



Advancing the world's supply networks

Brambles

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Boundaries

The sustainability data in the Annual Report, Sustainability Review, and the Five-Year Performance Summary covers the Brambles' Group for the fiscal year ended 30 June 2024 (FY24, or 'the year'). Brambles Limited is an ASX-listed supply chain logistics company with a network of 750+ service centres in ~60 countries, employing ~13,000 people. Brambles is a provider of supply chain logistics solutions based on the provision of reusable pallets, crates, and containers for shared use by multiple participants throughout the supply chain. Brambles primarily serves customers in the fast-moving consumer goods (e.g., dry food, grocery, health, and personal care), fresh produce, beverage, retail, and general manufacturing industries. During FY24 Brambles operated primarily through the CHEP brand and manages its businesses within the following operating segments:

- CHEP EMEA – The pallet and container pooling businesses in Europe, India, Middle East, Türkiye, and Africa, in addition the CHEP-branded RPC (Reusable Plastic Crates) business in South Africa
- CHEP Americas – The pallet and container pooling businesses in the Americas, and
- CHEP Asia-Pacific – The pallet and container pooling businesses in Asia-Pacific and the CHEP-branded RPC business in Australia and New Zealand.

All indicators for CHEP China (formerly part of CHEP Asia-Pacific) were discontinued following the completion of the merger with Loscam (Greater China) in March 2023.

The FY24 Sustainability reporting covers operations as listed above. Further information on site specific scoping is included throughout this document.

Every year improvements are made in the way data is gathered and processed. This can lead to increased accuracy for already reported figures. When this occurs, Brambles are transparent about data restatements. Where relevant, restatements are explained in footnotes in the Annual Report, Sustainability Review and 5-year performance spreadsheet.

Standards used and referenced in reporting

The above material topics are compared to those listed in sustainability reporting standards.

Global Reporting Initiative (GRI)

Brambles has reported the information cited in its GRI content index for the period 1 July 2023 to 30 June 2024 with reference to the GRI Standards.

Brambles is committed to aligning the reporting of its ESG impacts to reflect evolving user expectations, new reporting standards and frameworks, and regulations. In the context of this evolving landscape, the Group has transitioned its ESG reporting from "in accordance with the GRI Standards" to "with reference to the GRI Standards".

To support consistency, Brambles has made reasonable efforts to continue to report on information which has been disclosed in the past, however it is believed that this new approach will allow the Group to better tailor content which it believes will meet the key information requirements of users, while allowing it to focus on readying itself for upcoming mandatory ESG reporting under a range of new frameworks and standards.

Brambles' GRI index table is provided on the website at: [ESG Navigator](#).

Sustainability Accounting Standards Board (SASB)

Brambles' FY24 Sustainability Review has also been prepared with reference to the guidance of the SASB's Containers & Packaging 2023, and Forestry Management 2023 industry standards. Brambles have added a Workforce Health and Safety metric from the Waste Management 2023, and the Industrial Machinery & Goods 2023 standards because workforce health and safety is a priority.

Brambles' SASB index table is provided on the website at: [ESG Navigator](#).

IFRS Sustainability Disclosure Standards

Brambles' FY24 Annual Report contains its climate-related disclosures, prepared with reference to the International Financial Reporting Standards (IFRS) S2 Climate-related Disclosures (IFRS S2) as issued by the International Sustainability Standards Board (ISSB) however it does not contain all the requirements to fully comply with IFRS S2, as the Australian Sustainability Reporting Standards (ASRSs) are only expected to apply to Brambles from FY26.

Stakeholder engagement

Brambles actively seeks feedback from four key stakeholder groups. Key stakeholders are identified as those groups significantly impacted by the policies and practices of Brambles businesses.

Group	Responsible function
Customers	<ul style="list-style-type: none"> Group Presidents of businesses Customer insight teams Global key account managers Customer-driven external evaluations, e.g., EcoVadis, SEDEX, CDP supply chain survey
Investors	<ul style="list-style-type: none"> Group Vice President, Investor Relations, Capital Markets, Company Secretary Investor-driven external evaluations, e.g., DJSI, CDP and MSCI
Employees (including contractors)	<ul style="list-style-type: none"> Group Senior Vice President – Human Resources Group General Counsel (human rights)
Suppliers	<ul style="list-style-type: none"> Group Presidents of businesses Senior Vice President Operations Vice President Global Procurement (assisted by Procurement Lead with responsibility for sustainability)

Feedback from key stakeholders, conducted through both external and internal processes, is incorporated throughout the Sustainability Review within the relevant section. As part of collecting this feedback, Brambles:

- Engages in iterative conversations with relevant regulatory bodies, government and non-government organisations (NGOs), and employee representative bodies.
- Conducts customer, employee and supplier surveys and consultation forums.
- Uses the Annual Report and the Annual General Meeting to communicate with shareholders about its financial situation, performance, strategies, and activities. General Meetings allow an opportunity for shareholders to engage directly with the Board. The Group Vice President, Capital Markets and Group Company Secretary deal with shareholder enquiries at other times.
- Encourages vigorous and robust analysis by the investment community and a policy of consistent access and treatment is applied, irrespective of the views and recommendations expressed.
- Holds briefings with investors and analysts to provide information and seek feedback from time to time. No new materials or price sensitive information is provided at those briefings unless it has been previously or is simultaneously released to the market. A record of any briefings is maintained,

and copies of presentation materials are available on the Brambles website. New or updated information and materials provided at these meetings are also released to the Australian Securities Exchange.

- Follows a calendar of regular disclosure to the market on its financial and operational results. This calendar is available on the Brambles website.
- Ensures that employees are informed of significant company news and strategic developments through regular announcements and newsletters, in-house publications, information posted on the intranet and face to face meetings with senior managers.
- Conducts a bi-annual employee engagement process, administered through the Brambles Employee Pulse Survey. The survey is confidentially offered to all employees. The results of that survey are communicated to employees. Data is used to track year on year progress from previous surveys, measuring Brambles against internal and external best practice and identifying key actions for improvement.
- Gathers the Voice of the Customer through a variety of channels. This includes strategic leadership forums, face-to-face customer interviews, global market insights, sharing of global best practice throughout the Group, the Relationship Programme, Transactional Programme, and customer care centres. Information gathered through this process is used to improve customers' experience of our products, services and people.
- Expects its suppliers' practices to be in line with its principles. Brambles is committed to driving efficiency and environmental sustainability in the supply chains it serves. Brambles Global Procurement is responsible for sourcing direct and indirect suppliers for the business, as well as managing those relationships and monitoring performance. Brambles Supply Chain is responsible for sourcing logistics and sub-contractor suppliers. Brambles last updated its global procurement policy, that was approved by the Brambles Board in 2018, reviewed annually and revised in 2023. The Policy confirms the alignment of the Procurement function to Brambles Code of Conduct principles and part of its scope is to be the sourcing basic tool to ensure the higher ethical standards and respect for Code of Conduct itself.
- Recognises that its business units need to collaborate closely with their third-party operators and suppliers to meet customers' growing interest in understanding their environmental impact and in turn to demonstrate the benefits of using Brambles' products and services. By working in partnership with suppliers as it rolls out its supplier policy, Brambles' business units will be able to improve supply chain transparency and understanding for more sustainable and mutually beneficial outcomes.
- Requires designated country General Managers (as part of Brambles' internal compliance efforts) to

Basis of Preparation – ESG Metrics

include details of any representations received from local communities, governments or legitimate special interest groups raising any significant, or potentially significant, community relations issues in bi-annual management declarations.

Identification of material topics, key impacts, risks and opportunities

On an annual basis, Brambles reviews sustainability topics deemed material by its businesses and stakeholders. Brambles identifies sustainability issues through stakeholder engagement processes covering key external and internal sources of feedback. This includes a review of stakeholder feedback through both formal and informal processes, either directly from stakeholder responses via surveys and comments, or as summarised and analysed by the responsible function for that stakeholder group. Ranking is also conducted as a part of this process through Brambles' Sustainability Risk and Compliance Committee (SRCC).

