Brambles

2016 Sustainability Review

CHEP IFCO

About Brambles

Brambles is a supply-chain logistics company operating in more than 60 countries, primarily through the CHEP and IFCO brands. Brambles operates a circular business model, specialising in the share and reuse of unit load equipment, including more than 550 million pallets, crates and containers. Using our asset management expertise and the scale of our network, Brambles optimises the flow of goods through the supply chain, reducing waste and making the world's supply chains more efficient and sustainable. The more our customers share and reuse our products, the greater the efficiencies and environmental benefits of our networks.

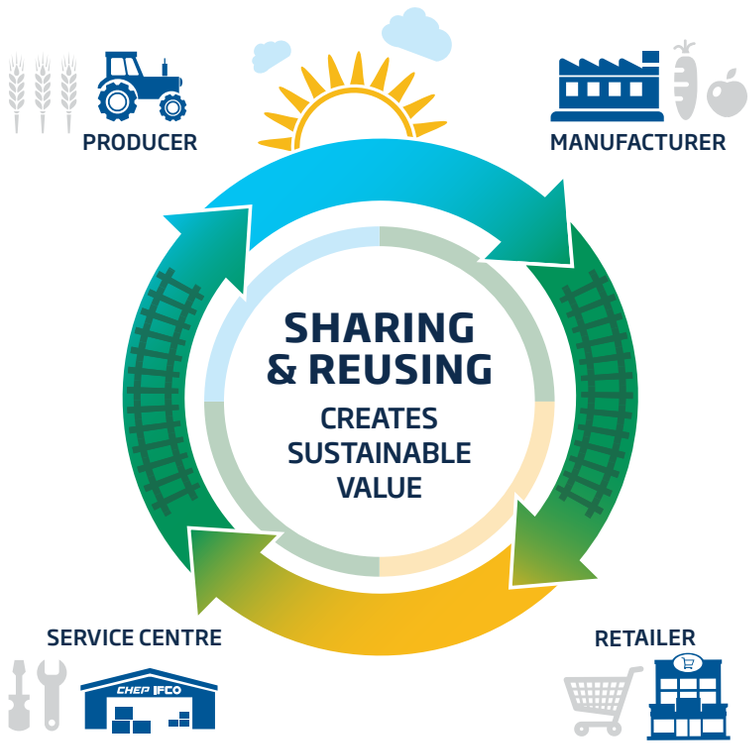
Our Pallets business (operating under the CHEP brand) issues, collects and reissues returnable pallets through a network of service centres in multiple countries. Manufacturers, producers, distributors and retailers use our pallets to transport their products safely and efficiently through their supply chains. Additional, value-adding solutions include supply-chain optimisation and transport management services. In the USA, CHEP also provides a national network of pallet management services to sort, repair and reissue whitewood pallets (known as CHEP Recycled).

Our RPC business (operating under the IFCO brand in Europe, the Americas and Japan and under the CHEP brand in Australia, New Zealand and South Africa) provides reusable plastic crates (RPCs) to transport fresh produce from growers to retailers.

Our Containers business (primarily operating under the CHEP brand) comprises three business units:

- Automotive, serving the automotive manufacturing industry;
- IBCs, providing intermediate bulk containers (IBCs) to the customers transporting raw materials in the food and general manufacturing industries;
- Oil and gas which provides container management solutions to the oil & gas and refining sectors through the Ferguson Group and CHEP Catalyst and Chemical Containers businesses. As of October 2016, Brambles' Oil & Gas business unit was merged into an independent joint venture company, Hoover Ferguson group, which is 50% owned by Brambles; and
- Aerospace, which provides containers and pallets for the transportation of baggage and cargo to airlines. On November 2016, Brambles announced the divestment of the Aerospace business and the transaction is expected to complete during November 2016.

Our BXB Digital buisness is focused on developing opportunities in relation to smart assets, data analytics and the Internet of Things.



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Thank you! BC

About our Review

This Sustainability Review reports on our activities in the areas we assessed as material sustainability issues for the financial year ending 30 June 2016 (FY16). The focus is communicating how the share and reuse model of our pallets (other than CHEP Recycled), RPCs and containers business helps meet profitability and sustainability goals in customers' supply chains. Our supplementary information document for this review, available on the Brambles website (www.brambles.com/sustainability), contains further information on the following: assessment of materiality; risks and opportunities; assurance process; data measurement techniques; stakeholder engagement; and a glossary of terms. For FY16, a table detailing our response to the following three sustainability reporting frameworks is available on our website:

- Global Reporting Initiative's (GRI) G4 indicators
- UN Global Compact Communication on Progress for 2016
- UN Sustainable Development Goals (SDGs)

Additional detail on all data calculations and methodologies are provided in the supplementary information document.

As in previous years, we have retained KPMG to provide limited assurance on key elements of this review, with a focus on the sustainability benefits of Brambles' share and reuse model. The information in this review which has been subject to KPMG assurance is clearly identified by the words "this page is covered by assurance". The KPMG assurance report is available on the Brambles website.

Brambles' ranked second in our industry category in Dow Jones Sustainability Index (DJSI) 2016

United Nations Global Compact

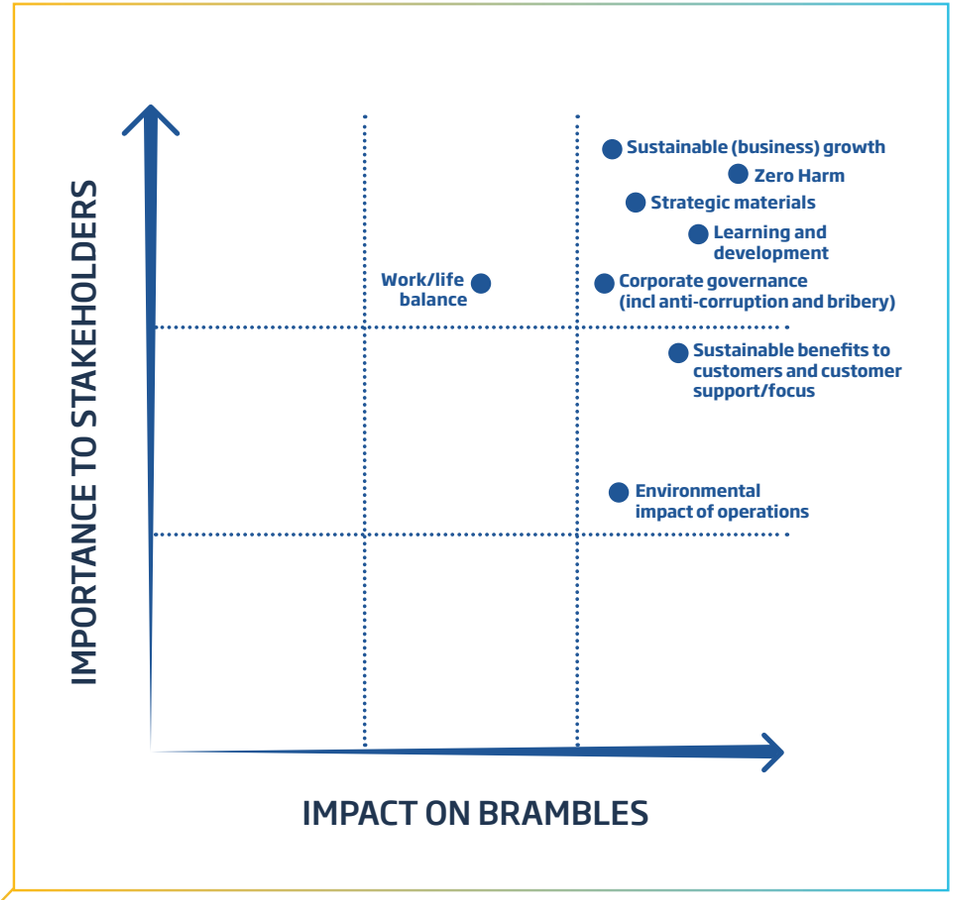
ROBECOSAM We are Sustainability Investing.

SUSTAINABLE DEVELOPMENT GOALS

Materiality Matrix

We listen to our stakeholders to understand what's important to them.[1]

Feedback from our stakeholders is assessed and ranked to determine the sustainability topics most material to them and to our businesses. For FY16, these are the most material sustainability topics for our Group.



[1] Further details on our stakeholder engagement and materiality assessment are outlined in the supplementary information document

Introduction from the CEO

It was with great pleasure that we announced Brambles' 2020 sustainability goals in March 2016, which initiated the next phase in Brambles' sustainability journey. The goals were developed to focus on where we are best placed to deliver positive results that ensure we continue delivering sustainable value for our customers, employees, communities and shareholders over the long term.

The 2020 sustainability goals emphasise our commitment to making the world's supply chains more efficient, investing in our people and communities while conserving and enhancing the natural resources our businesses depend on. By linking our goals to the United Nations Sustainable Development Goals (SDGs), we have aligned our sustainability strategy to global priorities. This gives us a common platform for collaboration with our key stakeholders on critical sustainability issues such as deforestation, climate change, future resource constraints and the resilience of food supply chains.

During FY16, our teams have done an exceptional job and made impressive progress towards achieving our 2020 sustainability goals. Highlights include: reducing workplace injuries by 27%, procuring 97.3% of our wood from certified sustainable sources, and increasing investment in our communities by 26%.

It is also encouraging to see that our efforts did not go unnoticed. We have been included in the Dow Jones Sustainability World Index for the third consecutive year, with Brambles achieving second place in our industry category.

Due to our unique business, I believe Brambles has an obligation, as well as the ability, to make the world's supply chains more sustainable. Our sustainable business model, coupled with our commitment to delivering sustainable value for all our stakeholders, will leave a positive legacy and provide an example for other companies around the world.

Looking back to 2009, when I took over as CEO, I can see how far we have progressed in our sustainability journey. I have every confidence that this next period will be a success.

