Leading a future
of connection
and illumination

BASIS OF PREPARATION – ESG METRICS 2025

Brambles

Basis of Preparation – ESG Metrics

Contents

Boundaries

The sustainability data in the 2025 Annual Report, 2025 Sustainability Review, and the 2025 Five-Year Performance Summary covers the Brambles' Group for the fiscal year ended 30 June 2025 (FY25, or 'the year'). Brambles Limited is an ASX-listed supply chain logistics company with a network of 750+ service centres in ~60 countries, employing ~12,000 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 FY25 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, Middle East, Türkiye, and Africa, in addition the CHEP-branded Reusable Plastic Crates (RPCs) 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.

The ESG metrics include the results of Brambles controlled subsidiaries (which excludes joint ventures and associates). Brambles completed the sale of CHEP India (formerly part of CHEP EMEA) on 8 January 2025, the results for CHEP India have been excluded from both the FY24 and FY25 Group results.

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 is transparent about data restatements. Where relevant, restatements are explained in footnotes in the Annual Report, Sustainability Review and Five-year Sustainability Performance Data Summary.

Standards used and referenced in reporting

Global Reporting Initiative (GRI)

Brambles has reported the information cited in its GRI content index for the period 1 July 2024 to 30 June 2025 with reference to the GRI Standards.

Brambles' GRI index table is provided on the website at: ESG Navigator.

Sustainability Accounting Standards Board (SASB)

Brambles' FY25 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 also added a Workforce Health and Safety metric from the Waste Management 2023, and the Industrial Machinery & Goods 2023 standards.

Brambles' SASB index table is provided on the website at: https://www.brambles.com/esg-navigator.

Sustainability Reporting Standards (AASB)

Brambles' FY25 Annual Report contains its climate-related disclosures, prepared with reference to the Australian Sustainability Reporting Standard (AASB S2 *Climate-related Disclosures*) as issued by the Australian Accounting Standards Board (AASB). However, it does not contain all the requirements to fully comply with AASB S2, as the Australian Sustainability Reporting Standard only applies 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.

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 various channels to communicate with shareholders about its financial situation, performance, strategies, and activities. This includes the Annual Report and the Annual General Meeting, quarterly results and Investor Roadshows. General Meetings allow an opportunity for shareholders to engage directly with the Board. The Group Vice President, Investor Relations and Group Company Secretary deal with shareholder enquiries at other times.
- Enables detailed 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 briefing 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, and customer care centres. Information gathered through this process is used to improve customers' experience of our products, services and people.

- Requires 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' Procurement functions are responsible for sourcing suppliers for the business, as well as managing those relationships and monitoring performance. Brambles' Compliance function manages supplier adherence to Brambles' compliance requirements. Brambles' global procurement policy was implemented in 2018, is reviewed annually and was last revised in 2024. The Policy confirms the alignment of the Procurement function to Brambles' Code of Conduct.

- Recognises that its business units are proactively collaborating with their third-party operators and suppliers to meet increasing expectations. For example, addressing customers' growing interest in understanding their environmental impact and in turn demonstrating 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 to achieve more sustainable and mutually beneficial outcomes.

- Requires designated country Regional CEOs (as part of Brambles' internal compliance efforts) to 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

Brambles reviews sustainability topics to determine those deemed material by its businesses and stakeholders on an annual basis. Brambles identifies sustainability topics through both internal and external stakeholder engagement Assessment of risks and opportunities arising from material sustainability topics 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, Fourth Edition. 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 FY25 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 FY25 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, on Brambles' stakeholders and/or which are applicable to multiple stakeholder groups.

Material Topics

The topics identified as material during FY25 remain unchanged from those identified in FY24. Two new topics have been identified as material and have been formally integrated into the 2030 Sustainability Programme. These include:

Business Positive:
- Sustainable business growth
- Zero harm and human rights
- Work/life balance
- Transparency and corporate governance (including anti-corruption and bribery)
- Learning and development
- Partnership to advance regeneration (new)

Nature Positive:
- Climate change
- Nature and biodiversity
- Resource use (including raw materials)
- Waste and circular materials
- Socially and environmentally responsible sourcing

Communities positive:
- Social impact of value chain
- Policy impact (new).

BASIS OF PREPARATION – ESG METRICS continued

Approach to addressing sustainability risks and opportunities

Brambles' approach to mitigating sustainability risks and leveraging opportunities is reported across three areas: Business Positive, Nature 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 reducing 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 attract and retain employees capable of delivering value to customers and appropriate returns to investors.

