



# Sustainability Report FY25 – FY26



Stronger,  
cleaner future.

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## ACCREDITATIONS AND CERTIFICATIONS

We are committed to operating our business in an efficient and sustainable manner, confirmed by our ISO-certified Management Systems. This ensures safety, supports our staff, and delivers high-quality, effective solutions with a focus on environmental sustainability.



## JOINT ACKNOWLEDGEMENT OF COUNTRY

TDG Environmental acknowledges the Traditional Custodians of the lands on which we live, work, and operate across Australia.

We recognise their enduring connection to Country, culture and community and offer our respects to Elders past, present and emerging leaders.

We also acknowledge the Māori people as the tangata whenua and Aotearoa New Zealand, (the people of the land) and offer our respects to iwi (tribes), hapū (clans) and whānau (families), honour their ongoing role as guardians of the land, waters, skies and all living things.

We recognise the importance of te reo Māori (the Māori language), tikanga (customs) and mātauranga Māori (knowledge) in sustaining their culture, heritage and connection to the environment.





## A message from our CEO



Dear Valued Stakeholders,

I'm pleased to launch TDG Environmental's 2025 Sustainability Report, celebrating what our teams across Australia and New Zealand have achieved this year. Their dedication has advanced our Environmental, Social, and Governance (ESG) objectives and reinforced why we exist: to deliver sustainable services chosen by customers and delivered for communities, and to ensure our waterways and underground assets are sustained to protect our communities and natural environment.

Since our last report, we've strengthened our ESG strategy by adopting a longer-term horizon and embedding it in day-to-day operations. We've tuned our approach to evolving stakeholder expectations and a dynamic regulatory landscape, including workplace safety and climate-related disclosure.

Sustainability and commercial performance go hand in hand at TDG Environmental. The case studies in this report show how our people have delivered practical outcomes, fleet efficiency and electrification, data-driven asset utilisation, safer work environments, and circular solutions for waste streams. These initiatives have improved operational efficiency, supported growth, and helped customers meet their own sustainability goals. We continue to enhance measurement of Scope 1, 2, and material Scope 3 emissions; track waste diversion and resource recovery; and integrate climate risk into our company risk management and capital allocation.

Our people are the reason we are making progress. Over the past year, our social and environmental programs have fostered a more engaged and inclusive workforce and contributed to stronger customer satisfaction. We've deepened our focus on health, safety, and wellbeing and invested in learning and development. We acknowledge

the Traditional Owners of the lands on which we operate. We are expanding community partnerships to create local employment pathways and shared value.

Looking ahead, we will build on the momentum our teams have created: advancing our decarbonisation roadmap; accelerating fleet electrification and optimisation; improving resource recovery outcomes with customers; and embedding safety, inclusion, and ethical conduct in every site and project.

Thank you to our customers, partners, communities, and, above all, our people. This report reflects your effort, ingenuity, and commitment. Together, we will continue to deliver reliable, innovative environmental services that create long-term value for our customers and lasting benefits for the communities we serve.

Sincerely,  
**Jochen Behr**

# Our Business Model

Since 1989, TDG Environmental has provided essential environmental services across Australia and New Zealand. As a locally owned and operated business, we deliver waste management, recycling, and infrastructure solutions that prioritise safety, quality, and sustainability. Through our Mainstream Recycling facilities, which recycle up to 98% of received materials, and with the support of our experienced team and leading technologies, we continue to reduce environmental impact while supporting resilient communities and future generations.



# Where we operate



## Our locations

TDG Environmental is the leading provider of sustainable waste and stormwater management solutions in Australia and New Zealand.

TDG Environmental operates across Australia and New Zealand, with offices, depots, and recycling facilities strategically located to serve both metropolitan and regional communities. Our local presence ensures responsive service, while our trans-Tasman network delivers the scale and expertise to meet diverse environmental challenges.