Finally, I would like to thank all of Brambles' employees, who are behind the achievements in this report. Without their passion and enthusiasm for our business, our great results would not be possible.

Tom Gorman
Chief Executive Officer

Sustainability Framework and 2020 Goals

FY16 Brambles' Sustainabillity Highlights

WATCH THE VIDEO

https://vimeo.com/187978343

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Brambles' 2020 Sustainability Goals	Performance against goals	Change since FY15	
Better Supply Chains			
Yearly environmental improvements in Brambles' customers supply chain[1]	2.3 $MtCO_2$ saved	↑ 142%	Improvement
	12,258 Ml of water saved	↑ 11%	Improvement
	1.4 million m³ of wood saved	↑ 8%	Improvement
	1.3 Mt of waste diverted from landfill	↑ 202%	Improvement
	3,924 tonnes food waste saved from RPCs	↑ 19%	Improvement
	1.4 million trees saved by share and reuse model	↑ 8%	Improvement
Better Collaboration			
Yearly improvement in customer collaboration projects	177 customers	↑ 14%	Improvement
	34,978,185 km and 35,034 tCO_2 saved through transport collaboration	New baseline	
Better Workplace - People			
25% reduction in Brambles Injury Frequency Rate (BIFR)	9.7 BIFR	↓ 27%	Improvement
30% of leadership positions are held by women including 30% at Board level and 30% at management level by 2018	30% women on Brambles' Board		Maintained
	25% (1% increase of women in management positions)	↑ 1%	Improvement
Global best practice employee engagement of 73%	72% employee engagement		Steady
	69% employee enablement	↑ 2%	Improvement
Zero Deforestation			
Brambles' aims for 100% of wood to come from certified sources by 2020	97.3% wood from certified sources	↑ 0.3%	Improvement
100% Chain of Custody Certified (COC) by 2020	48% wood carrying full Chain of Custody Certification	↑ 5%	Improvement
Zero Emissions			
20% CO_2 reduction in emissions per unit delivered	6.5% reduction in tCO_2/unit delivered	↓ 6.5%	Improvement
Yearly improvement in energy provided from renewable sources	15% energy from certified renewable sources	↑ 2%	Improvement
Zero Waste			
Zero product (wood and plastic) waste to landfill	72% Brambles' largest managed sites diverted wood product from landfill	New baseline	
	95% Brambles' largest managed sites diverted plastic product from landfill	New Baseline	
Volunteering time			
Interim target of 1 day per employee per year (Provision of 3 days per employee per year)	1.15 - volunteer hours/employee/year	↑ 25%	Improvement
	17,215 - employee hours volunteered	↑ 37%	Improvement
Donations			
Contribute 0.7% of pre-tax profits to our Better Communities programs	US$3,040,000 - 0.4% of pre-tax profit	↑ 25%	Improvement

[1] Life cycle assessment (LCA) performance is driven by increased production and inclusion of Australian and South African LCAs for the first time.

Better Business

Brambles operates one of the world's largest circular supply-chain services, facilitating the share and reuse of 550 million assets amongst our customers in over 60 countries. We optimise the flow of goods through the supply chain, reducing waste and making world trade more efficient and sustainable. The more our customers share and reuse our products, the greater the efficiencies and environmental benefits of our networks.

Brambles' Better Business 2020 sustainability goals embody innovation through our circular business model and collaboration throughout the supply chain. Our goals directly align with the following United Nations Sustainable Development Goals:

Brambles	SUSTAINABLE DEVELOPMENT GOALS
Better Supply Chains Year on year environmental improvements in Brambles' customers' supply chains	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Better Collaboration Year on year improvement in customer collaboration projects	17 PARTNERSHIPS FOR THE GOALS

Better Business

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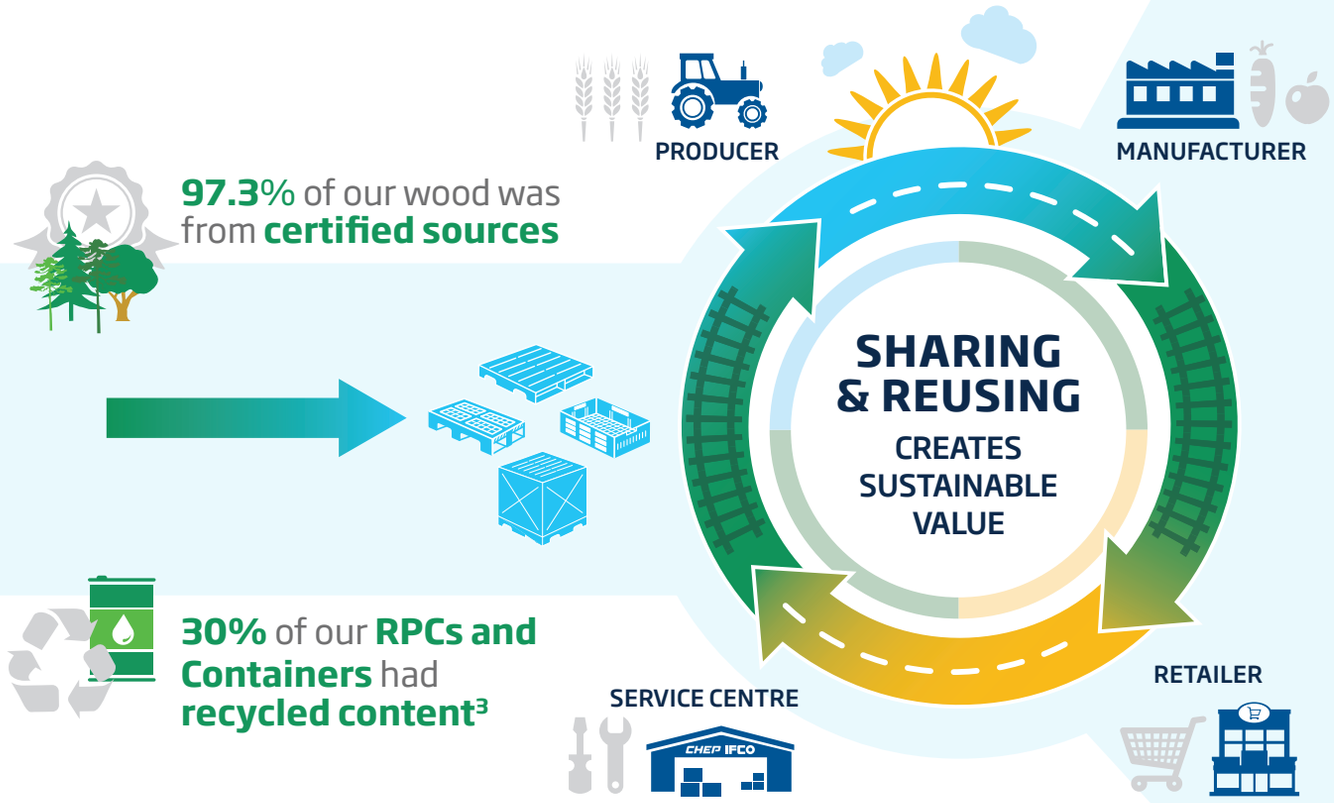
SHARING & REUSING
CREATES SUSTAINABLE VALUE

Our **sharing and reusing** circular model decreases demand on natural resources and our network advantage reduces costs for customers and makes supply chains more sustainable.[2] At Brambles we call this **Sustainable Value** and it's what we create for our stakeholders, everyday.



97.3% of our wood was from **certified sources**

30% of our **RPCs and Containers** had **recycled content**[3]

Customers sharing and reusing our pallets & RPCs saved **1.4 million trees** and over **12,000 megalitres of water**

By repairing and reusing our pallets we reduced wood consumption by **1.4 million cubic metres**

Our customers saved **2.3 million tonnes CO_2** and **1.3 million tonnes of waste** by using our pallets and RPCs

By collaborating with customers we saved **35,000 tonnes CO_2** and **35 million kilometres** in trips

Our RPCs saved over **3,920 tonnes of food waste**

Our in-kind equipment donations helped redistribute over **170,000 tonnes** of rescued food, which provide over **320 million meals** for those in need[3]

Life cycle assessment (LCA) performance is driven by increased production and inclusion of Australian and South African LCAs for the first time.

[2] Brambles' network advantage is derived from the scale and density of its service centre and customer networks.

[3] This calculation not covered by assurance. The method is detailed in the supplementary document on the Brambles' web site, http://www.brambles.com/sustainability

Better Business

BETTER SUPPLY CHAINS

Everything we bring to the table – our experience, our platforms, our logistics capabilities, our network density and our scale – enables our customers to reduce waste throughout their business and the world.

Every day we are working together with customers to build, connect and transform supply chains for the benefit of business and the planet. Creating better supply chains is at the heart of our business and also where we can have the greatest positive impact. We have summarised the benefits of Better Supply Chains in the infographic on page 7.

Customer insights for FY16

In FY16, over 9,300 customers responded to our relationship survey as part of our global customer insights program.

Brambles' customers' expectations continue to rise, with feedback reinforcing the need to continually demonstrate and improve our ability to provide value, for example, through innovation and supply chain optimisation. We were pleased to see that our customers' positive reflection of doing business with Brambles resulted in their likelihood to recommend our products and services, improving in the majority (nearly 70%) of markets.

Profit and planet are no longer a compromise

CHEP undertook a transformation project in FY16 based around the central message that we can help our customers improve their supply-chain challenges and efficiencies while producing environmental benefits, an approach where profit and planet are no longer a compromise. The project produced a series of solutions built around the better end-to-end value, supply-chain capabilities and expertise, and the superior environmental benefits of CHEP's share and reuse model. This equips CHEP's commercial teams with the know-how to communicate how CHEP's solutions help our customers meet both profitability and sustainability goals.