Background on Brambles' Materiality Process

Brambles' risk management processes consider the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations. Since FY15, economic, environmental, and social sustainability risks have been incorporated into the Group's risk management framework and in FY16, this framework was further enhanced with the establishment of an SRCC. For further information on the SRCC, refer to the Sustainability Report – Climate Update in the FY24 Annual Report and the [Corporate Governance Overview](#) on the Brambles website.

This process has contributed to the monitoring of existing and potential material sustainability topics for the FY24 Sustainability Review. Stakeholders are engaged throughout the year through several other ongoing business processes, including the employee surveys and a customer insights programme, which are

under the direct control of senior management and reported in the Review where applicable.

While internal stakeholders were engaged as proxies to represent external associations in some cases, this was limited and may not result in a complete and unbiased contribution. The top sustainability issues of concern to each stakeholder group were identified. The environmental, economic, and social sustainability risks assessed by Brambles' internal risk management processes were also included in the analysis. The material sustainability issues were identified as being those with a significant impact on Brambles' businesses, with a significant on Brambles' stakeholders and/or which are applicable to multiple stakeholder groups.

Material Topics

The topics identified as material during FY24 remain unchanged from those identified in FY23. These include:

Business Positive:

- Sustainable (business) growth
- Zero harm
- Work/life balance
- Transparency and corporate governance (including anti-corruption and bribery)
- Learning and development

Planet Positive:

- Climate change impacts
- Move to climate-neutral circular economy
- Nature and biodiversity connection
- Overuse of the world's resources (including raw materials)
- Environmental impact of direct operations

Communities positive:

- Social impact of value chain

Approach to addressing sustainability risks and opportunities

Brambles' approach to mitigating sustainability risks and leveraging opportunities is reported across three areas: Business Positive, Planet Positive and Communities Positive. This approach is outlined in the table below:

Business Positive	
Supply Chain Positive	Brambles provides pallets, reusable plastic crates and containers that are shared and reused amongst its customers (previously referred to as 'pooling')
Positive Collaboration	Brambles works with customers and suppliers, leveraging our logistics knowledge to minimise environmental impacts across the supply network. We focus on a range of collaboration initiatives including eliminating packaging waste, eradicating empty transport miles (through network optimisation and the use of collaborative and multimodal transportation) and cutting out inefficiency
Workplace Positive	Brambles believes an engaging, safe, and diverse work environment brings out the best in our people and helps them reach their potential. This also benefits the business by helping us attract and retain employees capable of delivering exceptional value to customers and appropriate returns to investors
Planet Positive	
Forest Positive	Brambles' approach to forestry supports both our own, and our customers' decarbonisation objectives with the aim of increasing global forest cover. Reforestation is an effective nature-based solution delivering multiple benefits such as addressing critical biodiversity issues, climate change and opening opportunities in carbon markets
Climate Positive	Brambles is committed to a Science Based Target scenario of a 1.5°C climate future through alignment of our carbon emissions targets
Waste Positive	Brambles is committed to using resources efficiently and minimising waste. With a pooling model that operates on the principles of recover, reuse, reduce and recycle, we are focused on continuously improving our performance to reduce material consumption and meet stakeholders' sustainability expectations
Communities Positive	
Food Positive	Brambles collaborates with food banks through a range initiatives, including the provision of our pallets to facilitate the redistribution of food, donations, volunteering opportunities for employees (including skills-based volunteering) and tailored support to meet regional needs
Circular Economy Transformation	Expertise gained while working at Brambles, with its circular business model, enables Brambles' people to use their experience to advocate, educate and impact others to become circular economy change makers
Positive Impacts for People and Plant	Brambles is committed to developing natural and social capital accounting approaches

Assurance

In FY24, Brambles engaged KPMG to undertake a combined reasonable and limited assurance engagement in respect to Select Sustainability Information. KPMG issued an unmodified assurance opinion which is available on the website: [Sustainability Review](#).

KPMG has not been engaged to, and do not, provide assurance over metrics not listed within their signed report.

Data measurement techniques and explanations

Business Positive

Environmental benefits

This section describes the methods used to estimate the environmental benefits that the Brambles sharing and reusing models produce in our customers' supply chains. Calculations stated in the pooling model diagram are based on the results of independent life cycle assessments (LCA) for pallets, RPCs, and foldable bins. The unit benefits of the pooled solutions were obtained by comparing the environmental impacts of a) Brambles pooled solutions, versus b) the most commonly used market alternative in the absence of pooling. LCA studies provide the unit factors for CO₂-e emissions, water consumption, timber consumption, food waste, and total waste to landfill generated by products. They cover the whole lifecycle of the product, from the raw materials to the end of life.

LCA studies have been independently conducted in accordance with the ISO 14044 Life Cycle Assessment methodology. The European, USA and Australian Pallets studies, the Australia and New Zealand RPC studies, and the Australia foldable bins studies have been subjected to a peer review process, in accordance with the ISO 14044 standard.

To quantify the total environmental benefits, unit factors were applied to corresponding activity volumes in each region. Only regions with LCA studies available were considered for the calculations.

The following regions/countries are included in the calculations:

Region / Country	Timber Pallets LCA	RPC LCA	Foldable Bins LCA
Europe	X		
North America	X		
South America	X		
South Africa	X		
Australia	X	X	X
New Zealand	X	X	

Food waste has not been reported since FY18 due to the divestment of IFCO in FY19 as all previous calculations on food waste related savings were made using the IFCO LCA. It should be noted that Brambles continues to address the issue of food waste in several ways however, these are not currently factored into the LCA calculations:

1. Issuing in-kind equipment to food rescue organisations such as Food Banks to allow efficient transfer of surplus food to distribution locations
2. Plastic products such as produce bins reduce food waste by protecting the produce through the supply chain, and
3. RPCs are an integral part of CHEP's business in Australia, South Africa and New Zealand and will continue to remain so.

BXB Digital is developing technology to monitor the 'cold chain' to ensure the integrity of perishable food throughout the supply chain and reduce food waste.

The LCA studies consider the savings generated when using the specific equipment types below when compared to a single use alternative:

Region	Equipment
Europe	8060 Pallet
Europe	1208 Pallet
Europe	1210 Pallet
Europe	0604 Pallet
North America (USA and Canada)	48x40 Inch Pallet
North America (Canada)	48x20 Inch Pallet
South Africa	1210 Pallet
South America	1210 Pallet
Mexico	48x40 Inch Pallet
Australia	1165 Pallet
Australia	RPC
Australia	Foldable Bins
New Zealand	RPC

This approach represents a conservative estimate of the annual global environmental benefits of our pooled solutions, since it does not:

- Include any savings from regions that don't currently have an LCA
- Include all equipment types, and therefore not all issues made by Brambles in the year
- Consider alternate CHEP pallet solutions that would give even better results compared to alternative platforms, or
- Consider avoided solid waste and water savings for Australian RPC movements.

The number of trees preserved through our customers' adoption of our pooled timber pallets is determined by converting saved timber volume (m³) into equivalent tree units. Further details on the conversion can be found in the Forest Positive section.

Restatement

During FY24, a review of our suite of LCAs led us to identify that an incorrect factor had been used in the Environmental Benefits calculation for timber in North America for FY21 through to FY23. To correct this error, we have restated the FY23 timber savings using the correct factor to enable a like for like comparison with the FY24 result. In FY23 we reported 3.1 million m³ of timber savings and have restated this to 2.2 million m³.

Equivalents

Environmental benefits are also apportioned by the total number of employees and compared to recognisable items e.g., annual US household CO₂-e emissions, number of garbage trucks etc in order to provide meaningful context for our employees.

To calculate the environmental benefits equivalents the following inputs are used:

- the United States Environmental Protection Agency's [Greenhouse Gas Equivalencies Calculator | US EPA](#) to translate the tonnes of CO₂-e into the equivalent of carbon emissions produced by homes in the US.
- The number of water tank trucks is calculated based on trucks with a 20,000-litre tank.
- The number of garbage trucks is calculated using the amount of waste in an average garbage truck per the [Greenhouse Gases Equivalencies Calculator - Calculations and References | US EPA](#).
- Refer to the 'First Tree' section for the conversion from m³ of timber.

Customer Collaboration

There are two types of customer collaborations presented:

1. Initiatives driven by our ZWW Programme, and
2. Collaborations that focus on reducing CO₂-e emissions through logistics efficiencies.