Nature Positive	
Forest Positive	Brambles' approach to forestry supports both our own, and our customers' decarbonisation objectives with the aim of increasing global forest cover. Afforestation and reforestation are effective nature-based solutions delivering multiple benefits such as addressing critical biodiversity issues, climate change and opening opportunities in carbon markets.
Climate Positive	Brambles is working towards a 1.5°C climate future as contemplated by the 2015 Paris Climate Agreement.
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 of 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 endeavor to use their experience to advocate, educate and impact others to become circular economy change makers.

Assurance

In FY25, Brambles engaged KPMG to undertake a combined reasonable and limited assurance engagement in respect to certain information.

KPMG's scope is set out in detail in the Annual Report, and in the unmodified assurance report which is available on the website: Results Centre.

The following climate disclosures are aligned to AASB S2 and are included in the limited assurance scope:

- Climate-related Scenario Analysis
- Climate-related risks and opportunities identified through climate scenario analysis that could be reasonably expected to affect Brambles' prospects, business model and value chain
- Assessment of Climate Resilience
- Brambles' climate-related investment plans
- [Financial position, financial performance and cashflows.]

KPMG has not been engaged to and did not provide assurance over metrics that are 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 (refer to page 8 & 9 in the 2025 Annual Report) are based on the results of independent life cycle assessments (LCA) conducted by acknowledged experts, 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 CO_2-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 by external consultants 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 equipment issue 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	

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 Brambles' business in Australia, South Africa and New Zealand and will continue to remain so.

Brambles 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, or
- Include all equipment types, and therefore not all equipment used by customers in the year.

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.

Equivalents

Environmental benefits are also apportioned by the total number of Brambles employees and compared to recognisable items (e.g. annual US household CO_2-e emissions, number of garbage trucks etc.) to provide meaningful context for Brambles employees when reading the Sustainability Review.

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 CO_2-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 Zero Waste World (ZWW) Programme, and

2. Collaborations that focus on reducing CO_2-e emissions through logistics efficiencies.

Zero Waste World Collaborations

ZWW is a global collaboration programme with customers aimed at co-creating to deliver incremental value 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), this is an agreement between a manufacturer and retailer to reduce empty loads facilitated by Brambles

- Collaborative research

- Co-creating prototypes, and

- Joint pilot test and marketing.

ZWW initiatives and customers are counted towards the collaboration target, on a cumulative basis, where: Brambles and a customer(s)'s or potential customer(s)'s initiatives will reduce emissions, 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, a customer and create benefit 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, extract from the system or an email that shows the collaboration has taken place 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 kilometres (kms) and CO_2-e savings are generated through four main initiatives:

1. Transport collaboration, avoiding empty kms with our customers

2. Transport orchestration, avoiding empty kms between customers

3. Plant network optimisation, strategic positioning of service centres to reduce the distance travelled, and

4. Multimodal transport, replacing truck kms with boat and rail.

The CO_2-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 CO_2-e output. Department for Environment, Food and Rural Affairs (DEFRA) factors are used in the calculation.

Transport Collaboration

Using our reverse logistics network for recovering pallets, together with BRIX (our state-of-the-art Lane Matching Tool[1] developed by Brambles), Brambles collaborates with customers to identify empty lanes, which in turn, seeks to optimise and create efficiencies in the supply chain, and seeks to improve performance. Creating efficiencies in transport to reduce CO_2-e'.

To determine kms saved, the distance of each lane is multiplied by the number of collaborative trips. This is then converted to CO_2-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.

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[1] The tool leverages advanced data analytics to identify common transport flows and mutually beneficial transport sharing opportunities.

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 (main customer Brambles identifies as having orchestration opportunities with other customers)

2. Orchestration partner (customers identified as potential partners for the main customer or orchestration promotor).

Kms and CO_2-e saved are calculated the same way as for transport collaboration.

Plant Network Optimisation

Plant network optimisation is the practice of strategically positioning service centres (both Brambles' and third party managed) to reduce the distance travelled for pallet issues and returns via truck.

This is measured in one of two ways depending on the data available:

1. Service centres orchestration (preferred approach)

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

Service centre orchestration: 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 year[2] 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 CO_2-e saved.