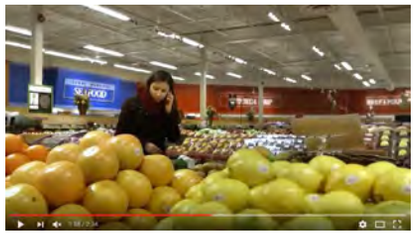
CHEP North America helped our customers save over $20 million in supply-chain costs through packaging improvements, product damage reduction, environmental performance, labor efficiencies and transportation synergies including **reducing empty transport lanes by over 4.8 million kilometers.**

Better Business

BETTER SUPPLY CHAINS

Let's feed people instead of landfills

IFCO's new campaign 'Let's Eat' tells the story of what a better fresh food supply chain can deliver to the world. The campaign will be launched in FY17 and focuses on IFCO's ability to help retail customers supply fresh food to billions of tables around the world, while reducing environmental impacts such as food waste and emissions. Watch our Let's Eat campaign video by scanning the QR code below.



WATCH THE VIDEO

https://www.youtube.com/watch?v=Gvfi9RdQaIw

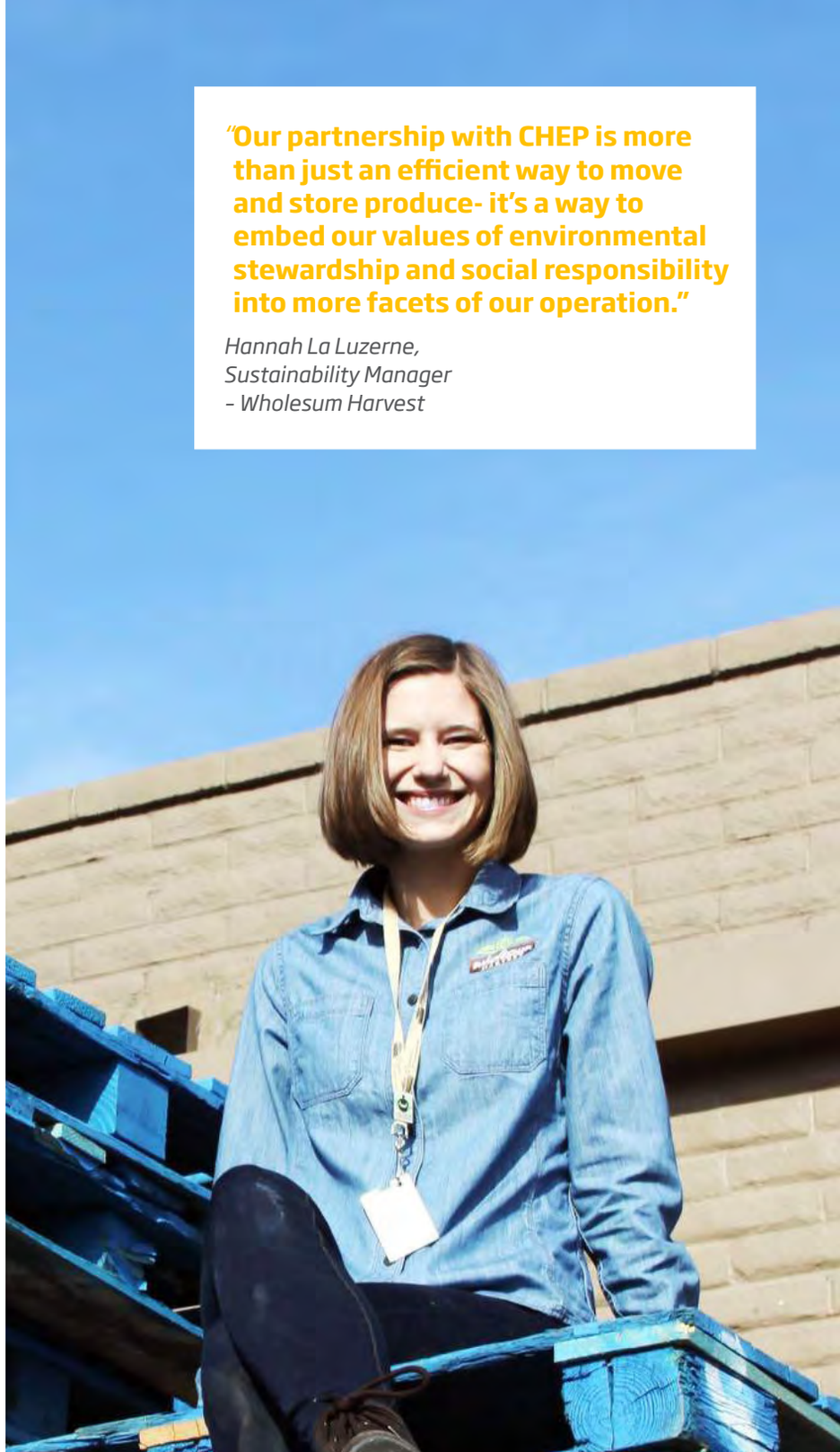
A story of profit and planet

Wholesum Harvest, one of North America's fastest growing providers of organic fruits and vegetables, was founded on a commitment to "take care of the planet, the land, their workers and their customers". This family owned and operated business has been using biological-control and natural growing practices for three generations. As a result, they have developed a reputation as a leader in sustainable farming.

CHEP worked closely with Wholesum to review their shipping and handling practices to identify efficiency and sustainability opportunities across their supply chain.

The environmental benefits of the transition to CHEP were quantified with a life cycle analysis which forecast the solid waste reduction resulting from this solution. As a result, Wholesum Harvest immediately transitioned to our shared and reusable pallets for handling, warehousing and transporting their produce as well as taking up the first carbon neutral pallet offering in the US.

wholesum HARVEST



"Our partnership with CHEP is more than just an efficient way to move and store produce- it's a way to embed our values of environmental stewardship and social responsibility into more facets of our operation."

Hannah La Luzerne,
Sustainability Manager
- Wholesum Harvest

Better Business

INNOVATION

Anton Fernandez CEO of Nortpalet, supply partner of the Half Plastic Pallet

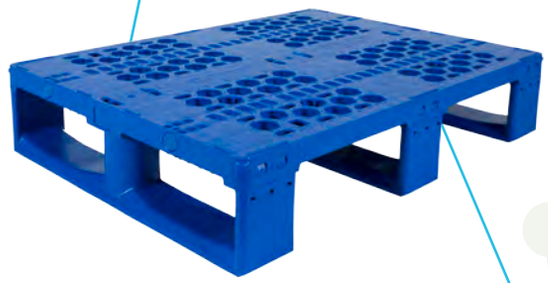
The upcycled half plastic pallet

CHEP has turned a growing waste problem into a customer solution through the 100% post-consumer waste recycled plastic pallet. The pallet is manufactured using mixed plastic that is expensive to segregate.

Typically, this plastic would be either burnt for energy generation or down-cycled into lower grade products that lack strong demand from end markets. The CHEP pallet design incorporates elements of biomimicry in its honeycomb surface for strength and traction and is also 100% recyclable.

The product will serve customers that require the highest hygiene standards and allow efficient in-store replenishment using standard pallet equipment.

Upcycling is the process of **transforming waste materials into new products of higher value**



Half pallet made from 100% mixed waste such as plastic bottles

By the end of 2016 customers using our carbon neutral products in Europe and the US will have offset

CERTIFIED CARBON NEUTRAL® product
CarbonNeutral.com

26,684 tonnes of CO_2

since the program began in 2013

BXB DIGITAL
A Brambles Company

BXB Digital

BXB Digital is Brambles' new business venture based in Mountain View, California. By tapping into the 'Internet of Things', this aims to bring digital intelligence to our global assets, building upon the innovative solutions we have in the market. This approach will complement and extend our solutions by harnessing our network advantage in the supply chain. Circulating our physical assets through supply chains with digital capabilities will provide greater efficiency, reduced cost, and more sustainable solutions for our customers. Potential applications include asset management, goods visibility and quality monitoring across the supply-chain.

Better Business

BETTER COLLABORATION

Our knowledge of the supply-chain, extensive networks and reusable platforms form the foundation for the value we bring to our customers. We also create opportunities to optimise supply-chain networks through collaboration with multiple partners.

The purpose of Brambles' Better Collaboration sustainability goal is to create mutually beneficial sustainability outcomes by building partnerships throughout the supply chain.

35,000 tonnes of CO_2-e SAVED

Supply-chain collaboration with Coca-Cola Enterprises, Colruyt and Van Dievel

In Belgium, CHEP collaborated with Coca-Cola Enterprises, Colruyt and Van Dievel to make our collective supply-chains more efficient. By reducing the distance that trucks had to travel, these customers saved money and cut CO_2 emissions by 30%.

WATCH THE VIDEO

https://www.youtube.com/watch?v=5vPPXyojC_Q

CHEP Europe is building trust and logistics efficiencies through 'Transport Orchestration'

Driving deeper collaboration between our key partners tackles the critical sustainability issues of empty trucks, wasted kilometres and avoidable CO_2 emissions. 61% of suppliers and 58% of retailers agree that lack of trust between partners is the biggest challenge to collaboration. As an independent non-competitive player in the supply chain, we build trust between participants that are critical to the success of the transport collaboration project.

WATCH THE VIDEO

https://vimeo.com/189915552

"I believe that Unilever and CHEP share a similar DNA when it comes to sustainability and collaboration. This is a great enabler for truly successful partnership and makes it easy to work with each other."