## Our operations

25+

Depots

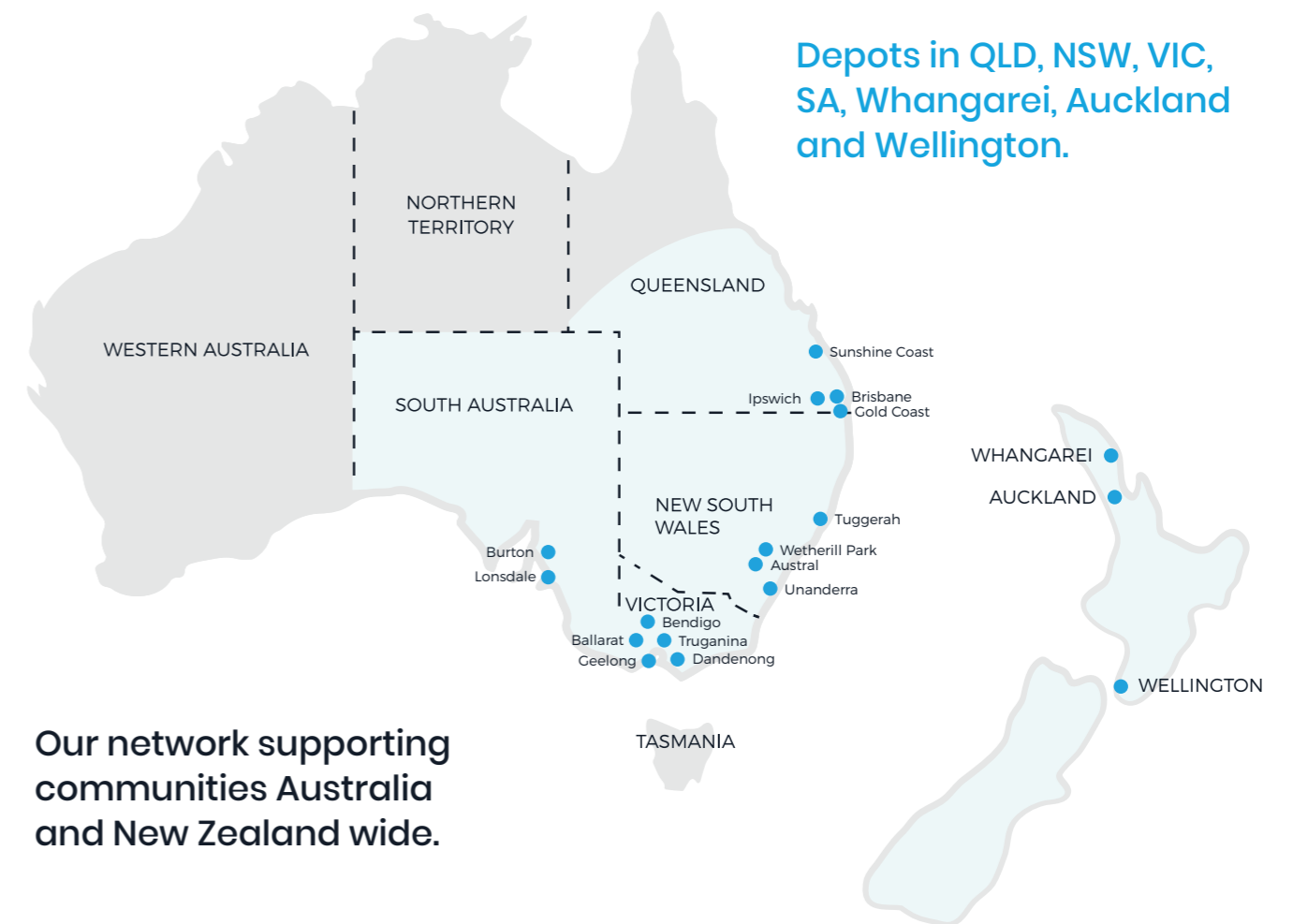
400+

Service vehicles

580+

Employees

Depots in QLD, NSW, VIC, SA, Whangarei, Auckland and Wellington.



Our network supporting communities Australia and New Zealand wide.