Zero Waste World Collaborations

Zero Waste World is a global collaboration programme aimed at co-creating to deliver innovations and scalable solutions, going beyond Brambles' core business. These collaborations can include the following:

- Ideation & trends
- Managed recovery (where not part of the standard service offering)
- Collaborative research
- Co-creating prototypes, and
- Joint pilot test and marketing.

Zero Waste World (ZWW) initiatives and customers are counted towards the collaboration target where: Brambles and a customer(s) or potential customer(s)'s initiatives will save packaging, transport or process waste beyond Brambles standard service offering in the country or region where the initiative is based.

To be considered a collaboration, the initiative must include Brambles' work, customers' work, and create value for both. The initiative must have been agreed between Brambles and the customer and must be started prior to the end of the financial year. Standard service offerings are out of scope; these are defined as an existing products or services, and any work done on them by the ZWW teams does not count towards the collaboration target.

Initiatives must be supported by evidence. Evidence can be in the form of a written agreement or an email that shows the collaboration has been agreed between Brambles and the customer.

Logistics Collaborations

By leveraging our extensive networks, logistics knowledge, and data, Brambles can fill empty lanes (a major route that a carrier covers on a regular schedule) and optimise the network, thereby reducing carbon emissions in an industry highly dependent on fossil fuels. Our customer collaboration kms and CO₂-e savings are generated by four main initiatives:

1. Transport collaboration, avoiding empty kms with our customers
2. Transport orchestration, avoiding empty kms between customers
3. Plant network optimisation, avoiding one leg of transport to repair sites, and
4. Multimodal transport, replacing truck kms with boat and rail.

The CO₂-e saved is the difference between the original journey and the 'collaborative journey'. To calculate emissions from avoided logistics activity, we follow the methodology as defined by the SmartFreight GLEC Framework. The framework calculates fuel used from a group of similar journeys and applies a fuel emissions factor to calculate CO₂-e output.

Transport Collaboration

Using our reverse logistics network for the process of recovering pallets, together with BRIX (our state-of-the-art Lane Matching Tool developed by BXB Digital), CHEP collaborates with customers to identify empty lanes, optimising the supply chain and improving performance while reducing CO₂-e. BRIX leverages advanced data analytics to identify common transport flows and mutually beneficial transport sharing opportunities.

To determine kms saved, the distance of each lane is multiplied by the number of collaborative trips. This is then converted to CO₂-e saved using the emissions conversion factor defined by the GLEC framework.

Transport Orchestration

Using BRIX, Brambles facilitates collaboration among customers, helping to close open logistics loops, which in turn reduces the number of empty trucks on the road and minimises unnecessary carbon emissions. This optimisation occurs whenever suitable opportunities arise with our customers.

Basis of Preparation – ESG Metrics

The number of collaboration trips are established between customers at the beginning of their commercial agreement. Transport orchestration consists of two project types:

1. Orchestration promotor
2. Orchestration partner.

Kms and CO₂-e saved is calculated the same way as for transport collaboration.

Customers who participate in both types of projects are counted twice in customer collaboration numbers. The number of customers engaged in collaboration and the number of collaborative initiatives are combined with the ZWW results to derive the reported figures.

Plant Network Optimisation

Plant network optimisation is the practice of strategically positioning service centres to reduce the distance travelled for pallet issues and returns via truck.

There are two types:

1. CHEP service centres orchestration
2. Total Pallet Management (TPM) service centres installed at customer locations.

CHEP service centre orchestration: In the US, Canada, Europe, and Mexico, the average length of haul is calculated from all shipments grouped by flow type (issues, collections, and relocations) monthly. The difference between the current year and baseline year¹ average length of haul is multiplied by the number of trips in each reporting month to determine the distance saved. This distance is then converted to fuel usage and then a diesel fuel emissions factor is applied to calculate the CO₂-e saved.

TPMs: In Brazil, Chile, and Thailand, TPM activity² – representing the number of shipments or pallet volumes recorded in SAP from the TPM site – is used. The average distance avoided is calculated from the strategic placement of TPMs at customer locations. For each TPM, the total number of Twenty Foot Equivalent Units (TEUs) issued to customers from the TPM is recorded on an annual basis. The number of trips avoided is calculated by dividing the total TEUs issued by the average quantity of a full truck. To calculate the total distance avoided the number of trips is then multiplied by the previously calculated avoided distance of a single trip from the use of the TPM.

Multi-Modal Transport

This activity involves the movement of products on alternate more efficient modes of transport, such as rail or sea, to reduce cost and deliver environmental benefits. Brambles calculates CO₂-e savings by multiplying the distance that would have been travelled via road by the fuel emissions factor, then subtracting

the CO₂-e emissions associated with rail or sea travel from this calculated value.

People

For the [Sustainability Review](#), Brambles gathered data on permanent employees via the Human Resources (HR) database and reporting platform, Workday. This information was integrated into a PowerBI dashboard to facilitate the report's data requirements.

People data is reported as at 30 June 2024 to provide a 'snapshot' of the organisation. Brambles extracted the following data in an anonymised format:

- Gender
- Age
- Base salary
- Banding (pay grade)
- Parental leave (taking and returning from leave)
- Training days (including compulsory work-based training, development courses)
- Volunteering (hours that comply with three days paid leave).

Employees by Segment - Headcount

Headcount includes permanent part-time and full-time employees, as well as casual and temporary staff paid through Brambles' payroll. It excludes temporary workers and contractors paid through a third-party provider.

Gender

Gender percentages were calculated by dividing the number of employees (headcount) by gender by total permanent headcount, to obtain a percentage split. There are three categories of gender in the HR system: Male, Female and Undeclared.

Age Distribution

The age of each employee (headcount) was gathered and then sorted into nine age bands.

Parental Leave

Parental leave data was calculated using employee headcount number of employees who took parental leave during FY24 as a percentage of total employees. Employees returning to work after parental leave was also calculated using the headcount number of employees.

Women in Management

Brambles employees are assigned a 'band' based on their position and salary, with management defined as band 3 and above (through to band 8 being CEO). Non-management roles are defined as bands 0 to 2.

Brambles determines the percentage of women in management roles by comparing the number of

¹ The baseline year is 2020.

² Europe used the TPM method to calculate Plant Network Optimisation in FY24 due to disruptions during the implementation of our new Transport Management System.

Basis of Preparation – ESG Metrics

employees with gender as female in Workday to the total number of permanent management employees.

Women in Service Centres

In determining the percentage of women in service centres, Brambles follows the same methodology as for women in management, with the additional criterion of their workplace being a service centre.

Median Compa-Ratio Comparison by Gender

When measured across different geographies, we look at median compa-ratio and the percentage variance between female vs male.

The compa-ratio for the employee is calculated as base pay or primary compensation / compensation range 50th percentile for the market salary range of the role the worker is assigned to.

Voluntary Turnover Data

Voluntary turnover data is calculated using actual employee data where employment ceased on a voluntary basis and includes those whose redundancy was not compulsory divided by average headcount during FY24.

Health & Safety

The Brambles Injury Frequency Rate (BIFR) is the primary measure of safety performance within Brambles, comparable to the Total Recordable Injury Rate (TRIR) used in other businesses.

BIFR is a measure of the sum of work-related fatalities, lost time, modified duty, and medical treatment incidents per million work hours (exposure hours) during any specified period – refer to the Glossary for the definitions of these categories. This measure aligns with the exposure hour standards set by Safe Work Australia. Conversely, the TRIR used in other parts of the world typically measures incidents per 200,000 exposure hours.

Exposure hours refer to the actual scheduled or worked hours for all Brambles employees, recorded in iCARE.

Exposure hours for salaried workers are estimated based on contracted hours as actual hours worked are not logged. Labour hire hours are manually captured from time reports submitted to Brambles.

iCARE is hosted by the third-party provider VelocityEHS, it is a system designed for managing incidents and related processes.

Scope

Although reporting and investigation of all incidents plays a role in making a safer workplace, only incidents impacting Brambles employees and contractors, labour hire, or temporary employees working under Brambles' supervision will be considered as Brambles Recordable Incidents and used in the calculation of frequency rates.