Mark Rickhoff,
Logistics Development Manager,
Unilever Europe

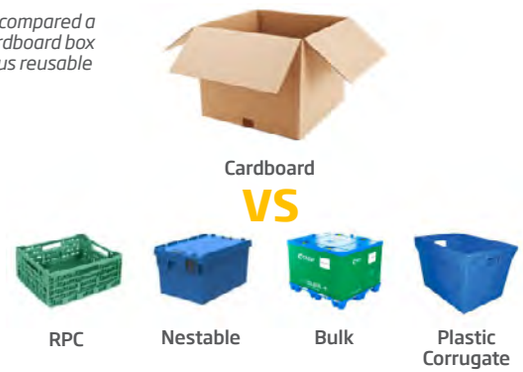
Better Business

BETTER COLLABORATION

Collaborating to make better packaging decisions

More and more of our customers are concerned about Secondary Packaging waste in their supply chain. In an industry collaboration project started through, The Ellen MacArthur Foundation's Circular Economy 100 group (CE100), CHEP Europe developed a scientific methodology and decision making tool which evaluates the financial and sustainability impacts of Returnable Transit Packaging (RTP). The tool compares our reusable solutions versus single use alternatives using a life cycle assessment approach. The RTP tool analyses packaging parameters, dimensions, and materials and can be used globally. RTP consistently demonstrates the advantages of reusable packaging over single use packaging. The tool will be shared amongst the customers' sustainability teams to assist with better packaging decisions in FY17.

The RTP tool compared a single use cardboard box with numerous reusable alternatives.



Impressive Results

WATER CONSUMPTION	SOLID WASTE	GREENHOUSE GAS
82%	91%	83%

Results demonstrate the how our share and reuse model also delivers significant environmental advantages for all three main indicators.

Better Business

BETTER COLLABORATION

Awards and recognition

Brambles' sustainability efforts are being recognised by our customers, investors and global institutions. Here are some examples from the past 12 months.

Brambles ranked second in our industry category for 2016 Dow Jones Sustainability Index

Brambles is proud to be listed in the Dow Jones Sustainability Index (DJSI) for the third consecutive year, placing us amongst the top 10% of companies assessed. In 2016, Brambles ranked second overall amongst our industry peers in the DJSI World Index, which is testament to the authenticity of our sustainability leadership. In FY16, DJSI announced a partnership with the world's largest investor database, Bloomberg, meaning greater transparency of Environmental, Social and Governance (ESG) indicators to over 300,000 subscribers.

ROBECOSAM

We are Sustainability Investing.

CHEP and IFCO named by Kroger as a key component of 2020 Zero Waste Strategy

The US's second largest retailer, Kroger, highlighted CHEP and IFCO in its 2016 Sustainability Report. Kroger replaced more single use packaging and platforms with share and reuse solutions from CHEP and IFCO. Kroger aims to meet or exceed the US Environmental Protection Agency's zero waste threshold of 90% diversion from landfill in its facilities by 2020.

"Kroger is committed to being a positive force for change when it comes to sustainable business practices, and CHEP and IFCO play an important role in our effort to meet our zero waste goals and continuously improve the sustainability of our supply chain."

Suzanne Walker-Lindsay
Director of Sustainability, Kroger

Coca-Cola EUROPEAN PARTNERS

CHEP receives Coca-Cola Europe's sustainable supplier award

CHEP Europe won Coca-Cola Enterprises' 2015 Corporate Responsibility and Sustainability Supplier Award for continuous efforts to develop innovative and sustainable supply-chains. The award considers environment, social issues, ethics and sustainable procurement. CHEP Europe also obtained GOLD Recognition level from Ecovadis, the leading European CSR supplier rating platform used by Coca Cola Enterprises.

"CHEP is leading the way in sustainability and keeps pushing innovation boundaries in modern supply chains."

David Cowell, Vice President, Procurement at Coca Cola Enterprises

Brambles invited by the World Bank to talk at the Future of Food forum

Brambles was invited to the World Bank's 2016 spring meetings in Washington D.C. to represent the Consumer Goods Forum (CGF) on a panel called ***'Future of Food: Why Healthy, Safe and Sustainable Food is a Basic Necessity'.***

A major theme at the event was the importance of collaboration.

"The only way to drastically reduce food waste is to work with all stakeholders, including suppliers, retailers, customers and governments."

J.J. Freijo, Global Head of Sustainability at Brambles

Better Workplace

Our people are the primary source of value behind our share and reuse business model. Brambles is committed to providing a positive working environment that harmonises our employees' abilities with business objectives. We believe a highly engaged workforce will successfully drive our strategy and provide fulfilling employment for our people.

Brambles' Better Workplace 2020 sustainability goals are focused on employee safety, diversity and inclusion, learning and development, and improving engagement and enablement for our global workforce. Our Better Workplace goals align to the following United Nations Sustainable Development Goals:

Brambles	SUSTAINABLE DEVELOPMENT GOALS
25% reduction in Brambles Injury Frequency Rate (BIFR)	3 GOOD HEALTH AND WELL-BEING
30% of leadership positions to be held by women (30% at Board level (achieved 2014) and 30% at management level by 2018)	5 GENDER EQUALITY
Global best practice employee engagement and corporate governace (73%)	8 DECENT WORK AND ECONOMIC GROWTH; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Better Workplace

PEOPLE

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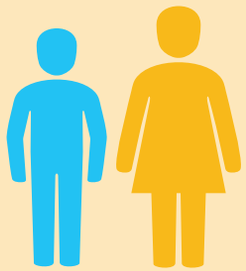
Investment in employee safety, learning and development opportunities and embedding inclusion and diversity into our business promotes a culture of teamwork, enables better collaboration and drives performance.

Brambles' employee population increased by 11% in FY16 to 14,996.

Brambles Engagement Survey (BES) results



Total employees
14,996
Snapshot as of 30 June 2016

94%
Participation in BES

72%
Employee engagement

69%
Employee enablement

Engagement and enablement

Brambles Engagement Survey (BES) is used to measure employee engagement and enablement each year. Engagement evaluates an employee's commitment and discretionary effort while enablement is a measure of how conducive the organisational environment is for employees to perform at their best.

In FY16, **94% of eligible employees provided confidential responses** to the BES – our highest participation rate yet. **Engagement remained steady at 72%**, with **enablement increasing two points to 69%** compared to FY15. Our engagement sits one point below the high performance norm of 73%.

The sentiment from the BES was consistently positive for both office and plant based employees in FY16.

Key engagement drivers are employees' perception of a positive future for the organisation, as well as the career development opportunities available. Employees said:

- **They value being part of a team with trustworthy leadership**
- **They appreciate being empowered to deliver great customer service**
- **They have a clear understanding of their objectives and know how these impacted customers**

Overall, employees reported a sense of pride in working for the organisation. Safety, learning and development and work-life balance remain important themes.

Employees by segment FY16

	FY16
Pallets Americas	5,906
Pallets EMEA	4,046
Pallets Asia-Pacific	1,522
RPCs	1,159
Containers	1,705
Corporate	658
Group	14,996

Better Workplace

PEOPLE

The BES provides open ended questions and in FY16 employees expressed their sense of purpose due to our sustainable business model, as well as their pride in contributing to our communities.

Sharing in the success of Brambles, 28% (4,147) of our employees are participating in the MyShare employee share scheme.

> **The unique value proposition of our business model is inspiring and engaging in itself. It is a thing to be proud of, whether you judge it from a social, ethical, environmental, financial or operational point of view.**
> Employee quote from Brambles Engagement Survey 2016

FY16 Employee Turnover

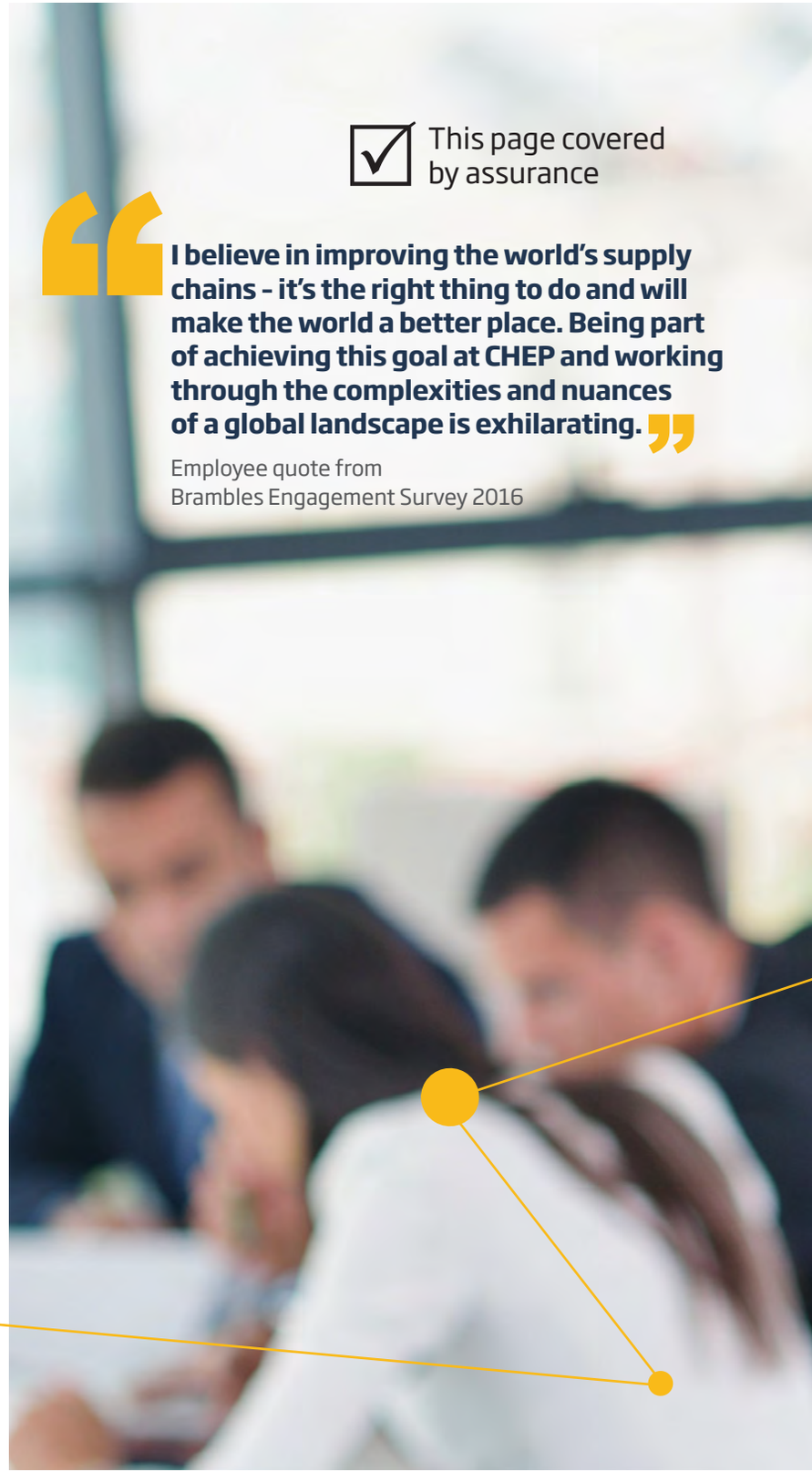
Employee turnover increased to 31.6% in FY16 (FY15: 29.3%), partly as a result of the continued impact of the CHEP Recycled business in North America, where employees are likely to be transient and seasonal.

