

Blackwoods

CREATING LONG-TERM VALUE THROUGH SUSTAINABLE PRACTICES

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.



Blackwoods SUSTAINABILITY PERFORMANCE 2025

INDIGENOUS ENGAGEMENT



4.5%

of Blackwoods team identify as Aboriginal and Torres Strait Islander team members



>\$3 million

spent with Indigenous-owned suppliers and contractors

PEOPLE



46%

female employees

29%

female leaders

HEALTH, SAFETY AND WELLBEING



2.22 TRIFR

(Total Recordable Injury Frequency Rate)

COMMUNITY



\$378,414

donated to a variety of community groups

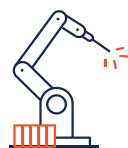
QUALITY MANAGEMENT



ISO 9001

certified by BSI under certificate number FS 728800

ETHICAL SOURCING



145 manufacturing sites

within Ethical Sourcing Program



378

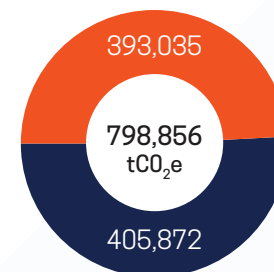
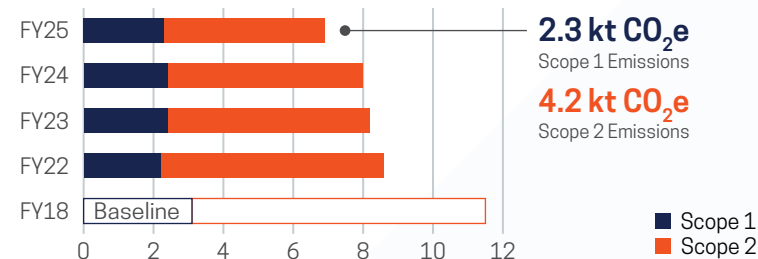
non-conformances remediated



575 hours

spent training Blackwoods team members on ethical sourcing

CARBON EMISSIONS (kt CO₂e)



Total FY25 Scope 3 emissions
 ■ Total Scope 3 Upstream
 ■ Total Scope 3 Downstream

SOLAR



31% of total energy use

delivered from onsite solar photovoltaic systems at our six Distribution Centres.

WASTE



27%

waste diverted from landfill

FLEET



30%

hybrid or electric fleet vehicles

All FY25 data is as of 1 July 2024 to 30 June 2025.

