

Brambles' 2030 sustainability targets

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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, is available in the Basis of Preparation – ESG Metrics 2026 at [brambles.com/sustainability-review](https://www.brambles.com/sustainability-review).

The definitions, boundaries and relevant metrics of our 2030 sustainability targets may continue to be refined across the 2030 Sustainability Programme. As these evolve, 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 and conserving 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 maintain or enhance the ecological integrity of ecosystems, safeguard natural habitats and support the long term viability of populations of species in their natural surroundings.

Sustainable management refers to land managed in compliance with Brambles' Global Timber Sourcing Policy, including in accordance with one of the two most globally recognised standards of Forest Stewardship Council® FSC®–N004324 (FSC®) or Programme for the Endorsement of Forest Certification PEFC/01-44-79 (PEFC). Both FSC® and PEFC standards include requirements to prevent deforestation and forest conversion.

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

Sustainably certified timber sourcing includes timber sourced either from certified forests or through a certified due diligence system under the globally recognised standards of FSC® or PEFC (or national forest certification systems endorsed by PEFC). Both standards include requirements to prevent deforestation and forest conversion..

- 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 Scope 2 GHG emissions, and a 17% absolute reduction in certain Scope 3 GHG emissions, by 2030 (on 2020 levels). Brambles' net-zero by 2040 ambition covers Scope 1, Scope 2, and Scope 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
- Maintain 100% screening of Brambles operated and subcontracted locations for vulnerability to severe weather events
- Maintain at least 90% training completion on Brambles' Climate Risk Screening Tool for timber procurement professionals



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

- Implement solutions to 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 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.

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 that are derived from, or produced by, biological organisms like plants, animals, bacteria, fungi and other life forms. This excludes timber purchased for use in Brambles' timber pallets as this does not substitute virgin plastic.

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 circular materials or solutions 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 are measured in CO₂-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

Partners include a broad range of stakeholders, such as customers, suppliers, non-governmental organisations (NGOs), federations, associations 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 and 0.5 by 2030
- 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 Senior Director and above roles.

Equity: Supporting fair pay for our employees through ongoing pay parity assessments and alignment with living wage benchmarks.

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

- Maintain the representation of women on the Board at 40% and 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 development and crisis response programmes

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

- Develop a framework for a community development 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

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