Voluntary turnover of employees (%)

	FY16
Pallets Americas	64.5[1]
Pallets EMEA	6.9
Pallets Asia-Pacific	11.6
RPCs	15.4
Containers	13.5
Corporate	10.6
Group	31.6

> **I am proud to work for such an open and ethical organisation which cares about its employees, its customers and the wider society via its CSR programmes.**
> Employee quote from Brambles Engagement Survey 2016

[1] Voluntary turnover for CHEP Recycled in FY16 was 80.7%



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> **I believe in improving the world's supply chains – it's the right thing to do and will make the world a better place. Being part of achieving this goal at CHEP and working through the complexities and nuances of a global landscape is exhilarating.**
> Employee quote from Brambles Engagement Survey 2016

Better Workplace

INCLUSION & DIVERSITY

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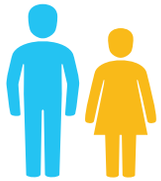
At Brambles, we believe that an inclusive work environment provides opportunities for our employees to realise their potential, regardless of gender, age, disability, ethnicity, sexual orientation and any other factors that make individuals uniquely who they are. When the business is inclusive and diverse, it means our people are better able to relate to our customers, suppliers and communities.

Of Brambles' Board members, **30% are women. There is one woman in our seven member Executive Leadership Team** and **25% of management positions are held by women,** a 1% increase since FY15.

Male : Female salary ratios

Male **0.91 : 1.00** Female
Group

Male **0.89 : 1.00** Female
Non-Management



Male **1.16 : 1.00** Female
Management

We continue to focus on developing an inclusive environment in all leadership development programs. A good example is our Fast Track High Potential program for executives. Selected participants take part in an immersive 'discovery week', where they experience first-hand diverse communities and explore their own unconscious bias towards these communities. This experience builds empathy and helps to shift perspectives, making them more effective leaders.

Our third cohort of Fast Track also features **50/50 gender representation.**

We continue to improve the representation of women in all of our talent development programs. In FY16, our target of at least 30% was again achieved or exceeded in most programs.

Inclusion and diversity workshops were held in FY16 to help create more diverse and effective work teams. Learnings included how participants' worldviews unconsciously influence the way in which they recruit and promote in their teams. Future workshops are scheduled in FY17.

Permanent employees by gender (%)

Male Female

	Total		Management	
Corporate	57	43	69.2	30.8
Pallets America	89.8	10.2	89.8	10.2
Pallets EMA	73	27	73	27
Pallets Asia-Pacific	82.9	17.1	78.1	21.9
RPCs	73.7	26.3	72.1	27.9
Containers	75	25	72.9	22.1
Group	80.2	19.8	75	25

Better Workplace

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SAFETY

Brambles is committed to Zero Harm – to our people and those who we work with, to our customers and communities we serve and the environment upon which we all depend.

Paramount Pallet in Canada experienced a **77% reduction in BIFR in FY16** and was selected as **Brambles' 2016 Global Safety Award winner for Continuous Improvement.**

Brambles' Zero Harm Charter states that everyone has the right to be safe at work and to return home to their family and friends as healthy as when they started the day. Zero Harm was again a leading material issue for our employees and other stakeholders in FY16 (see page 3).

Brambles Injury Frequency Rate (BIFR) measures work related injuries, fatalities, lost time, modified duties and incidents requiring medical treatment per million hours worked. BIFR includes contractors working in our owned and operated service centres. We met our target of year-on-year improvement in the BIFR rate in FY16, recording a rate of

9.7, AN **IMPROVEMENT OF 27%** FROM FY15.

Brambles continued to drive better reporting of near misses and first aid treatment to help identify areas of high risk. The extensive information provided by near miss and first aid treatment reports helped us to reduce BIFR incidents by more than 24% in FY16 from FY15. There were more than 226,000 near miss reports submitted in FY16, which was a 44% increase, while first aid treatment reports increased by 166% over the same period.

All business units' BIFR improved in FY16: RPC's by 52%; Containers by 45%; and Pallets by 23%.The ongoing installations of automated board removal in CHEP pooled pallet service centres in the US and Europe are a key component in our efforts to use automation to improve plant safety and productivity.

Several of our CHEP pallet sites achieved OHSAS (Occupational Health and Safety) 18001 accreditation or recertification in FY15, including the US and Europe, as well as some automotive service centres in Europe (part of our Containers business).

CHEP UK achieved a Gold Award from the Royal Society for the Prevention of Accidents for a fourth consecutive year.

We held Brambles' second annual Global Safety Week in FY16, building on the success of the inaugural Global Safety Week in FY15.

BRAMBLES INJURY FREQUENCY RATE

	FY16	FY15	% Change
Pallets Americas	19.9	25.6	-22%
Pallets EMEA	2.5	2.7	-7%
Pallets APAC	6.3	7.4	-15%
Pallets Total	**10.9**	**14.2**	**-23%**
RPCs	2.6	5.4	-52%
Containers	7.4	13.4	-45%
Brambles	**9.7**	**13.3**	**-27%**

BRAMBLES' SAFETY TARGETS ARE LINKED TO REMUNERATION OF ALL BRAMBLES' EMPLOYEES

Better Workplace

LEARNING AND DEVELOPMENT & TALENT MANAGEMENT

By investing in learning and development opportunities and talent management programs, Brambles fosters abilities, engagement and enthusiasm in our people.

This value translates to superior performance against our business objectives. Career development and learning opportunities were again rated as highly important to our employees in the engagement survey in FY16.

Brambles continues to improve the delivery of our education and training programs by making more training available online. In FY16, **22,516** Brambles online training modules were completed, including **16,526** Zero Harm modules in 14 languages, specifically developed for the Brambles Global Safety Week. Employees were also given the opportunity to learn about our supply chain experientially by using 'Ship It!', an interactive supply-chain game.

Brambles' learning and development strategy involves functional academies to develop skills and career progression paths for our employees

Our commitment to inclusion and diversity extends to the accessibility of learning and development opportunities. For example, our Fundamentals of Supply Chain online modules are available in Spanish, as well as English. Mandatory annual Code of Conduct training is delivered in 25 languages.

77,317 online training modules completed to date

75% of employees using our online and face to face language learning courses were studying English as a second language

Better Workplace

LEARNING AND DEVELOPMENT & TALENT MANAGEMENT

Developing our leaders

In FY16, the Leadership Essentials Program, from which 250 managers graduated, was delivered in six different languages, including Thai and Mandarin. 97% of participants agreed that the program strongly aligned with organisational values and supported organisational goals. **92% agreed that the tools provided will make them more effective in their role.**

The effectiveness of the leadership program was reflected by the **2% increase in the 'My Manager' rating in the Brambles Engagement Survey.**

The Leadership Academy was launched at the beginning of FY16, under the sponsorship of CEO Tom Gorman. The academy offers videos, podcasts, online courses and executive summaries, as well as books and toolkits. Over 300 of our leaders have taken advantage of this development opportunity.

As part of the developing Commercial Academy, over 400 commercial employees have completed solutions selling training to support the CHEP solutions in North America and South Africa. The benefits of solutions selling for our customers is a more holistic understanding of their supply-chain challenges and provision of fit-for-purpose solutions that address customers' immediate and ongoing needs. For our sales teams this training marks a milestone in how CHEP's brand and organisational purpose is presented as they **learn about profit and planet from our share and reuse model.**

In February, we launched the first cohort of the Brambles Accelerated Development and Performance Program (ADP) in Atlanta, USA in partnership with the European Centre for Executive Development (Cedep) at Georgia Tech. In June, the fourth EMEA ADP Cohort was launched, at Cedep in France. Five of the current Fast Track High Potential Program members were participants on the first EMEA ADP program in 2009.

Our story on page 33 highlights how our leaders are developing through contributing to communities

Learning and development strategy pays dividends

The Brambles ADP program has equipped Matt Quinn for his career journey, beginning in a business development role in Africa. The Fast Track program has been critical to prepare him to lead the CHEP India business.

"The richest learning was gained through being able to travel to a number of places around the world, work with a diverse range of people from different cultures, countries and Brambles' businesses."
Matt Quinn, Country General Manager, CHEP India

Brambles' talent management ensures equal opportunity

In 2010, Operations Manager in CHEP France, Latifa Gahbiche, applied for the Operations Director role. The selection process was modified to interview Latifa in French. This allowed Latifa to confidently articulate her ideas to the selection panel and she was successfully appointed to the role. Latifa began company sponsored English lessons and was soon promoted to Supply Chain Director for CHEP France.

Latifa has been so successful in the role that she was selected for the third Brambles Fast Track program, which started in July 2016. And in early FY17 Latifa will commence as Country GM CHEP France. Latifa has also played a pivotal role in the development of the Fundamentals of Supply Chain in the Supply Chain Academy.

Latifa Gahbiche's career journey began in CHEP France as Operations Manager in 2010, in 2016 she was elevated to Country General Manager, CHEP France.

Better Planet

A secure supply of certified forest resources forms the foundation of Brambles' sustainable value, combats deforestation and eliminates risks for our customers. Brambles maximises the life of our purchased materials through our share and reuse business model, reducing demand for natural resources. We also address our direct and indirect environmental impacts in our supply chain.