TPMs: the number of shipments or pallet volumes recorded 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 units issued to customers from the TPM is recorded on an annual basis. The number of trips avoided is calculated by dividing the total units 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 CO_2-e savings by multiplying the distance that would have been travelled via road by the fuel emissions factor, then subtracting the CO_2-e emissions associated with rail or sea travel from this calculated value.

People

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 are calculated by dividing the number of employees (headcount) by gender by total headcount, to obtain a percentage split. There are three categories of gender in the HR system: Male, Female and Prefer Not to Disclose.

Age Distribution

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

Parental Leave

Parental leave data is calculated as the number of employees who took parental leave during the year as a percentage of total employees. Employees returning to work after parental leave is also calculated using the same approach.

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

Women in Service Centres

In determining the percentage of women in service centres, Brambles follows a similar calculation as for women in management, but it includes all female employees whose usual workplace is a service centre.

Median Compa-Ratio Comparison by Gender

The compa-ratio[3] for each employee is calculated by comparing their base pay to the midpoint salary for their respective position within Brambles. The individual results are collated and the median, which is benchmarked to external sources, is compared to the median compa-ratio for males to determine the percentage variance between genders male. This is done at each level in each country, as well as in aggregate.

Voluntary Turnover Data

Voluntary turnover data is calculated using actual employee data where employment ceased on a voluntary basis, including cases where redundancy was not compulsory, divided by the average headcount during the year.

Health & Safety

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

BIFR measures the sum of work-related fatalities, lost time, modified duty, and medical treatment incidents per one 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.

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[2] The baseline year is 2020.

[3] A compa (comparison) ratio is a metric that compares an employee's salary to the midpoint of their salary range, indicating how their pay aligns with the market rate for their position. It is a tool used to assess pay equity and competitiveness within an organization.

Exposure hours refer to the hours worked by all Brambles employees, recorded in iCARE. For salaried workers, exposure hours 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[4], 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 (e.g. 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.

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 programmes 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 Programme 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, Brambles endeavours to respect and promote ethical and legally compliant practices, both within our operations and our supply chain. Brambles, where possible, endeavours to conduct business, and engage with suppliers, who are aligned with its principles and practices.

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

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4 Labour hire is a process where a company, the labour hire agency, employs workers and then provides those workers to another company, the host employer, for a specific period.

As part of this process, Brambles calculates inherent risk and residual risk scores for its suppliers:

- Inherent risk reflects the baseline level or risk based on objective factors such as the supplier's location, industry, and the nature of their operations, before any mitigating actions are reviewed.

- Residual risk reflects the remaining level of risk after assessing the supplier's policies and practices in relation to specific risk areas.

- These scores help determine whether enhanced due diligence is required, guide the frequency of monitoring, and identify appropriate risk mitigation measures based on the supplier's demonstrated controls and risk profile.

For certain higher risk suppliers, additional enhanced due diligence may be required. This can include, amongst other things, an in-person site inspection 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.

Due diligence is renewed periodically, consistent with the supplier's risk profile. Brambles' approach to due diligence seeks to ensure that suppliers risks are consistently identified, assessed, and addressed in alignment with Brambles' objectives. This supports informed decision-making and responsible supply chain management.

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 60 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 included in the completion percentages. Employees who have left during the period are not included. Additionally, employees on long-term leave during the period, as defined by the local company's policies and procedures, 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, be tied to our compliance program in our Code of Conduct (including the Code of Conduct, Anti-bribery, Competition Compliance, Data Privacy, Global Trade Compliance, Document Retention, Conflicts of Interest, Gifts and Hospitality, Speak Up, or Personal Data Breach Management), explain what our policy is, what this means for our employees and for Brambles, the consequences of a policy violation, and what to do in the event of a suspected policy violation.

Nature Positive

The 2025 Nature Positive Targets and programmes are a key component of our business model, which seeks to promote the 'share and reuse' philosophy. The targets and programmes cover our certified sourcing activities and decarbonisation programme, and endeavours to ensure our products are sustainable.

Forest Positive

Brambles' 2025 Sustainability Targets[5]:

- 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 Brambles for the purpose of pooling wooden assets, both when this is sourced and purchased by Brambles in the form of semi-finished products (beams, boards, blocks, for repair or new production, even when sold to

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[5] For progress against Brambles' 2025 targets refer to the 2025 Annual report and 2025 Sustainability Review (which will be available in September 2025).

assembly service providers), and when this is purchased by Brambles in the form of finished products, mainly pallets, according to each Regional Business Model.

