

# Brambles' 2030 sustainability targets

**Brambles**

Brambles' 2030 Sustainability Programme builds on our vision to create regenerative supply networks. This means striving for nature-positive outcomes as a core principle of a regenerative business. It also means leveraging Brambles' position at the centre of global supply networks to encourage more customers, communities, policymakers and public institutions to transition towards a resilient, regenerative and circular economy. Our regenerative supply network is a long-term guiding vision, and our targets are designed to drive progress along that path, acknowledging different stages of advancement.

The 2030 Sustainability Programme goals and targets have been developed through a comprehensive internal and external stakeholder engagement process, which confirmed our focus areas and inspired us to explore new opportunities for positive impact. A set of guiding principles has driven the 2030 programme design and corresponding targets:



**Ambition** to maintain our global leadership position



**Regeneration of nature** as the centrepiece of the programme



**Expanded scope**, impacting the entire value network



A **value-centric** approach for us and for our partners



**Rigour**, essential for protecting Brambles' reputation and credibility



Further information, including the methodology behind the calculation of the metrics, will be available in the Basis of Preparation – ESG Metrics 2026, which will be released with our 2026 Sustainability Review.

The definitions, boundaries and relevant metrics of our 2030 sustainability targets will continue to be developed and refined during FY26. As the methodologies and frameworks for these targets develop, the need for new or expanded targets may arise. This document will be updated accordingly.

Brambles aims to achieve all targets noted in this document by 30 June 2030, unless stated otherwise.



## Nature Positive

Brambles' Nature Positive focus area aspires to build a regenerative nature-positive business by restoring forest ecosystems, going beyond zero waste and aiming to draw down more carbon than Brambles produces.

### Target area and goal



### Forest Positive

Regenerate two hectares for every one required for Brambles' timber needs

### Main targets

- Enable the **restoration, conservation or sustainable management** of two hectares for every one required for Brambles' timber needs cumulatively across the five-year period to 2030

**Restoration** is the process of assisting the recovery of an ecosystem that has been degraded, damaged or destroyed.

**Conservation** is the process of protecting and managing land in ways that achieve positive and sustained long-term outcomes for the ecosystems and natural habitats, and the maintenance and recovery of viable populations of species in their natural surroundings.

**Sustainable management** is the process of managing land in accordance with, and certified under, one of the two most globally-recognised standards, Forest Stewardship Council® FSC®–N004324 (FSC®) or Programme for the Endorsement of Forest Certification PEFC/01-44-79 (PEFC). Both programmes incorporate 'deforestation-free' and 'conversion-free' classifications within their standards.

**Note:** Under Brambles' Global Procurement Policy – Lumber Sourcing, all timber purchased is through sustainably managed sources, meaning that the land from which it is sourced contributes towards this target.

- Maintain 100% **sustainably certified timber sourcing**

**Sustainably certified timber sourcing** refers to timber sourced under one of the two most globally-recognised standards, FSC® or PEFC. Both programmes incorporate 'deforestation-free' and 'conversion-free' classifications within their standards.

- Achieve year-on-year growth in the proportion of Chain-of-Custody certified timber purchases from 2025

### Supporting targets and enablers

- Implement or contribute to one biodiversity initiative in five timber sourcing regions
- Contribute to positive outcomes for people and communities through forestry and nature-based initiatives in each of Brambles' five operating regions
- Issue annual nature-related disclosures and adopt relevant nature-related targets, metrics, measurement methodologies and reporting practices



### Climate Positive

Achieve Brambles' Science-based Targets and respond to climate change impacts through adaptation and mitigation measures

- Achieve validated **2030 science-based emission reduction targets** to progress towards our ambition of net-zero GHG emissions by 2040

Brambles' validated **2030 science-based emission reduction targets** consist of a 42% absolute reduction in Scope 1 and 2 GHG emissions, and a 17% absolute reduction in Scope 3 GHG emissions, by 2030 (on 2020 levels). Brambles' net-zero by 2040 ambition covers Scope 1, 2, and 3 GHG emission sources.

- Integrate climate adaptation processes across Brambles' timber sourcing and service centre network to enhance resilience against physical climate-related risks

- Maintain 100% renewable electricity in Brambles' operations



## Nature Positive continued

### Target area and goal



### Circular Resources

Reach 80% net-positive solutions for Brambles' product waste, and for virgin plastic substitution in Brambles' products

### Main targets

- Divert all product waste from landfill for Brambles operated and subcontracted service centres
- Implement **net-positive product waste solutions** across 80% of Brambles operated and subcontracted service centres

**Net-positive product waste solutions** include closed-loop, regenerative, resource-positive and communities-positive solutions.

**Closed-loop solutions** are approved end-of-life solutions that enable Brambles' product waste to be used in making another Brambles product.

**Regenerative solutions** are approved end-of-life solutions that give Brambles' product waste a second life that regenerates or restores nature.

**Resource-positive solutions** are approved end-of-life solutions that enable Brambles' product waste to be used in the making of a non-Brambles product.

**Communities-positive solutions** are approved end-of-life solutions for Brambles' product waste that create a positive social impact in the community.