The Brambles Better Planet 2020 sustainability goals address sustainable use of forests, action on climate change and sustainable production and consumption. They are directly aligned with the following United Nations Sustainable Development Goals:

Brambles	SUSTAINABLE DEVELOPMENT GOALS
Zero Deforestation Brambles aims for 100% certified source and aspires for 100% chain of custody certification for all wood supply by 2020	15 LIFE ON LAND 13 CLIMATE ACTION
Zero Emissions 20% CO_2 reduction in emissions per unit delivered	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION
Zero Waste Zero product (wood and plastic) waste to landfill	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Better Planet

NATURAL RESOURCES

Our sustainability journey begins with responsible sourcing of raw materials. This is the foundation for our sustainable share and reuse business model.

Materials > **Wood**

By sourcing wood from sustainably managed forests, CHEP eliminates the risk of contributing to deforestation. Our responsibility to our stakeholders is reinforced through our Zero Deforestation goal, which aims to achieve 100% certified source and aspires for 100% chain of custody certification for all wood supply for pallets by 2020.

In FY16

97.3%

of our wood was from

certified sources

In FY16, Brambles purchased 2.7 million cubic metres of wood for use in CHEP pooled pallets, up 18% from FY15. In FY16, the volume of wood from certified sources continued a positive trend, increasing to 97.3%. The remaining 2.7% has undergone CHEP's due diligence process, ensuring 100% of purchased wood complies with CHEP's due diligence policy.[4] Wood carrying full chain of custody certification increased from 43% in FY15 to 48% in FY16.

CHEP collaborates with suppliers to meet higher sustainable forestry standards. This transforms regional markets and fulfils the increasing expectations of customers, consumers and investors.

Brambles' global procurement group created a focused timber category team to ensure the sustainable supply of certified timber in all regions.

[4] Due diligence policy available at http://www.chep.com/About_CHEP/Suppliers/Sustainability/

All data and calculation methodologies are available in our supplementary information document at www.brambles.com/sustainability

Better Planet

Materials > **Wood**

This map helps communicate our global procurement activity and commitment to sustainable sourcing. It displays:

- Origin of wood by region (%)
- The volume of wood purchased by region
- Status of sustainability certification

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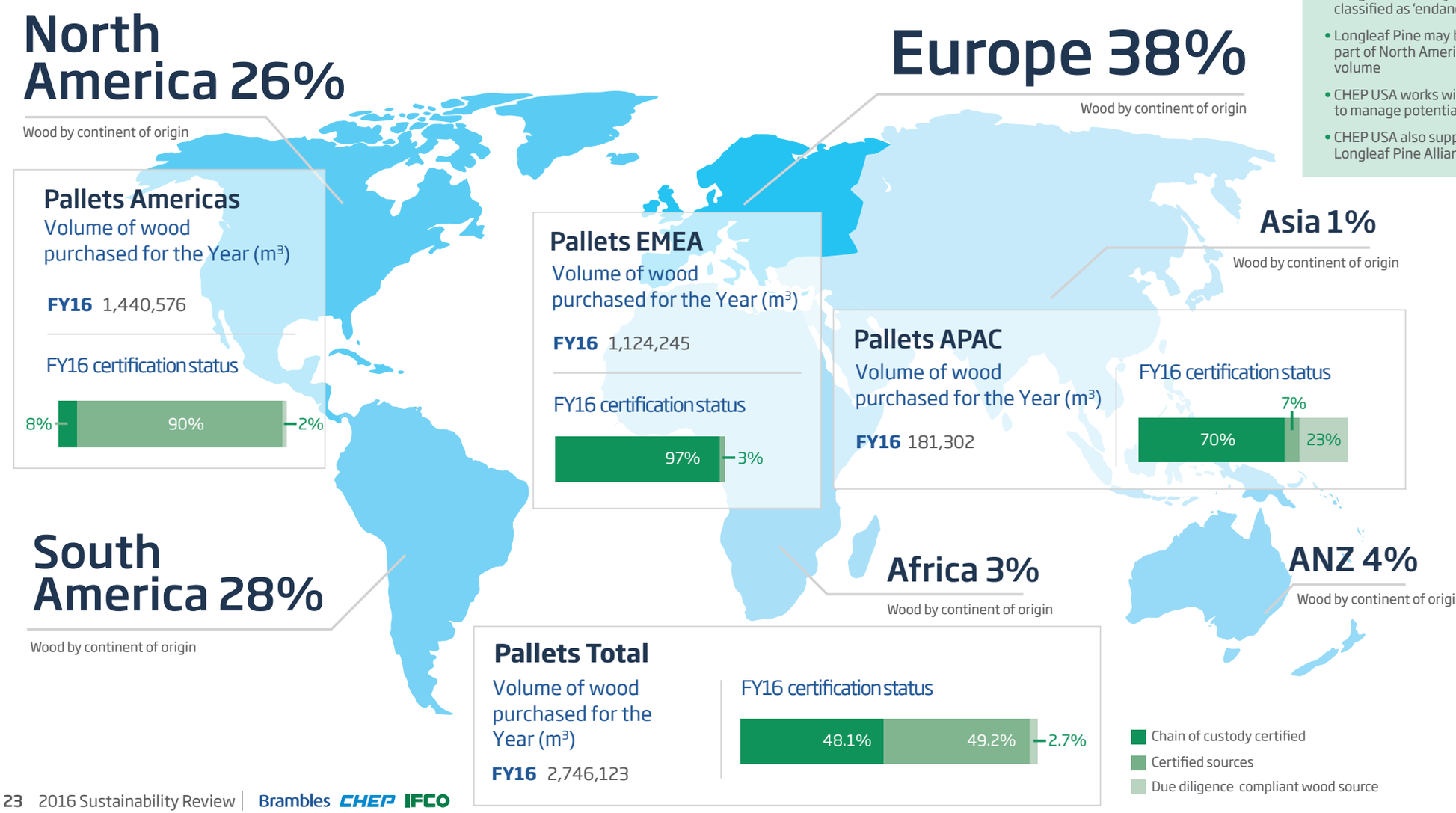
WE MEAN BUSINESS

In 2015, as part of the We Mean Business program, Brambles, along with global peers, made a commitment to remove all commodity driven deforestation from all supply chains by 2020.

International Union for Conservation of Nature (IUCN) Red List categorisation:

- 59 species that are, or may be, in FY16 wood supply
- Longleaf Pine only one classified as 'endangered'
- Longleaf Pine may be a small part of North American wood volume
- CHEP USA works with suppliers to manage potential use
- CHEP USA also supports Longleaf Pine Alliance



Better Planet

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NATURAL RESOURCES

Materials > **Wood**

Sourcing a sustainable forestry solution in South East Asia

In the 2015 Sustainability Review, we communicated our plan to strengthen our level of due diligence by sourcing single species alternative plantation wood in Malaysia. In FY16, CHEP worked closely with two local suppliers in Malaysia to achieve certification for their facilities without any investment from the suppliers.

"Our rigorous approach to sustainable sourcing sets an important benchmark which can help drive positive change in local forestry markets."
Russ Stewart, SVP, Global Procurement, Brambles

CHEP Malaysia and Thailand undertook extensive field work with plantation owners, timber consultants, the Timber Industries Board and our local suppliers. CHEP concluded that local plantations would be able to deliver certified timber over the mid to long term. However, to address our immediate supply requirements in this market it was necessary to import chain of custody certified wood. The solution ensures operational continuity while meeting our sustainability commitments, at no additional cost. Throughout this process our key suppliers in these countries were retained as strategic partners, strengthening local supplier relationships. The local suppliers will handle our imported timber shipments, manufacture, and provide value add services such as pallet repairs. Our suppliers are aware of and help support CHEP's commitment to sustainable forestry certification. The feasibility of using imported wood sources was successfully tested at CHEP's Test Track Facility at the Innovation Centre in Florida.

Driving better performance in sustainable sourcing

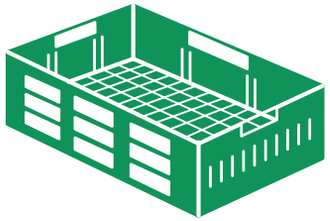
To help drive continued performance the Brambles' global procurement function linked the remuneration of the regional procurement teams to the 2020 sustainable sourcing goals.

CHEP Recycled

Our CHEP Recycled business in North America acquires the majority of its wood from unrepairable pallets, promoting the reuse of a raw material that might otherwise end up in landfill. CHEP Recycled sources virgin wood when necessary to supplement this supply. Often this wood is from the same suppliers who provide wood for CHEP pooled pallets in North America.

Better Planet

Materials > **Plastics**



In FY16, Brambles purchased over 93,000 tonnes of plastic for the manufacture of reusable plastic pallets, crates and containers. This includes FY16 plastic data from our CHEP RPCs and Containers businesses for the first time.

The majority of plastic material is recovered from RPCs at the end of their life. This reduces our demand for virgin plastic and means that none of our RPC plastic ends up in landfill. In FY16, Brambles recovered and reused more than 27,000 tonnes of plastic. See Better Planet – Waste to read about our closed loop products - Page 28.

Plastic purchase by business unit (tonnes)

	FY16
IFCO	69,389
CHEP	13,687
RPCs Total	83,076
Containers	10,486
Group	**93,561**

Materials > **Detergent**

In FY16, Brambles purchased more than three million litres of detergent for washing of pallets, crates and containers. Only one of the detergent products purchased included palm oil as an ingredient in the surfactant base. The supplier of this detergent is a member of the Roundtable of Sustainable Palm Oil (RSPO).