Incidents involving visitors, customers and third parties (trades people, servicemen, etc.) on site at Brambles' operations are reported and investigated but are not

included in BIFR. Serious incidents occurring at outsourced operations are reported to Brambles and, where possible, the findings of the investigations are provided to Brambles for review but are not included in BIFR.

Brambles Employee Pulse Survey

Employee engagement at Brambles is monitored using the Brambles Employee Pulse Survey (the survey), which is managed through Glint, a third-party provider. The survey gathers feedback from employees, focusing on various aspects of the employee experience and workplace culture, including purpose, growth, clarity, empowerment, connection, wellbeing, and overall employee engagement. Insights gained from these surveys help identify areas for improvement, monitor progress on people success elements, track trends in employee engagement, and enable Brambles to make data-driven decisions aligned with its strategic priorities.

The survey is administered to all permanent employees who have completed at least three months of service as of the survey date. This survey excludes fixed-term or casual employees, students, interns, and contractors, except in Japan, where fixed-term employees are included due to contractual norms that allow them to become permanent after several years.

The survey aims to gauge employees' perceptions of their workplace environment. The gathered data serves several purposes: tracking progress compared to previous surveys, benchmarking Brambles against both internal and external best practices, and pinpointing key areas for improvement. The survey guarantees confidentiality, with only aggregated results being reported.

The various underlying metrics are analysed based on their score, trend, and position against benchmarks. Comments and sentiment analysis are carried out using Glint's narrative intelligence to identify main themes and areas needing attention across our employee demographics. The Global DEI team compares these scores against benchmark data sourced from Glint's High Performing Benchmark (top 25th percentile of all Glint customers). The team's goal is to identify global trends and develop internal initiatives aimed at improving performance in key areas.

Wellbeing

In November 2022, the Brambles Wellbeing Steering Committee was established. It is chaired by our Executive Leadership Team Global Sponsor and Chief Operating Officer. With both cross-functional and regional representation, the primary purpose of the Steering Committee is to provide advice and guidance on strategic direction and assist us in introducing the change required to improve the overall wellbeing of our people.

The score from the Brambles Employee Pulse Survey for the question '*Brambles takes a genuine interest in the employees' wellbeing*' serves as an indicator of employee

wellbeing at Brambles. Additionally, Brambles tracks the number of wellbeing initiatives offered to its employees.

Wellbeing initiatives must meet all the following criteria:

- Be part of a structured, multi-year programme
- Cover one or more of the following focus areas: mental health, financial health, physical health, or social health
- Be sponsored by a member of the regional Executive Leadership Team (ELT)
- Be operational (no longer in the planning phase).

To support reporting, the Global Wellbeing Lead compiles project charters for each wellbeing initiative. These charters include qualitative insights to provide a comprehensive understanding of the impact and progress of each initiative.

Diversity, Equity, and Inclusion (DEI)

The score from the Brambles Employee Pulse Survey for the questions 'I feel comfortable being myself at work' and 'Leaders at our company value different perspectives' are used to monitor DEI at Brambles. Additionally, Brambles tracks the number of DEI initiatives, or accessibility programmes, managed by the Global DEI team.

Accessibility programmes set the right conditions within Brambles for people of all backgrounds to come to work for us, focusing on groups who traditionally have been under-represented in the workforce.

Accessibility initiatives must meet all the following criteria:

- Be part of a structured, multi-year programme
- Cover one or more of the following focus areas: disability, ethnicity (race, indigenous peoples), age, gender, LGBTIQ+, veterans, neurodiversity, people from a historically marginalised community or people from a locally recognised disadvantaged socio-economic group
- Be sponsored by a member of the regional ELT and
- Be operational (no longer in the planning phase).

To support reporting, the Global DEI Program Lead compiles project charters for each DEI initiative, providing similar insights as those for wellbeing initiatives discussed above.

Top Employer

The Top Employer Institute (TEI) is the global authority on recognising excellence in people practices. Brambles, operating under the CHEP brand, uses TEI to assess and benchmark our HR practices. Employers that meet TEI's stringent standards receive certification and are recognized as top employers, demonstrating their commitment to providing an exceptional work environment. This accreditation is awarded at country, regional, and global levels.

Responsible Business

Due Diligence

As a global leader in supply chain logistics, we are deeply committed to, and passionate about, respecting and promoting ethical and legally compliant practices in our supply chains. Brambles endeavours to only do business with suppliers who share this commitment. Brambles communicates these expectations to suppliers during onboarding and throughout the lifecycle of the engagement.

Consistent with Brambles' Third-Party Due Diligence Program, each supplier's bribery, money laundering, human rights, and environmental risk profile and practices must be assessed by examining geography, industry, and potential use of vulnerable populations, as well as the results of a background screening using LSEG's World-Check One platform.

For certain higher risk suppliers, an additional enhanced due diligence may be required which includes, amongst other things, a boots-on-the-ground investigation or the engagement of a third-party subject matter expert who can gather additional information from local stakeholders or others knowledgeable of the supplier and the territory.

The due diligence is renewed periodically, consistent with the supplier's risk profile. Due diligence is repeated every two years for high-risk suppliers, every three years for medium-risk suppliers, and every four years for low-risk suppliers.

This risk-based due diligence is completed, stored, and tracked using Coupa Risk Assess (Brambles' due diligence platform), a cloud-based platform which automates and facilitates Brambles' Third-Party Due Diligence Program.

Supplier Acknowledgement

All newly onboarded suppliers are asked to complete a supplier acknowledgment form (SAF), confirming their awareness of, and adherence to, the principles set out in Brambles' Supplier Policy. SAFs are issued directly through Coupa Risk Assess to every new supplier upon successful completion of due diligence. Brambles closely monitors the completion of these SAFs.

Speak Up

Brambles' Speak Up Policy sets out our commitment to an open speaking up process in which employees and other eligible persons are encouraged to raise any concerns of wrongdoing they may have. This can be done through various channels including through their manager, a member of the Global Ethics and Compliance Team, Internal Audit, or through the Speak Up hotline.

Complaints may be made by any current or former officer, employee or associate of Brambles and any party with whom Brambles has or had a business relationship (including customers, suppliers, contractors, agents, or

distributors). Additionally, relatives or dependents of any of the foregoing can lodge a Speak Up complaint.

All Speak Up complaints are reported and tracked using NAVEX Global EthicsPoint, a cloud-based case management platform. Access to the system is restricted for confidentiality purposes.

Ethics Training

All Brambles employees must complete regular compliance training. New office-based employees must complete induction training within their first 30 days of employment. This includes the 'Code of Conduct for New Hires' course, which introduces them to Brambles' Code of Conduct (containing relevant company policies such as Human Rights, Anti-Bribery and Corruption, Speak Up and more), its mission and shared values, and core policy statements. The course also provides information on where employees can access the Code of Conduct, how to address any questions they may have about it, and how to report concerns through the Speak Up process. Current office-based employees are also required to complete refresher courses on the Code of Conduct regularly. These courses are delivered and tracked through Academy, Brambles' learning management system.

All office-based employees who are still with the business at the end of the reporting period are measured. Employees who have left during the period are not included. Additionally, employees on long-term leave, as defined by the local company's policies and procedures, during the period are not included.

Plant-based employees are currently out of scope because we do not have a reliable way to track their completions at an individual level; only site participation and completion are tracked.

To be considered ethics training, the course must, at a minimum, explain what human rights are, how they relate to and impact Brambles, and reference Brambles' Human Rights Policy. Additionally, it must set out red flags for potential human rights abuses (e.g., around modern slavery) or provide detailed content on how a particular issue (e.g., privacy or diversity) can advance human rights when properly managed or hinder them if not.

Planet Positive

The 2025 Planet Positive Targets and programmes are central to our regenerative vision and cover our certified sourcing activities, decarbonisation programme, and how we make our circular products even more sustainable.

Forest Positive

Brambles' 2025 Sustainability Targets:

- Maintain 100% sustainable sourcing
- Grow the Chain-of-Custody (CoC) programme throughout the world's forestry supply chains
- Enable the sustainable growth of two trees for every tree we use.

Brambles enables the sustainable growth of two trees as follows:

First tree: ensures deforestation-free operations. This is achieved through our strict requirement for forest certification globally.