- Substitute 80% of virgin plastic across new product purchases with **circular materials or solutions**

**Circular materials or solutions** are ones that are nature-positive, waste-positive, closed-loop, biomaterials or other materials or solutions that offer other environmental or circular economy benefits as compared to virgin plastic.

**Nature-positive** materials deliver nature-positive contributions and outcomes, meaning that they are derived in a way that retains and restores species, ecosystems, and/or natural processes at a global, national and/or landscape level. Sustainably certified timber will not necessarily be considered nature-positive unless it is sourced in line with these principles.

**Waste-positive** materials are sourced externally to Brambles and reused, repurposed or recycled for use in the making of a Brambles product. This excludes product waste, which falls under the definition of closed-loop materials when used in the making of another Brambles product.

**Closed-loop** materials derived from Brambles' product waste and used in the making of another Brambles product.

**Biomaterials** are materials (other than timber) that are derived from, or produced by, biological organisms like plants, animals, bacteria, fungi and other life forms.

### Supporting targets and enablers

- Implement water efficiency initiatives at Brambles operated service centres in **water-stressed areas**

**Water-stressed areas** are those that have been assigned a "high", "extremely high" or "arid and low water use" water risk on the Aqueduct Water Risk Atlas of the World Resources Institute.

- Implement **circular design principles** for all new products, including using sustainable materials to amplify durability and circularity

**Circular design principles** give consideration to the most appropriate component materials, which may include nature-positive, waste-positive, closed-loop or biomaterials. The definitions for these can be found to the left.



## Business Positive

Brambles' Business Positive focus area supports circularity by increasing the environmental benefits in our customers' supply chains, building a safe, inclusive and respectful workplace, and partnering for positive outcomes across the supply network and beyond.

### Target area and goal



### Supply Chain Positive

Achieve year-on-year growth in circular benefits in Brambles' customer supply chains

### Main targets

- Achieve year-on-year growth from 2026 in **circular benefits** in Brambles' customer supply chains by converting from linear alternatives and improving asset productivity

**Circular benefits** are a measure of avoided environmental impacts and are calculated by comparing the savings through use of a Brambles product to a single-use alternative (obtained from independent peer reviewed product Life Cycle Assessments performed by acknowledged experts), multiplied by the volume of each related product issued to customers during the year. Avoided environmental impacts measured include CO<sub>2</sub>-e emissions, water consumption, timber consumption, and/or total waste to landfill generated by products.

### Supporting targets and enablers



### Positive Partnerships

Activate sustainability collaborations with 1,000 partners across Brambles' supply network

- Activate sustainability collaborations with 1,000 **partners** across Brambles' supply network cumulatively across the five-year period to 2030, by building on the collaborations achieved in 2025

**Partners** include a broad range of stakeholders, such as customers, suppliers, NGOs, policymakers and educational institutions.



### Workplace Positive

Continue the pursuit of Zero Harm and achieve a year-on-year increase in Brambles' Employee Experience-Index

- Reduce Brambles' Lost Time Injury Frequency Rate from 1.0 to 0.9 by 2026
- Achieve a year-on-year increase in Brambles' **Employee Experience-Index** from 2026

Brambles' Employee Experience-Index will focus on the three core pillars of DEI:

**Diversity:** Increasing the representation of women in management and service centre roles.

**Equity:** Ensuring fair pay for our employees through ongoing pay equity assessments and alignment with living wage benchmarks.

**Inclusion:** Strengthening our inclusive culture through employee feedback on authenticity and inclusion.

- Increase the representation of women in management roles to 40% and in service centre roles to 12%



## Communities Positive

Brambles' Communities Positive focus area promotes circularity, supports resilience, and reflects the connections between society, the economy and nature.

### Target area and goal



#### Positive Policy Impact

Promote regeneration, circularity and sustainability in policy development

### Main targets

- Implement a global public affairs strategy, including programmes in each of Brambles' five operating regions, to promote responsible business practices, advancing a regenerative circular economy

### Supporting targets and enablers

- Implement a global Public Affairs function and develop a policy engagement framework by 2026



#### Food Positive

Achieve year-on-year increases in food waste avoided and food surplus rescued

- Achieve year-on-year increases in food waste avoided and food surplus rescued using Brambles' platforms, digital capabilities and collaborations with food rescue organisations from 2026

- Drive efficiency and resilience in food rescue networks, leveraging Brambles' expertise through targeted collaboration initiatives in each of Brambles' five operating regions



#### Community Resilience

Leverage Brambles' resources for community resilience through crisis response programmes

- Proactively contribute to community resilience and support crisis response programmes in each of Brambles' five operating regions

- Develop a framework for a community resilience programme to support ongoing community needs in each of Brambles' five operating regions by 2026
- Develop a framework for engaging with relevant authorities to support their crisis response programmes in each of Brambles' five operating regions by 2026

### Contacts

Level 29, 255 George Street  
Sydney NSW 2000  
Australia

Telephone +61 2 9256 5222  
Email [sustainability@brambles.com](mailto:sustainability@brambles.com)  
Website [brambles.com/sustainability](https://brambles.com/sustainability)

ACN 118 896 021