It covers the purchase of timber used in new pallets and in Brambles owned and subcontracted repair service centres. Brambles purchases, controls, or has due diligence oversight of all the timber used by organisations in relation to operations of Brambles' controlled subsidiaries.

Refer to the Global Lumber Sourcing Policy available on brambles.com 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 Brambles providers. The volume of timber purchased by third-party service centres is estimated using the number of pallets repaired multiplied by the average volume of timber used per repaired pallet in our own service centres. All timber purchases for new assets and the repair process are included in the calculation of trees used.

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:

- $0.97m^3$ of timber purchased = 1 tree
- This estimate is based on Radiata Pine, a soft timber species (used for most Brambles 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 $0.97m^3$ per tree.

Sustainable sourcing

Timber Certification

All timber purchased in relation to operations of Brambles' controlled subsidiaries meets one of the following definitions:

1. Chain-of-Custody (CoC) certified timber: Where Brambles can verify supplier claims, through documentation, that timber purchased has an associated CoC certification

2. Timber from certified sourcing, where the timber is not covered by CoC certification all along its supply chain, however Brambles has access to documentation that proves the timber comes from a certified forest and/or through a certified due diligence (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 International Union for Conservation of Nature (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 are breached.

Starting in FY26 Brambles will commence work to collaborate with the relevant certification bodies to further enhance the integrity of timber certifications, including consideration of the impacts on endangered species.

Brambles approach to suppliers losing their certification is 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 sourcing and termination/suspension is not related to critical infringement of CoC requirements (e.g. related to human and worker rights, or unlawful behaviour). 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

Brambles or its subcontractors purchase timber for use in the operations of Brambles' controlled subsidiaries from suppliers that are CoC certified by one of the two most recognised 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®, PEFC, or PEFC endorsed schemes and guarantees timber originating from certified sourcing is correctly tracked along the supply chain and workers' and human rights requirements are met.

Buy to Sell (BTS) Strategy

Under this strategy 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.

Second tree

Brambles' strategic approach to achieving our Forest Positive Targets includes a regenerative forestry programme that aims to enable 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 or other methods.

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 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 Brambles'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 timber 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.

The number of trees included in the second tree result, are agreed to supporting documentation issued by third parties.

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 and 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 1.

Scope 1 and 2 emissions data is collected primarily from vendor reports sent directly to platform Brambles' Sustainability 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.

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.

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 EcoInvent life cycle inventory (Version 3.11) 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. In FY25 these calculations have been supplemented with survey responses from pallet manufacturers and sawmills that account for approximately 30% of the timber product volumes purchased.

Outsourced Service Centres: emissions from outsourced service centres are determined based on throughput and representative emissions calculated by reference to Brambles owned service centres. In FY25, these calculations have been supplemented with supplier consumption data received from approximately 30% of the outsourced service centres through surveys.

Downstream transport: data on distances travelled, weight of loads etc is obtained from Brambles' Transport Management System. Emission and consumption factors used are from the Global Logistics Emissions Council (GLEC) Framework v3.1.

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

Emissions Factors

Emissions factors are referenced 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 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.

Contractual instruments – Scope 1 and 2 GHG emissions

Brambles achieved carbon neutrality in FY21 and has maintained it since, by purchasing carbon credits and renewable electricity certificates to neutralise its residual Scope 1 & 2 emissions.

Brambles uses the following types of instruments:

- 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 EACs 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 electricity consumption, EACs are retired once applied.

Approach to setting and reviewing targets

Science Based Targets (SBT)

Brambles set Science Based Targets to reduce Scope 1, 2 and 3 GHG emissions. These Science Based Targets were validated by the SBTi. The baseline year for the SBTi target is 2020.

Brambles Scope 1 and 2 SBT covers 100% of its Scope 1 and 2 emissions. Brambles Scope 3 SBT includes its most material Scope 3 emissions categories representing over 90% of baseline emissions:

- Category 2, Pooling equipment purchases - new assets and repair materials
- Category 4, Upstream transportation and distribution
- Category 5, Waste Generated in operations - at Brambles operated and subcontracted sites
- Category 9, Downstream transportation and distribution - subcontracted transport services; and
- Category 10, Outsourced Service Centres – 3rd Party Service centre operations.

Brambles performs an annual inventory of its full value chain emissions to track progress against its SBTs. The annual inventory also includes Scope 3 categories not in scope of the validated Scope 3 SBT for completeness.