Second tree: is enabled through regenerative forestry partnerships.

First tree

To determine the number of trees used in its operations during the year Brambles references the [Global Lumber Sourcing Policy](#). This policy outlines the requirements procurement functions across all regions must follow when sourcing timber.

Scope

All timber purchased by the business unit "CHEP Pallets" for the purpose of pooling wooden assets, both when this is sourced and purchased by CHEP in the form of semi-finished products (beams, boards, blocks, for repair or new production, even when sold to assembly service providers), and when this is purchased by CHEP in the form of finished products (pallets, collars, lids, etc.), according to each Regional Business Model.

It covers the purchase of timber used in new pallets and in CHEP owned and subcontracted repair service centres. CHEP purchases, controls, or has due diligence oversight of all the timber used by organisations under our operating control in the manufacturing and repair of CHEP pallets.

Refer to the Global Lumber Sourcing policy for items considered out of scope of the policy and therefore outside the scope of this metric.

Third-party outsourced service centres purchase timber directly from approved CHEP providers. The volume of timber purchased by third-party service centres is estimated using the repair rates of the service centres multiplied by the average volume of timber used per repair in own service centres. All timber purchases for new assets and the repair process are included in the calculation of trees used.

Basis of Preparation – ESG Metrics

To quantify the number of trees that need to be grown, Brambles first need to estimate the number of trees that are used. Brambles uses following methodology:

- 0.97m³ of timber purchased = 1 tree
- this estimate is based on Radiata Pine (ex New Zealand), a soft timber species (used for the majority of CHEP timber pallets). This species was also chosen because of the availability of credible external data
- Source of Radiata Pine data: [New Zealand Forestry Industry Facts and Figures 2013 version](#)
- Estimated large scale modern mill board yield is approximately 55% and discounted by an additional 10% to allow for harvesting differences in other regions. This resulted in a board yield per tree of 0.97m³ per tree.

Sustainable sourcing

Timber Certification

All timber purchased by CHEP meets one of the following definitions:

1. Chain of custody (CoC) certified timber: Where CHEP can verify supplier claims, through documentation, that timber purchased has an associated CoC certification
2. Timber from certified sources, where the timber is not covered by CoC certification all along its supply chain, however CHEP has access to documentation that proves the timber comes from a certified forest (under one of the two most recognised international Forestry Management schemes).

At the end of the year, each region submits reports to Brambles on:

- The volume of timber (cubic metres) purchased;
- A breakdown of this volume (as defined above), and
- Details of species purchased, including any species that appear on the IUCN Red List of threatened species.

For species that are classified in the IUCN category of “Near threatened” or worse, the regions are required to provide the volume of timber involved and details on what the business has done to work with suppliers to better understand and optimise its use, so to not affect the population in a negative way. The data is then reviewed by the Procurement team and reported in Brambles’ Sustainability Review.

Due to the time taken to compile this reporting, and tight reporting timeline, reporting is based on 10 months of actual purchase data and is extrapolated for the remaining two months of the year.

As timber certification has different levels of implementation in diverse regions, we are conscious that onboarding new timber suppliers could require an interim phase where we will accept the purchase of uncertified materials, provided that none of

requirements set out in the Brambles Global Lumber Sourcing Policy.

Brambles handles suppliers losing their certification based on the type of certification:

- **CoC Certification:** If a supplier's CoC certification is revoked, terminated, or suspended, we conduct a due diligence exercise to verify that the timber still comes from certified sources. The supplier is given up to 12 months to re-certify, provided they have started the process. During this period, if the timber's sourcing origin is confirmed as certified, we continue reporting it as certified sourcing. If due diligence fails to verify the certified sourcing origin or if certification is not reinstated by the end of the period, we will stop purchasing from the supplier.
- **Certified Sourcing:** If a supplier's source of origin certification is revoked, terminated, or suspended, we stop purchasing from that source and allow up to 12 months for re-certification. We encourage the supplier to re-certify, and purchasing resumes only once the certification is reinstated.

Chain of Custody

Where CHEP purchases CoC certified timber, records (including invoices) detailing the CoC certification number of each supplier for each purchase are maintained.

In FY24, CHEP purchased timber from suppliers that are registered as CoC certified by one of the two most recognized international forestry standards:

1. Forest Stewardship Council® (FSC®) (FSC® - N004324), and
2. Programme for the Endorsement of Forest Certification (PEFC) (PEFC/01-44-79).

Certification is available under both FSC® or PEFC standards and guarantees timber is sourced from certified forest resources through defined points in the value chain.

Buy to Sell (BTS) Strategy

During the year Brambles implemented the BTS strategy, where pallet components are purchased directly by Brambles and then resold to the new pallet manufacturers (NPMs) who assemble the pallets. All BTS timber needs to be CoC certified.

Normally, the volume related to new pallets is reported based on the total number of new pallets purchased in each region. However, in cases where the pallet manufacturer cannot make a CoC claim on the new pallets due to incompatibility of CoC standards and/or the CoC control method implemented, the volume reported is based on the volume of pallet components directly purchased by Brambles.

In the case of the NPM in Mexico, we report both a portion of the pallet and a portion of the timber volume. This decision stems from the unique CoC control

method employed by this NPM, which doesn't allow for a direct claim on the pallet due to the mixing of inputs, where timber with different certification claims is used. Despite this, because Brambles is involved in the procurement and resale of the timber used for pallet production, we possess the necessary information about the certification claims to include this information in our reporting.

Second tree

Brambles' strategic approach to achieving our Forest Positive Targets includes a regenerative forestry programme that enables the sustainable growth of two trees for every one used.

This approach promotes a variety of methods to enhance forest mass, extending beyond our operational boundaries. It achieves substantial and lasting benefits for our business, society, and the environment, and requires multi-stakeholder collaborations for success.

Brambles has a four-point strategy to achieve our Forest Positive objectives:

1. **Afforestation** from carbon credits (minimal)
2. **Value-added philanthropy** - involves investing in afforestation, reforestation, and conservation projects that benefit local communities by restoring native forests and providing forest-linked income opportunities in sustainable agriculture. Brambles has formed a regenerative partnership with WeForest to promote sustainable restoration and management in the Mafinga District of Zambia to achieve this, with a three-year agreement (2023 to 2026) in place.
3. **Certifying new sources of timber** (including the Fast Track to Certification (FT2C) programme) - the FT2C programme leverages CHEP's experience with timber certification to accelerate the transition to certified sources with future suppliers that are aligned to our sustainable standards and seek to become part of our supply ecosystem. Certifications are reported once Forest Management certification has been obtained, either at the time of acquisition (if the farms already hold certification), or once Forest Management certification has been obtained by Brambles.
4. **Creation of new timber sources** in degraded regions by partnering with various organisations to promote sustainable agroforestry practices. The Tabasco Regeneration Forestry Project in Mexico is an example of this, where Brambles has committed to purchase all trees grown through the project.

For 'value-added philanthropy' and 'certifying new timber sources', Brambles will only report the new trees once. For new sources under the FT2C programme, we will only report one year's annual yield of the species we procure.

Climate Positive

Approach to measure greenhouse gas emissions

Measurement approach

Greenhouse gas emissions have been measured in accordance with the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard (2004).

Inputs

Scope 1 and 2 GHG Emissions inputs

Emissions from sites over which Brambles has operational control are included in total Scope 1 & 2 GHG emissions. Activity data is collected for sites contributing to 95% of the Scope 1 & 2 emissions. Emissions from the remaining 5% of sites are estimated based on intensity-based activity data from the 95% of sites. 100% of fleet emissions are included in scope.

Scope 1 and 2 emissions data is collected primarily from vendor reports sent directly to Brambles' Sustainability analysis system and from energy and fuel invoices received at smaller sites that are manually recorded in the system. The system uses an estimation engine for any supplier data that has not been received from third parties at the time of reporting.

Production data used for analysis is by product type and site and is sourced from Brambles' ERP system.

Scope 3 GHG Emissions inputs

For Scope 3 accounting, Brambles' value chain emissions are calculated using a hybrid approach based on direct physical data (e.g., distances travelled, weight of loads, volume of timber) and economic modelling with Input-Output Analysis (IOA).