Detergent purchase by business unit (litres)

	FY16
IFCO	2,429,480
CHEP	585,851
RPCs Total	3,015,331
Containers	42,630
Group	**3,057,961**

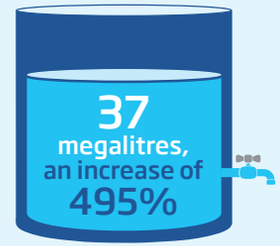
Resource use > **Water**

Water supply is also a critical issue for the communities in which we operate.

The RPC segment is our largest user of water. At the end of each use, each crate must be washed and sanitised in line with Hazard Analysis and Critical Control Points (HACCP) standards before being reused.

In FY16, Brambles used 625 Ml of water from municipal water supplies and harvested 37 Ml of rainwater for use.

Customers sharing & reusing our pallets & RPCs saved **1.4 million trees** & **12,000 Megalitres of water**



collected from rainwater harvesting

In FY16, Brambles' service centres also recycled 13 Ml of water. Water recycling technology at large service centres reduces demand on the municipal water supply and energy (as water recycling reduces heating of fresh water in some countries). Our goal is that by 2020, 100% of our material sites with washing facilities will have water recycling equipment.

Rainwater harvested (megalitres)

	FY16	FY15
Pallets	37.25	6.27
RPCs	-	-
Containers	-	-
Total	**37**	**6**

Water consumed (megalitres)

	FY16	FY15
Pallets	211.00	155.58
RPCs	400.61	369.78
Containers	12.39	20.30
Corporate	0.65	-
Total	**624**	**545**

All data and calculation methodologies are available in our supplementary information document at www.brambles.com/sustainability

Better Planet

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Excluding scope 3 emissions

EMISSIONS

In FY16, Brambles' reduced our operational carbon emissions, and our share and reuse model helped prevent more than 2.3 million tonnes of carbon emissions in our customers' supply-chains.

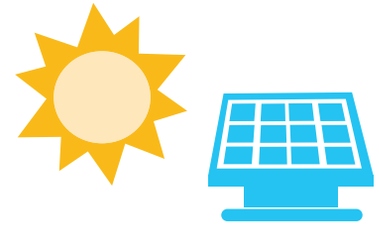
In FY16, Brambles began a new stage on our journey to reduce impact by setting a goal of reducing the carbon emissions per unit delivered by 20% by 2020 against a 2015 baseline.

6.5% reduction in CO_2/unit delivered in FY16

This reduction has been driven by an increase in production from FY15 to FY16 and increased renewable energy purchases.

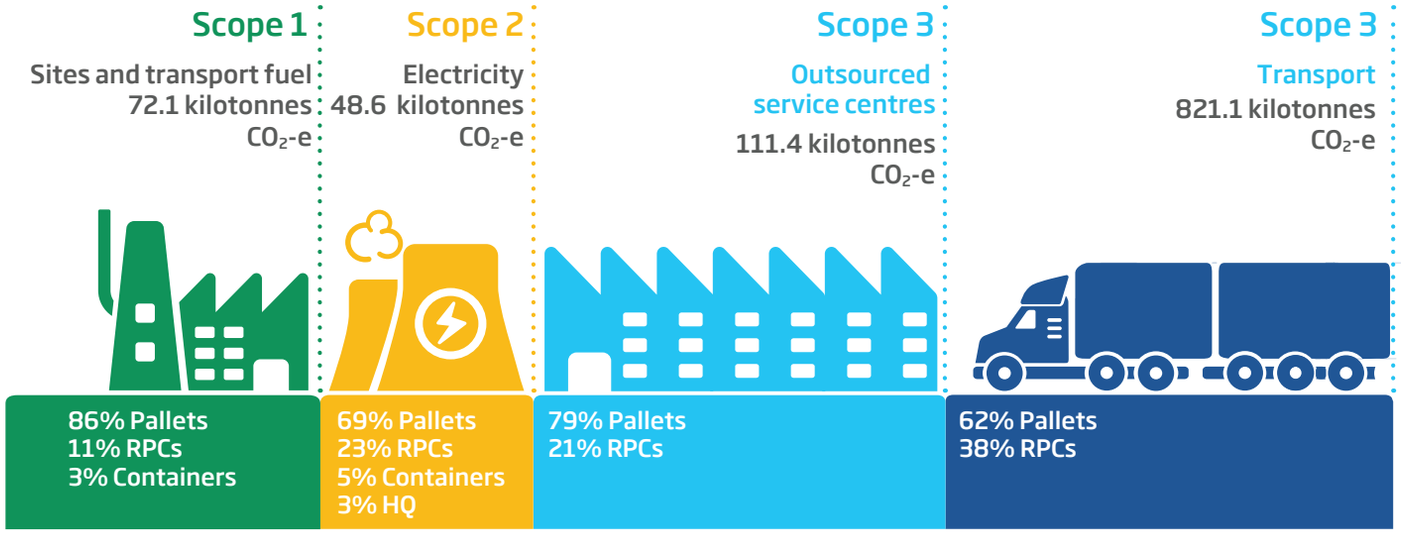
Our combined scope 1 and 2 emissions decreased 2% from FY15. Scope 1 emissions reduced 4% and includes emissions from gas, onsite electricity production and fuel used in CHEP fleet vehicles.

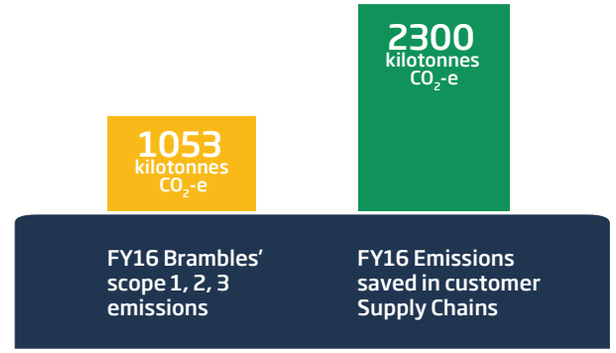
Scope 2 emissions from purchased electricity increased in absolute terms by 2% in FY16. The increase was due to improved data collection, with accurate data as well as increased production demands at our service centres.



Our combined Scope 1 and 2 emissions decreased **2%** from FY15

Total emissions by scope per business in FY16





Carbon benefits of share and reuse

The carbon reduction from our share and reuse model outweighs Brambles' operational carbon impact. Please see supplementary document for more information.

FY15 scope 1 and 2 emissions have been restated because of accurate data replacing average data. These changes will be detailed in the supplementary document on the Brambles website www.brambles.com/sustainability

Better Planet

EMISSIONS

Science based target

Following the COP21 Climate Conference in Paris, Brambles investigated how our carbon reduction goals align with a science based target (SBT).

The Science Based Targets initiative (SBTI) is a partnership between CDP, UN Global Compact, World Resources Institute (WRI) and World Wildlife Fund (WWF), and helps companies determine how much they must cut emissions to prevent the worst impacts of climate change.

Following our analysis and a review by our assurance provider Brambles' has concluded that our carbon emission reduction trajectory is broadly consistent with one of the approaches approved by the Science Based Target initiative to 2020. Brambles' will continue to explore requirements of SBTs and consider making a formal submission to the SBT advisory group in FY17. More information on our analysis and assumptions used in our calculation are available in our supplementary document. Information on the method used is available at http://sciencebasedtargets.org/methods/

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

We are addressing our 2020 carbon emissions goal by investing in energy efficiency in our facilities. This includes incorporating best practice lighting, plant and building management technologies during site relocations, upgrades and refurbishments.

Brambles also has a goal of year-on-year improvement in energy provided from renewable sources.

Renewable energy procurement in FY16 contributed 15% of our global annual electricity consumption, a 2% increase from FY15.

Consumer Goods Forum Booklet released for COP21 Paris 2015

Consumer Goods Forum COP21

In the lead up to the Paris climate talks, Brambles was invited by the Consumer Goods Forum (CGF) to contribute to a booklet featuring best practice climate change case studies. The booklet was distributed during the Paris talks and contained information from global retailers and food manufacturers including Brambles' customers Unilever, Coca Cola, Nestlé and Walmart.

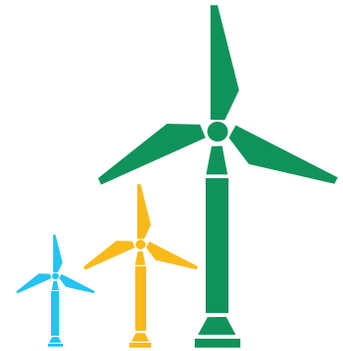
Click to download COP21 Climage Change Booklet

Connect2LNG

Connect 2LNG

CHEP Europe has joined Connect2LNG, a consortium of companies led by Unilever and co-funded by the European Commission that will further develop a European infrastructure for Liquid Natural Gas (LNG) through large scale collaboration.

Alternative fuels are one of the many ways companies have to tackle global warming associated with road transport. Currently, LNG is considered the most suitable sustainable alternative to diesel.



Emissions in our supply chain

Scope 3 carbon emissions estimates, including those from outsourced service centres, increased 1%. Emissions from third party transport have been restated for FY15 due to the inclusion of IFCO RPCs for the first time.

In FY16, lighting and energy efficient design formed part of the Alpharetta site upgrade in the US, which includes electric vehicle charging stations that encourage all North American staff to power up their electric vehicles at work.

Better Planet

WASTE

The principles of a circular business model require a renewable supply of materials and zero waste output. Brambles' share and reuse model ensures our products are reused, recycled or 'upcycled' when they reach end-of-life (EOL).

Brambles aims to have zero product waste sent to landfill by 2020 by finding alternative uses for small amounts of waste wood and plastic generated through our operations. Our new goals have expanded the scope of our measurements to capture the data from our largest service centres.

In FY16, 72% of our largest pallet sites and 95% of our largest container sites have alternative uses for waste timber and plastic - ensuring that waste is diverted from landfill.

This section also provides case studies about how we help our customers reduce waste in their supply chains.

Closing our product loops by recycling valuable materials

Our RPCs and Containers businesses purchase plastic for their new reusable products. In FY16, we advanced further towards closing our product loops.