Brambles has a policy to review its SBTs every 5 years, in line with the guidelines of the Science Based Target Initiative (SBTi).

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 certain containers. In some cases, recycled plastic can't be used since it would negatively impact the performance of the container.

The Product Innovation 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 collects data on the volume of detergent used in the cleaning of reusable plastic crates, plastic pallets, and containers by the businesses during the year. This data is checked against ingredients in the Product Material Safety Data Sheets (MSDS) to verify whether they contain palm oil.

Water

Brambles' businesses report water consumption data monthly based on water meter readings and utility bills.

Water Scarcity

Brambles monitors its impact on water scarcity using the World Resources Institute (WRI) Aqueduct tool. We geocode and upload usage data 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.

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 landfill include reusing timber or plastic in repair processes or sending product waste to Brambles-approved end-of-life processes.

Scope

Brambles performs a scoping exercise to determine the sites in scope for the ZPW metric each year. Both Brambles 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 as they are an indicator of the level of activity at each site.

The Brambles network is in constant flux with sites opening and closing each year. To enable consistent ZPW measurement, a fixed list of sites is included in scope for the period.

To determine in-scope sites, a full list of sites is reviewed in Q4 of the preceding financial year. New sites are identified to be added to scope if they have opened during the year or volumes processed through the site have increased such that they are captured by the pareto described above. These new additions undergo a 12-month notice period before being included in the 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-plant sites (office sites, virtual locations)

- Inactive plants

- Supplier plants (items processed at these sites are capital goods (new pallets or containers) and are not considered Brambles' products until they leave these plants)

- Certain TPMs & Reverse Logistics Centres where Brambles does not have operational control

- All non-Brambles waste material

- Where a process unexpectedly fails (tolerance of 5% volume sent to landfill), and

- 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.

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.

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 (internally developed) 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' circular business model, which promotes the 'share and reuse' of pallets, crates, and containers, supports our position to raise awareness and share knowledge 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 is 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 2025 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

Assurance	Assurance relates to the review of sustainability data by an independent third party. In FY25 Brambles engaged KPMG to provide reasonable assurance over 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' Annual Report and 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: Results Centre.
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. Regional CEOs and CFOs 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 (TRIR), 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 the source forest or mill is certified by one of the two most recognised international forestry standards. This could be the case for 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.
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 service lines, which includes Pallets, RPCs, and Containers. Containers are used in the bulk goods, automotive, aerospace, and chemical sectors.
Energy Attribute Certificate (EACs)	Each EAC represents proof that 1 MWh of renewable energy has been produced and added to the grid.
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, https://www.brambles.com/our-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 (CH4), nitrous oxide (N2O) 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. While this typically results from a restricted work order issued by a physician, the absence of such an order does not exclude cases where a work-related incident clearly prevents the employee from performing their normal duties. A 7-calendar-day grace period may apply before restricted work is classified as modified duty, but only if the employee is offered alternative duties that they are qualified for, regularly perform, and that maintain the same number of working hours and pay. These alternative duties must not exceed any medical restrictions in place. Additionally, evidence supporting the offer, the employee's acceptance or rejection, and their qualification to perform the alternative duties must be documented in iCARE.
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. 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 service lines, which include Pallets, RPCs, and Containers. Pallets are used by 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.
Reusable Plastic Crates (RPCs)	RPCs serve 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.

Sustainability Accounting Standards Board (SASB)	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.
	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.
Science Based Targets (SBTs)	Targets that are publicly 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	Scope 1: direct emissions from owned or controlled sources.
	Scope 2: indirect emissions from the generation of purchased energy. There are two methods used to calculate Scope 2 emissions:
	a) Market-based: Reflects emissions from electricity that companies have purposefully chosen. 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.
	b) Location-based: Calculated using the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).
	Scope 3: all indirect emissions (not included in Scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions
	Source: https://ghgprotocol.org/
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. TEUs are used in both the logistics collaboration calculation and to calculate outsourced service centre emissions (which are a material component of Scope 3 emissions).
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' 2025 fiscal year: 1 July 2024 – 30 June 2025
Total Pallet Management (TPM)	Brambles's TPM program offered to major manufacturers and retailers allows Brambles to manage a customer's pallet needs on-site and supply pallets and containers 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 Brambles sites for repair.
Tree	A timbery 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 offsets 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.