Spend (Direct/Indirect) data is categorised and mapped to a detailed multi-regional input-output database (EXIOBASE). For many indicators EXIOBASE compiles emissions and resource extractions by country and industry, integrating these with global economic transactions (covering all trade flows).

Capital goods & upstream transport: calculations are performed using both spend data and physical data to confirm completeness and are checked against recent case studies, such as life cycle assessments.

Physical emissions factors are used from the comprehensive Ecolnvent life cycle inventory (Version 3.10) and other high quality, country-specific sources.

Examples of physical data include volumes of timber and fastenings, litres of paint, number of new pallets and other assets. The difference between spend based and physical data calculations is not material. In FY24, the results using physical data will be included in Brambles' Scope 3 calculations as this is the approach preferred by the GHG Protocol.

Outsourced Service Centres: emissions from outsourced service centres are determined based on throughput and representative emissions calculated by reference to

Basis of Preparation – ESG Metrics

Brambles owned service centres. In FY24, these calculations have been supplemented by survey data received from the outsourced service centres.

Downstream transport: data on distances travelled, weight of loads etc is obtained from Brambles' Transport Management System.

Waste: waste data is captured through spend data and supplemented by survey data from both Brambles owned and outsourced service centres.

Emissions Factors

Scope 3 Categories	SBT Target Category	FY20 Materiality
Purchased goods and services (non-product related)		6.6%
Capital goods	x	22.2%
Fuel and energy related activities		0.3%
Upstream transportation & distribution	x	1.3%
Waste generated in operations	x	2.6%
Business travel		0.6%
Employee commuting		0.1%
Upstream leased assets		0.0%
Downstream transportation & distribution	x	57.0%
Processing of sold products	x	9.2%
Use of sold products		0.0%
End-of-life treatment of sold products		0.0%
Downstream leased assets		0.0%
Franchises		0.0%
Investments		0.0%

Emissions factors are sourced from the most appropriate regional public sources included in the table below:

Geography	Source of emissions factors
Australia	National Greenhouse Accounts Factors
Canada	National Inventory Report: Greenhouse Gas Sources and Sinks in Canada
Ireland	Sustainable Energy Authority of Ireland
New Zealand	New Zealand energy sector greenhouse gas emissions data tables, Ministry of Business, Innovation & Employment
South Africa	Eskom Annual Report, national
United Kingdom	Government greenhouse gas conversion factors for company reporting: Methodology Paper
USA	US Environmental Protection Agency eGRID, by state
Other	International Energy Agency Data Services, by country

Assumptions the entity uses to measure its greenhouse gas emissions

Scope 1 and 2

Energy use for periods where supporting data is not yet available from suppliers is assumed to be consistent with usage in prior periods for each location (taking seasonal fluctuations into account).

Scope 3

Upstream transport distances (from pallet manufacturer locations to Brambles' locations) are assumed to be consistent for deliveries from regular pallet manufacturers unless notified that distribution and delivery locations have changed.

Distances used to calculate downstream transport are based on planned distances when actual distances are not available. It is assumed that on average planned distances will align with actual distances travelled. It is also assumed that vehicles use non-renewable fuel unless otherwise informed by drivers or carriers.

It is assumed that energy usage at Brambles's outsourced service centres is consistent with the energy usage for the same type of Service Centre, in similar geographic locations in the Brambles network, unless data is received directly from outsourced service centres.

Brambles uses the GHG Protocol to measure its GHG emissions as this measurement approach produces an internationally comparable GHG emissions result which is useful to a broad range of stakeholders.

As data collection processes mature, Brambles is transitioning to report using more physical data rather than spend based data in its Scope 3 calculations. For example, Brambles spend on pooling equipment, has been reported using physical data in FY24 and estimates of emissions from waste have been revised using site survey data.

Contractual instruments – Scope 1 and 2 GHG emissions

Brambles has become carbon neutral by using carbon abatement in its operations, by purchasing carbon credits to neutralise its Scope 1 & 2 emissions.

Brambles uses the following types of Carbon Offsets:

- Voluntary Carbon Offsets (VCOs) for Scope 1; and
- Energy Attribute Certificates (EACs) for Scope 2.

Brambles' renewable electricity use includes electricity generated onsite from solar panels, from renewable electricity contracts and certified 'Greenpower'. Brambles utilises both Bundled and Unbundled Energy attribute certificate (EAC) instruments for its market-based Scope 2 method of emissions accounting, ensuring alignment with the SBTi's RE100 methodology. Volume data for purchased EACs is recorded against country level meters to provide the appropriate negative emissions accounting, EACs are forward purchased and retired once applied.

Voluntary Carbon Offsets used to offset Scope 1 emissions in FY24.

Approach to setting and reviewing targets

Science Based Targets (SBT)

Brambles set Science Based Targets to measure GHG emissions against an emissions baseline. These Science Based Targets were verified by the SBTi. The baseline year for the SBTi target is 2020.

An initial scoping study for materiality was completed at a high level using economic modelling on a summary of financial spend data to determine where more effort and data would be required for the full carbon inventory.

Brambles performs an annual inventory of its full supply chain emissions however as some of the categories are deemed immaterial, the immaterial categories are out of scope for our approved Science Based Targets.

Brambles Scope 3 SBT Target emissions categories are as follows:

- Category 2, Timber supply – the acquisition, processing and transport of lumber;
- Category 4, Upstream transportation and distribution;
- Category 5, Waste Generated in operations;
- Category 9, Logistics – Outsourced Transport suppliers;
- Category 10, Outsourced Service Centres – 3rd Party Service centre operations; and
- Category 12, End-of-Life treatment of sold products is captured within Category 5.

Plastics

Brambles tracks the volume of plastics purchased by our businesses for manufacturing reusable plastic crates, pallets, and containers, which include virgin plastic, recycled plastic, or both. All purchases of Brambles' plastic products and components are monitored and reported, including the percentage of recycled materials incorporated into each product.

Brambles prioritises the use of recycled plastic in our products whenever feasible. However, there are certain circumstances when products are made from purely virgin plastic, such as when:

- Industry safety is prioritised, such as those for food contact or simultaneous flammability and cold load capability. This can include plastic liners that come into direct contact with food, and
- Performance standards are prioritised, such as with the Containers portfolio. In this case, recycled plastic can't be used since it would negatively impact the performance of the container.

The Product Development team has oversight and approves which products can include recycled plastic, considering safety and performance standards.

Brambles reports the percentage of plastic based on goods receipts for all plastic platforms and components, which include the weights of virgin and recycled materials.

Detergents

Brambles collated internal figures on the volume of detergent for use in the cleaning of reusable plastic crates, plastic pallets, and containers purchased by our businesses in FY24. This review included due diligence on the responsible sourcing of palm oil. Product MSDS Sheets have been checked for ingredients to verify palm oil content. No detergents purchased in FY24 contained any palm oil.

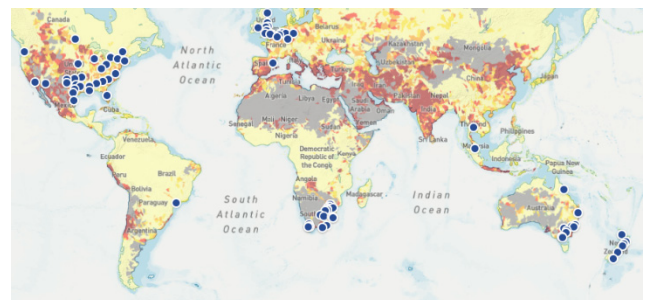
Water

Brambles' businesses report water consumption data monthly in iCARE, based on water meter readings and utility bills. This data gets consolidated in Arete.

Water Scarcity

Brambles monitors its impact on water scarcity using the World Resources Institute (WRI) Aqueduct tool. We geocode and upload data from Arete into the tool for reporting. Sites are selected using the same scoping methodology used for emissions reporting described above. The tool provides a scarcity rating for each location, allowing Brambles to target areas with high scarcity and improve data collection and water resource management.

Brambles Water Scarcity mapping is shown on the map below, demonstrates our analysis where water scarcity is identified by the blue circles.



Waste

To achieve the zero product waste to landfill (ZPW) target, all active sites that handle Brambles' product (with a few exceptions noted below) need a sustainable solution to divert product waste from landfill.