Recycling our own products, eliminates plastic waste, and reduces materials costs and demand for virgin plastic resin. Our procedures allow the reuse of reclaimed plastics while maintaining stringent product quality and hygiene standards.

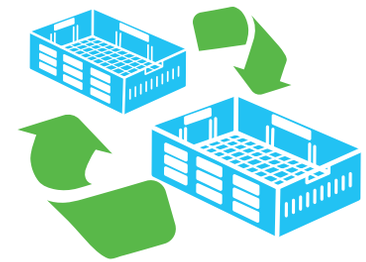
In FY16, 27,018 kilograms of damaged plastic product was sent back to our product manufacturers, where it was reground and recycled into new IFCO and CHEP products.

Brambles' recycling efforts

(excluding reclaimed) (metric tonnes)

FY16	Wood (fuel)	Wood (recycled)	Paper and Corrugate	Comingled	Plastic	Metal	Total	General (power generation)
Pallets	3,802	46,838	3,627	275	4,801	1,264	60,606	125
RPCs	-	-	23	-	28,963	-	28,986	-
Containers	-	379	311	-	1,292	369	2,351	165
Corporate	-	-	5	-	-	-	5	-
Total	**3,802**	**47,217**	**3,966**	**275**	**35,056**	**1,633**	**91,948**	**290**

CHEP and IFCO are closing the loop through product recycling



Better Planet

WASTE

Cutting customer costs through waste solutions

CHEP Canada used its knowledge of the timber lifecycle and experience in achieving our zero waste goals to help a major retailer to reduce its impact on landfill waste. Owen Hollister from Canada's retail supply chain team saw the opportunity to divert 15,000 wooden shelves from landfill, which saved the retailer 442 tonnes of landfill waste and approximately $270,000 in landfill dumping fees, labour and waste compactor fees.

Owen Hollister from Canada's Supply-chain team

IFCO installs smart monitors

In FY16, IFCO installed Process Data Monitoring Systems (PDMS) in our European and US plants.

The PDMS have the ability to accurately monitor our process inputs and outputs and currently collect data related to the consumption of water, electricity and chemicals. This helps identify continued process efficiencies and reduce environmental impacts.

CHEP Test Track validates customer sustainability solutions

The CHEP Innovation Center in Orlando, Florida, was used to assess the durability of a tissue manufacturer's new 100% recycled product packaging. The results were positive and helped the customer utilise recycled packaging, eliminating the need for virgin pulp, saving them $320,000.

Waste and recycling

General waste, recycling and hazardous waste (metric tonnes)

FY16	General waste	Recycling	Hazardous waste
Pallets	26,373	60,606	49
RPCs	2,314	28,986	0
Containers	879	2,351	37
Corporate	1	5	0
Group	29,567	91,951	86

Wood reclaimed

(Pallets) (metric tonnes)

	FY16
Reused in repair and manufacture of pallets - own sites	4,610
Reused in other ways (fuel and recycled) - own sites	47,219

Better Communities

Brambles operates in 850 locations in over 60 countries. Each community in which we operate contributes to our success, directly through the availability of talented local people and indirectly through vibrant local economies. In return, Brambles' provides sustainable supply-chain services for the local economy, rewarding career opportunities and assistance to community organisations that focus on food security, environmental restoration and education initiatives.

Brambles' Better Communities 2020 sustainability goals are aligned with the following United Nations Sustainable Development Goals:

Brambles	SUSTAINABLE DEVELOPMENT GOALS
Brambles to contribute **0.7%** of pre-tax profits to community programs	2 ZERO HUNGER; 4 QUALITY EDUCATION
3 days volunteering per employee with interim **target of 1 day per employee**	11 SUSTAINABLE CITIES AND COMMUNITIES

Better Communities

COMMUNITY INVESTMENT

Brambles supports the resilience of our communities by investing resources in organisations with a social purpose. We capitalise on the unique nature of our business to maximise positive contributions to society.

Addressing the issues of food security and food waste, Brambles works with food banks around the world, applying our logistics and supply-chain expertise and giving our employees opportunities to volunteer.

Community investment

Volunteering
FY16
$400,000
Change since **FY15**
+38%

Corporate donations and sponsorship
FY16
$1,100,000
Change since **FY15**
+62%

In kind donations
FY16
$1,540,000
Change since **FY15**
+6%

Total
FY16
$3,040,000
Change since **FY15**
+26%

100

CHEP and IFCO collaborate with over
100 food banks
around the world.

Global Foodbanking Network and Brambles sign three year partnership

Brambles and GFN singing the three year agreement

Following the success of the CHEP EU and FEBA agreement, Brambles recently signed a landmark three year agreement with the **Global Foodbanking Network (GFN)**, an international non-profit organisation that fights world hunger by creating, supporting and strengthening food banks in more than 30 countries.

In FY16, Brambles' in-kind equipment contributions to food banks globally helped them provide **320 million meals** to those less fortunate and ensured **170,000 tonnes of food** was diverted from landfill.

Brambles increased total contributions to communities by **26%** to $**3.04 million** (0.4% of pre-tax profit) in FY16.

"The long term commitment announced by CHEP, IFCO and Brambles is a strong example of partnership in action which will deliver real benefit to the most vulnerable and needy by helping our food bank network to maximise its positive impact."
Lisa Moon, President and Chief Executive Officer, GFN

Better Communities

COMMUNITY INVESTMENT

http://www.ozharvest.org

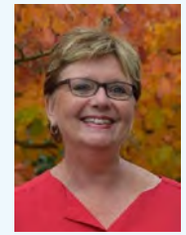
OzHarvest's own RPC pool

Every evening, OzHarvest collects perishable meals from the hospitality industry and fresh food from major retailers to provide meals for the homeless in Australian cites.

In FY16, CHEP Australia donated over 2,800 RPCs, providing OzHarvest with their own RPC pool and allowing them to complete their great service more efficiently.

Brambles' leaders learn through contributing

The Brambles Accelerated Development and Performance (ADP) program included a day of community outreach with Girls and Boys Clubs of America in Atlanta. Participants learned about themselves and leadership by spending a day improving facilities for the children, restoring a volleyball court and landscaping the gardens.



"Leadership development is about discovering yourself and giving something back."
Lynne Rutherford, Group VP, Learning & Development

Brambles' supports Enactus World Cup

Brambles is an active supporter and a Board member of Enactus, an international organisation dedicated to inspiring students to improve the world through entrepreneurial action. In June 2016 our CEO announced the 1 Race 2 End Waste competition, a call to action for the student and business community to join forces to end food waste. The call to action directly supports the SDG number 2, Zero Hunger, and SDG 12, Responsible Consumption and Production.

WATCH THE VIDEO
https://vimeo.com/189896452

Supplier diversity builds resilience for CHEP and the community

Megan Smith, President of Pallet Management Services

In FY16, CHEP US actively extended our inclusion and diversity values to suppliers, achieving a milestone of $100 million spend with small suppliers. The diverse suppler program encourages the use of businesses owned by; minorities, women, service disabled veterans, LGBT (lesbian, gay, bisexual and transgender)-owned and small businesses as suppliers.

One of our selected suppliers had this to say about doing business with CHEP US:

"Doing business with CHEP has allowed me to employ 1,100 people in communities across 11 states and most recently, in Canada. My service offerings have grown to assist CHEP in creating strategic partnerships through new pallet manufacturing for P&G and Walmart in Calgary."

Better Communities

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Employees volunteered more than **17,200 hours** at over **300 community** organisations.

Volunteering increased

37%

EMPLOYEE VOLUNTEERING

Our businesses provide employees with three days of volunteer leave each year to support community based not-for-profit, food waste, educational and environmental organisations.

In FY16, **employees volunteered more than 17,200 hours at over 300 community organisations**. **Volunteering increased 37%** from FY15, which represents the growing enthusiasm among employees for volunteering as a result of the personal fulfilment they gain from giving back to their communities.

Volunteering activities included assisting food rescue organisations, educational programs such as Enactus and environmental restoration such as tree planting.

Our CEO Tom Gorman volunteered for a day at the Sydney Foodbank with a group of CHEP employees.

Tom Gorman (holding SDG 2 Zero Hunger sign) with CHEP employees at the Sydney Foodbank

Brambles' leaders volunteer at Barcelona Foodbank

Brambles' leadership played a major role in promoting volunteering in each region after an inspirational experience at the Barcelona Foodbank.

The top 100 leaders from the Group gathered in Barcelona, Spain. As a planned activity, the entire group helped out at the Barcelona Foodbank, learning about the logistics of food relief while packing food hampers.

Lionsraw project, Durban, South Africa

CHEP has partnered with the Lionsraw movement to provide financial support and physical labour for the construction of a primary school in Durban. The Lionsraw project mobilises passionate volunteers to improve communities in developing regions.

The community's nearest school was six kilometres away and local children were walking along a dangerous road up a steep slope to attend school. An average of six children were being killed on the road each year by fast moving trucks.

The Durban community asked the CHEP volunteers to contribute to building the primary school to give local children safer, closer access to education.

Since the initial project, CHEP Durban has established a long term partnership with the school assisting with general facilities projects and educational resources for the children.

Carren Tarr working with the builders on the Durban Lionsraw Project

Thank **you**!

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Brambles had an amazing year and we would like to dedicate the FY16 Sustainability Review to the people that made it happen, our employees. Their hard work, our share and reuse model and the many collaboration projects they have led, have produced extraordinary benefits for both our customer's supply chains and our planet.

J.J. Freijo.
Global Head of Sustainability
at Brambles

On average, this year each Brambles employee has saved:

Measure	What does this mean?
154 Tonnes of carbon emissions	Carbon emissions equivalent to the energy use of 16.3 US homes for 1 year
817 Kilolitres of drinking water	Enough water to fill 1/3rd of an Olympic sized swimming pool
93 Tonnes of landfill waste	Enough waste to fill 13 garbage trucks
96m³ of wood	Enough wood to conserve 99 trees for each employee

Contacts

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