours of cyber and data privacy training completed. These efforts reflect our proactive approach to digital governance and our commitment to educating every team member about their role in protecting sensitive information.

We continue to invest in our digital infrastructure and capabilities to support the responsible use, storage, and protection of data across our operations.

## Looking ahead

In FY26, Blackwoods will continue to uphold strong governance practices, expanding independent assurance, and embedding double materiality and climate risk into divisional planning. We will strengthen data governance and cyber security protocols.



team members participated in Cyber Security Awareness Month virtual session



team members 853 hours conducted cyber and data privacy training

## Our approach to cyber security and digital integrity

#### CYBER PROGRAM

Compliance with relevant privacy and data protection laws, active risk management, board oversight and engagement with Wesfarmers Corporate Office.

#### **DATA PROTECTION**

Implementing a Group-wide data governance policy that classifies and manages data to balance strategic value, security, and compliance.

#### **CYBER SECURITY**

Continuously monitoring and responding to a dynamic cyber threat landscape, with a focus on sensitive data, regulatory expectations, and emerging technologies. Working to protect Blackwoods Group team members' data.

#### PAYMENT SECURITY

Maintaining Payment Card Industry Data Security Standard (PCI DSS) assurance where customer cardholder data is managed.

#### **CASE STUDY**

## Strengthening cyber security with BAIDAM Solutions

As part of our commitment to ethical procurement and digital resilience, Blackwoods works with BAIDAM Solutions, an Indigenous-owned cyber security firm, to enhance our information security capabilities.

BAIDAM provides advanced cyber security services across the Group, supporting threat detection, risk mitigation, and compliance with evolving digital standards. BAIDAM's expertise has been instrumental in strengthening our internal systems and protecting sensitive data across our operations.

This partnership not only supports our cyber security strategy but also aligns with our reconciliation and supplier diversity goals. By engaging BAIDAM, we are investing in Indigenous enterprise and contributing to the growth of a high-impact, future-focused sector.





## Blackwoods