# 2025 Highlights

## Environment



**20-40**

TONNE  
recycled  
sand supplied

UP TO  
**98%**

recovery from  
all materials

## Social



**3**

new mental  
health programs  
launched

**100%**

flexible work  
offerings  
available to all  
employees

## Governance



**75%+**

safety leadership  
engagement

**<12**

TRIFR safety  
record



# Our Approach

Sustainability is embedded in how we work for our people, our communities and the environment.

At TDG Environmental, our approach centres on Environment, Social and Governance (ESG). We prioritise health, safety and wellbeing, foster inclusion and diversity, and engage positively with communities. For the environment, we are advancing a decarbonisation roadmap, delivering services with a circular mindset and driving innovation across our supply chain. Strong governance underpins these commitments through our ESG Framework, which aligns with ASX principles to ensure transparency and accountability.

TDG Environmental is committed to the United Nations 17 Sustainable Development Goals (SDGs) as part of our dedication to building a sustainable, inclusive and responsible business. While we support all 17, our ESG strategy actively focuses on the 8 goals where we can make the greatest contribution. These goals guide our strategy and operations and are referenced throughout this report.



# Environment

TDG's approach is to ensure that our waterways and underground assets are sustained to protect our communities and the natural environment, while building resilience to the impacts of climate change.



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## GOAL 1: EMISSIONS AND LOW CARBON SOLUTIONS



### ACTION 1:

#### SMARTER FLEET, LOWER EMISSIONS

TDG Environmental is advancing GPS-enabled reporting to improve vehicle maintenance, reduce idle times and strengthen driver behaviour, with the goal of lowering fuel use and cutting CO<sub>2</sub> emissions. In 2025 we engaged with Navman to set up reporting processes and are now exploring in-vehicle monitoring to enhance safety compliance and environmental performance. Embedding this technology across our fleet drives efficiency while supporting our commitment to sustainability.

### ACTION 2:

#### REDUCING FUEL USE THROUGH FLEET EFFICIENCY

TDG Environmental is reducing its fleet across Australia and New Zealand through a new Motor Vehicle Policy and the disposal of under-utilised assets. Once finalised, this policy will ensure our vehicles are managed more efficiently and sustainably. By right-sizing the fleet and retiring older assets, we are lowering fuel consumption, improving performance and achieving substantial CO<sub>2</sub> reductions, supporting both environmental goals and long-term resilience.

### ACTION 3:

#### BENCHMARKING OUR EMISSIONS

TDG Environmental has engaged Pathzero to benchmark our CO<sub>2</sub> emissions against industry standards. This provides insight into our emissions profile and enables comparison with sector performance. Analysing these benchmarks will help us identify priority areas for improvement, sharpen our strategy and enhance environmental performance in line with our decarbonisation goals.

CASE STUDY



**TACKLING UNPRODUCTIVE IDLING THROUGH TELEMATICS INNOVATION AND FLEET OPTIMISATION**

In 2025, TDG Environmental made significant progress in reducing operational emissions across its heavy vehicle fleet in Australia and New Zealand, focusing on inefficiencies like unproductive engine idling. By utilising telematics innovations and data analytics, TDG Environmental has established a foundation for a more fuel-efficient and environmentally responsible operation.

**Background and Context**

To support its sustainability goals, TDG Environmental conducted a study in 2025

on a 2012 SCANIA R (GLU629), using Webfleet Telematics with PTO and aux pump inputs. The study aimed to quantify the impact of idling behaviours on fuel consumption and costs. Over one month, the vehicle recorded a total idle time of 179.8 hours, with 34% (61.1 hours) being unproductive idling.

**“By cutting unproductive idling and modernising our fleet, TDG Environmental is lowering fuel use, reducing emissions, and improving efficiency across operations.”**

This resulted in a fuel loss of 460.46 litres, costing \$768.97 monthly, or \$9,227.64 annually and contributed an

estimated 3.634 tonnes of CO2 over a month period to the atmosphere.

**Telematics-Driven Response and Technology Trials**

TDG Environmental advanced its telematics strategy by trialing new hardware to better track unproductive idle fuel burn. This enhancement allows us to distinguish between necessary idling and fuel-wasting downtime.