Disposal methods that count towards avoiding landfills include reusing timber or plastic in repair processes or sending product waste to Brambles-approved end-of-life processes.

Scope

Brambles uses a scoping exercise to determine the sites in scope for the ZPW metric each year. Both CHEP managed sites and outsourced sites are included in the scoping exercise.

The scoping for all active sites uses a 95% pareto based on issue volumes. Issues volumes are used in the pareto because this demonstrates the level of activity at each site.

The Brambles network experiences is in constant flux with sites opening and closing each year. To enable consistent ZPW measurement, the process to define in-scope sites was revised in FY24.

To determine in-scope sites for the financial year, the list of in-scope sites is determined in Q4 of the previous financial year. New sites may be included due to openings, increased issue volumes, or status updates to 'active'. These new additions undergo a 12-month notice period before being included in the following financial year's site survey process, allowing operations teams sufficient time to implement waste reduction solutions.

Sites identified as 'closed' sites are excluded from scope as it is not possible to obtain survey responses from these sites.

Other exclusions from scope include:

- All non-physical plant codes (office sites, virtual locations)
- Inactive plants
- Supplier plants (not classified as Brambles' product until it has left these plants)
- Certain TPMs & Reverse Logistics Centers where Brambles does not have operational control
- All non-Brambles waste material
- Where a process unexpectedly fails (tolerance of 5% volume sent to landfill)
- Certain legacy products that can't be recycled

Calculation

In-scope sites are sent a 'Zero Product Waste to Landfill' survey and Plant Managers complete the survey, stating the percentage of product waste going to landfill. If the site responds that product waste was sent to landfill, the survey expands to capture further details for the purpose of mitigation and prioritisation.

Only Brambles' product waste is in scope for this measurement. Waste received from other sources, such as packaging from purchases, is not included. Brambles does however endeavour to recycle all recyclable materials that pass through its sites.

In the absence of a completed survey for in-scope sites, it is assumed that the site sends product waste to landfill.

Improvements to the survey process and use of a consistent plant listing in FY24 resulted in a 100% response rate from all sites in scope in FY24. With information obtained through these surveys, Brambles has a clearer view of recycling processes across operations, which will be used to continue to divert product waste from landfill.

Communities Positive

Food Positive

Brambles plays an important role in facilitating the flow of rescued food to and from food relief organisations. Our collaboration with global food banks, leveraging our expertise and assets (pallets, crates, and containers), has become increasingly important in supporting food rescue groups and ensuring meals reach millions of people worldwide. Through partnerships with the European Federation of Food Banks (FEBA), the Global FoodBanking Network (GFN), and Feeding America, Brambles provides coverage across all regions where we operate, except for the Middle East.

Brambles measures the number of people it has helped feed through its in-kind donations. This involves supplying pallets for free, or at reduced rates compared to standard charges, tailored to each region's needs. We determine the number of people fed using data from our three main partners, who provide the amount of food distributed (in kgs) and people fed during the previous calendar year.

Brambles has established two distinct methodologies: one for Feeding America and FEBA based on the number of assets loaned and food distributed, and another for GFN based on market share and people fed. The difference between these methodologies arises from the varying tracking systems in different countries.

To avoid double counting, volunteering and financial donations are tracked but not counted towards the target.

Circular Economy Transformation (CET)

Brambles' experience and expertise in the circular economy positions us well to communicate, raise awareness, share knowledge, train, and inspire people to adopt more environmentally friendly production and consumption models based on the principles of circularity.

Collaboration with external organisations such as the Ellen MacArthur Foundation and other leading coalitions has been key to help accelerate the circular transition. External initiatives with no collaboration with Brambles and no mention of 'CHEP' or 'Brambles' are out of scope.

Brambles' strategy is to reach, educate and inspire through three pillars: education, events and communications. Brambles measures the cumulative total number of people reached through initiatives across these pillars.

Brambles takes a conservative approach in the measurements for every specific activity and appropriate measures are adopted to avoid double counting, especially for employee training and communications through social media.

Education

Most CET initiatives relate to providing internal training to employees, which is delivered either in person or virtually. Additionally, sessions are conducted externally, especially at schools and universities where Brambles' senior leaders deliver presentations as part of the program. External training sessions attended by Brambles employees are also included.

Events

Event initiatives involve Brambles presenting at events with a focus on raising awareness and promoting the company, rather than strictly educating. These events may include industry trade shows, panel debates, conferences, and more.

Communications

Communications initiatives encompass content produced by Brambles employees or external authors, developed in collaboration with Brambles and featuring mentions of 'CHEP' or 'Brambles'. This content is distributed through digital platforms (social media, webpages, videos) and printed or online press. Examples include original content like podcasts, blogs, case studies, and videos, as well as excerpts from events, ensuring multichannel distribution to maximise reach. Communications initiatives can also include customer-focused sustainability campaigns.

To be measurable on digital platforms, specific hashtags must be used (e.g., #circulareconomy, #zerowasteworld).

Brambles/CHEP website pages are reviewed annually to determine their scope.

Charitable Donations

Brambles collects, aggregates, and reports data for monetary donations and in-kind donations. Donations represent contributions made by Brambles to charitable causes or organisations. Monetary donations refer to financial contributions, whereas in-kind donations refer to non-monetary contributions, such as providing assets to food banks at no cost.

The value of in-kind donations are calculated by applying the commercial value of the donated products in the country where the donation occurred. Donations are converted to US dollars using 30 June 2024 foreign exchange rates.

Volunteering

Brambles collects, aggregates, and reports data for employee volunteer hours and calculates the corresponding value of these hours. Brambles has an employee volunteering policy that grants employees three days of paid volunteer leave per year, during usual contracted hours, to contribute to community-based not-for-profit, educational, or environmental organisations. Brambles collects the number of manager-approved volunteer hours recorded in HR systems. The value of the volunteered hours is calculated using the actual annual hourly salary (based on the full-time equivalent salary and contracted hours) of the volunteering employee.

Glossary

Arete	An online platform for ingesting, archiving, cleansing, manipulating, integrating, and reporting Sustainability data sets for Scope 1, 2 and 3, Waste, Recycling and Water.
Assurance	Assurance relates to the review of sustainability data by an independent third party. In FY24 Brambles engaged KPMG to provide reasonable assurance on several metrics (scope 1 and 2, sustainably sourced timber, BIFR, and women in management) and limited assurance on the remaining metrics. The engagement consisted of KPMG making inquiries, primarily of persons who are responsible for the preparation of data included in the Brambles' Sustainability Review and for the preparation of the selected sustainability information presented in the Review, and applying analytical and other evidence gathering procedures to that information, as appropriate. For the reasonable assurance metrics, detailed testing of the underlying data and corroborative evidence gathering was also performed. Reasonable assurance provides a higher level of confidence (assurance) compared to limited assurance because the extent of evidence-gathering procedures performed for reasonable assurance is more comprehensive than that for limited assurance. KPMG's statement of assurance can be found on the website: Sustainability Review .
Bi-annual management declarations	Bi-annual management declarations confirm, among other matters, the adequacy of internal control procedures, the effectiveness of risk management systems and compliance with material regulatory and statutory requirements. General Managers and Finance Managers are required to sign off the management declaration questionnaires for their area of responsibility.
Brambles' injury frequency rate (BIFR)	Brambles' Injury Frequency Rate is the primary measure of safety performance in Brambles. BIFR is generally comparable to the total recordable injury frequency rate (TIFR), or total recordable injury rate (TRR), used in other businesses. BIFR records all fatalities and three types of injury, each at a rate of injury per million hours worked: work related fatalities; loss of a full work shift due to injury; modified duties following an injury; and incidents that require medical treatment.
Certified sources (of timber)	Brambles promotes sourcing of timber for its pooled pallet requirements from sustainable timber sources and set a target for 100% certified sources for timber purchased. Brambles reports all timber purchased in two categories: chain of custody certified timber (see Chain of custody certification) and timber from certified sources. Timber from certified sources is timber for which Brambles has confidence that source forest or mill is certified by one of the two most recognised international forestry standards. This could be the case of timber from a certified forest, sourced through a supply chain where one or more actors are not certified for chain of custody.
Chain of custody (CoC) certification	CoC certification is the process by which certified forest products are verified to come from certified forests. To become chain of custody certified, organisations must meet minimum requirements in product traceability, storage and handling, invoicing, record keeping and respect of human and social rights, and have an on-site audit by an accredited third-party verifier. There are two main recognised international standards for CoC and both provide assurance regarding the sustainability status of timber at all stages along the supply chain. At each stage in the chain of processing and transformation, CoC certification is needed to confirm that certified timber products are not being compromised by the entry of uncertified products. Brambles has an aspirational target for 100% CoC certification for timber purchased and a commitment to increase the volume of CoC certified purchased material year on year.
Circulytics	World leading circular economy measuring tool pioneered by the Ellen McArthur Foundation.
Carbon dioxide equivalent (CO ₂ -e)	CO ₂ -e is the universal unit of measurement to indicate the full global warming potential (GWP) of a particular greenhouse gas emission. It considers the GWP of each of the six Kyoto greenhouse gases and expresses them in terms of the equivalent units of carbon dioxide. It is used for measuring and reporting different emissions sources on a common basis. At the corporate level, CO ₂ -e is typically reported in kilo tonnes (kt).
Containers	Brambles' business is organised into several segments, which includes Pallets, RPCs, and Containers. Containers serves the bulk goods, automotive, aerospace, and chemical sectors. Operates mostly under the CHEP brand worldwide, as well as the CAPS brand in bulk goods in the Americas.
Energy Attribute Certificate (EACs)	Each EAC represents proof that 1 MWh of renewable energy has been produced and added to the grid.