The trial has already influenced operational strategies, leading to the development of a business case for a fleet-wide rollout of the upgraded telematics hardware, aiming to reduce idle time and lower action emissions across the fleet.

CASE STUDY



**FLEET REDUCTION AND MODERNISATION: NZ HIGHLIGHTS**

TDG Environmental has enhanced its emissions performance by implementing a vehicle reduction program across New Zealand, aligning procurement with sustainability goals.

This initiative led to:

- Decommissioning over 40 assets  
Reducing the average fleet age to just over 10 years
- Transitioning to vehicles that meet Euro 5 emissions standards or higher

These changes reduced fuel consumption and maintenance needs while improving reliability.

**Outcomes and Forward Strategy**

The initial focus on a single vehicle has broader implications: extending these measures across TDG Environmental’s fleet of vehicles could yield significant emissions and cost savings.

As hardware trials conclude and reporting improves, we plan to integrate idle-time emissions tracking into everyday operations. This will support emissions reporting, regulatory compliance, and

driver education.

**Conclusion**

This case study shows how data-driven fleet management and strong sustainability leadership can achieve measurable environmental and commercial benefits. By optimising fleet size and investing in telematics, TDG Environmental is positioned to meet emissions reduction targets while boosting operational efficiency.

## CASE STUDY

**BUILDING THE FOUNDATIONS FOR SCOPE 3 EMISSIONS ACCOUNTABILITY AT TDG ENVIRONMENTAL**

In 2025, TDG Environmental advanced its carbon accountability efforts by initiating the identification, assessment, and reduction of Action 3 emissions. While the company has focused on Action 1 and 2 emissions through operational efficiencies and clean energy adoption, this year marks a new phase in addressing the often underreported indirect emissions within our value chain.

TDG Environmental created a detailed Statement of Work (SoW) to engage external experts in emissions accounting. The SoW outlines a multi-stage process that includes:

- Mapping upstream and downstream emission sources, such as third-party waste processing and outsourced transportation
- Prioritising emissions categories based on materiality and data availability.

- Selecting a cost-based calculation methodology to estimate emissions intensity using spending data, enabling timely Action 3 reporting

The goal is to develop a hybrid model that blends spend-based estimates with more accurate emissions factors as systems improve. TDG Environmental is also preparing tools to enhance supplier engagement and align vendor expectations with our sustainability goals.

While Action 3 emissions are crucial for meeting customer expectations and future regulatory requirements in Australia and New Zealand. Taking early action demonstrates TDG Environmental's commitment to lifecycle accountability, helping to future-proof our business and enhance long-term valuation. This work lays the groundwork for a comprehensive carbon strategy that aims to measure and meaningfully reduce emissions across all operations.

# Early action, lasting impact



## GOAL 2: DELIVER SERVICES WITH A CIRCULAR MINDSET



### ACTION 1:

#### EXPANDING REUSE OPPORTUNITIES

Through Mainstream Recycling (TDG Environmental's sister company), is developing new products and mixes from recovered materials to expand reuse beyond regular operations. In 2025 this included the release of a new top soil product, continued collaboration with Outwest Concrete on a sustainability mix, and supplying All Green Garden Supplies with material from our Breakwater site for reuse. These initiatives deliver both commercial benefits and expanded capability, while reinforcing our commitment to circular economy solutions.

### ACTION 2:

#### INCENTIVISING MATERIAL BUYBACK

Mainstream Recycling is working to incentivise material buyback from waste contributors, encouraging the use of

recovered products over virgin materials. In 2025 this included ongoing supply through the COGG Quarry Materials contract, collaboration with All Green, and partnerships with Orca Civil Products and OneQuarry. By linking contribution volumes to reduced purchase rates, this approach promotes reuse, reduces disposal and keeps recycled fractions accessible and competitive.