Basis of Preparation – ESG Metrics

Executive Leadership Team (ELT)	The Brambles ELT assists in implementing Brambles' strategic direction, and ensuring its resources are well managed. The members of the team and their biographies can be found on the website: Executive Leadership Team .
GLEC Framework	SmartFreight Centre established the Global Logistics Emissions Council (GLEC) as a voluntary partnership of companies, industry associations and green freight programmes, backed by governments and other stakeholders. Together they developed the GLEC Framework for logistics emissions accounting and reporting. https://www.smartfreightcentre.org/en/smart-freight-glec/
Greenhouse gas (GHG) emissions	Gases that trap heat in the atmosphere are often called greenhouse gases. Some greenhouse gases, such as carbon dioxide, occur naturally and are emitted to the atmosphere through natural processes and human activities. Other greenhouse gases (e.g., fluorinated gases) are created and emitted solely through human activities. The principal greenhouse gases that enter the atmosphere because of human activities are carbon dioxide (CO ₂), methane (CH ₄), nitrous oxide (N ₂ O) and fluorinated gases. Like most businesses, Brambles impacts on climate change through the consumption of energy, which entails the burning of fossil fuels.
Lost time	Lost time occurs when the impact of a workplace incident prevents an employee from reporting to work on the next working day following that incident due to hospitalization, or by the order of a qualified licensed medical practitioner or due to the inability of Brambles to accommodate the individual in such a way that the employee can perform a full day's useful work at full wages. The calculation of Lost Days for BIFR reporting purposes includes regularly scheduled workdays (e.g., Monday to Friday or whatever common practice for workdays at the site may be) beginning the day after the incident through the last day before the injured employee returns to work. Time off scheduled and approved prior to the incident coinciding with all or part of the period of Lost Time is not included in the total number of Lost Time Days.
Lost Time Injury Frequency (LTIFR)	A measure of work-related lost time incidents per million work hours (exposure hours).
Medical treatment	Medical treatment is any procedure or medication that can generally only be ordered by, performed by, or administered by a licensed medical practitioner. This includes doctors, physician's assistants (PA), registered nurses, paramedics, and pharmacists (chemists).
Modified duties	Modified duty as defined for BIFR determination occurs when an employee is unable to perform one or more of their regular job functions. Typically, modified duty is the result of a restricted work order issued by a physician but the absence of any such order does not exclude instances where a work-related incident has left the employee obviously unable to perform their normal job functions.
Net positive carbon impact	Net positive is a term that describes how an organisation can provide more positive benefits from activities than negative measured carbon impacts. Brambles' CO ₂ -e savings in the year for customers must be greater than the total of our own scope 1, 2 and 3 emissions for the year to make this statement.
Operational Control	Sites considered to be under Brambles' operational control are those where Brambles has full authority to introduce and implement its operating policies and are controlled by Brambles/CHEP. Direct emissions from operations at these sites fall within Scope 1 and 2. Emissions produced by third-party managed sites are included as part of the Outsourced service centres' emissions calculation (Scope 3).
Pallets	Brambles' business is organised into several segments, which includes Pallets, RPCs, and Containers. Pallets serves customers in multiple supply chains, in particular consumer goods, fresh produce, and general manufacturing, across three regions: Americas; Europe, Middle East & Africa (EMEA); and Asia-Pacific. The Americas region consists of the CHEP Canada, CHEP Latin America and CHEP Services (USA). The EMEA region consists of the CHEP Central & Eastern Europe, CHEP Western Europe, India, Middle East, and Africa. The Asia-Pacific region consists of the CHEP Asia and CHEP Australia & New Zealand customer business units.
Reusable Plastic Crates (RPCs)	Brambles' business is organised into several segments, which includes Pallets, RPCs, and Containers. RPCs serves the fresh produce sector.
RE100	RE100 is the global corporate renewable energy initiative bringing together hundreds of large and ambitious businesses committed to 100% renewable electricity https://www.there100.org/ RE100 methodology is endorsed by SBTi as part of their scope 2 criteria.

Basis of Preparation – ESG Metrics

Sustainability Accounting Standards Board (SASB)	<p>SASB Standards guide the disclosure of financially material sustainability information by companies to their investors. Available for 77 industries, the Standards identify the subset of environmental, social, and governance (ESG) issues most relevant to financial performance in each industry.</p> <p>SASB Standards are designed for communication by companies to investors about how sustainability issues impact long-term enterprise value. Similarly, SASB Standards enable robust implementation of the Integrated Reporting framework, providing the comparability sought by investors.</p>
Science Based Targets (SBTs)	Targets that are public set with the Science Based Targets Initiative. The targets provide a clearly defined path to reduce emissions in line with the Paris Agreement goals.
Scope 1, Scope 2 and Scope 3 greenhouse gas emissions	<p>Scope 1: direct emissions from owned or controlled sources.</p> <p>Scope 2: indirect emissions from the generation of purchased energy. There are two methods used to calculate Scope 2 emissions:</p> <p>a) Market-based: Reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). It derives emission factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation, or for unbundled attribute claims.</p> <p>b) Location-based: Calculated using the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).</p> <p>Scope 3: all indirect emissions (not include in Scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions</p> <p>Source: https://ghgprotocol.org/</p>
Twenty Foot Equivalent Unit (TEU)	The TEU is borrowed from a logistics term to describe the capacity of a shipping container. We use it to describe the equivalent factors for the size of our products.
The IUCN Red List of Threatened Species™	The IUCN Red List of Threatened Species™ is recognised as a leading inventory of the global conservation status of plant and animal species. It uses a set of criteria to evaluate the extinction risk of thousands of species and subspecies. These criteria are relevant to all species and all regions of the world. With its strong scientific base, the IUCN Red List is recognised as the most authoritative guide to the status of biological diversity.
The Year	Brambles' 2024 fiscal year: 1 July 2023 – 30 June 2024
Total Pallet Management (TPM)	CHEP's TPM program offered to major manufacturers and retailers allows CHEP to manage a customer's pallet needs on-site and supply CHEP pallets without the need for additional transport. Customers' use of the TPM program helps optimise the network and reduces the energy requirements associated with the pallet pool. This helps reduce the number of pallets that have to be returned to CHEP sites for repair.
Tree	A timberly plant that regularly renews its growth (perennial). Any tree grown will be accounted for, irrespective of the region or species.
Voluntary Carbon Offsets (VCOs)	Voluntary carbon offset credits are transferable instruments certified by an independent certification body to represent an emission reduction of one metric tonne of CO ₂ -e.
Work-related fatalities	Loss of life caused by a work-related incident regardless of where or when the death occurs or is officially recorded by a licensed medical practitioner.