### ACTION 3:

#### DELIVERING FULL PROJECT SOLUTIONS

Mainstream is implementing a Bulk/Project Division to manage large scale jobs end to end, from civil works and material removal to recycling and remediation with recovered resources. With ongoing projects underway through Specialised Pavement Services (SPS) and Outlook Environmental, this division enables us to service the full project lifecycle, improving efficiency and embedding recycled materials into major works.

### OUTWEST CONCRETE PARTNERSHIP

In Australia's infrastructure landscape, sustainability has become a competitive necessity, with local government authorities increasingly incorporating environmental performance metrics into their procurement policies.

Mainstream Recycling has entered several collaborative agreements, notably with Outwest Concrete, which uses recycled sand in their premixed concrete products. Mainstream processes thousands of tonnes of mixed waste annually, recovering granular

materials like sand through advanced washing and separation technologies.

In 2025, Mainstream supplied circa 60t/week of sand to Outwest and Orca Civil, which was used in their sustainable Earthwise SCM Mix, designed for performance and emissions reduction. This mix has been implemented in municipal projects, aligning with local government environmental goals.

Though recycled sand concrete is still gaining recognition, the investments in material handling and quality testing aim to enhance scalability. For Mainstream, this partnership

## GOAL 3: SUSTAINABLE INSIGHT AND INNOVATIONS



### ACTION 1:

#### LIVE RECOVERY AND DISPOSAL TOOL

Mainstream is developing a Live Recovery and Disposal tool to showcase sustainable recovery practices with real time weighbridge data, recovery values and calculated energy use. The tool will also incorporate solar and GHG metrics, providing clients with transparency while promoting efficient recovery. It will serve as both an educational and marketing platform, demonstrating the value of our recovery processes and reinforcing TDG Environmental's commitment to sustainable outcomes.

### ACTION 2:

#### WATER REUSE COMPLIANCE

Although much of the water recovered through Mainstream's recycling process

is reused within its operational sites, we are seeking permission from regulators to supply the water back to its disposal partners for use in dust suppression and other civil applications, such as hydro excavation. This initiative would create a valuable resource and represent a significant commercial saving.

### ACTION 3:

#### EXPANDING RECYCLING CAPABILITIES

Mainstream is expanding recycling operations to include new waste types and opportunities, supported by achieving the Cat C Licence for our Breakwater depot. This growth strengthens our position as an industry leader, increases throughput and delivers both sustainability and commercial benefits.

### CASE STUDY

exemplifies value-added resource recovery, while for Outwest, it provides a competitive edge in a sustainability-focused market.

Both companies see potential in expanding the role of recycled sand in construction, demonstrating the benefits of aligning material recovery with innovation. By proving the effectiveness of recycled sand concrete, they are contributing to a more circular, lower-carbon future in infrastructure delivery.





CASE STUDY

PARTNERSHIP WITH ALL GREEN NURSERY

In an era where sustainability drives decision-making, the partnership between Mainstream Recycling and All Green Nursery & Garden Supplies exemplifies how businesses can collaborate to foster a circular economy. Based in Victoria, Mainstream Recycling specialises in processing green waste and organics, diverting thousands of tonnes from landfills each year. All Green transforms these recovered materials into sustainable gardening products such as compost, mulch, and soil conditioners.

This partnership creates a closed-loop system where waste is reintegrated into

the environment rather than discarded, reducing landfill impact and lowering carbon emissions by minimising the need for virgin material extraction.

In addition to material exchange, both companies share a commitment to sustainability by promoting recycled products and educating communities about composting and regenerative gardening practices. Together, they demonstrate that sustainability is a system of practical actions, helping to build greener communities and setting an example for circular partnerships.

CASE STUDY

WATER REUSE

Mainstream Recycling is committed to sustainability and the circular economy, focusing on transforming discarded materials into valuable resources. A significant part of their intake includes wet waste, primarily sludge-like material containing water from stormwater drains and construction sites. This water often constitutes 30-50% of the waste stream and has historically been seen as a costly byproduct requiring disposal.

To address this issue, Mainstream Recycling is exploring on-site treatment and recycling of this water, aiming to reduce operational costs and environmental impacts. If successful, they could reuse the water for tasks like equipment washing or dust suppression or sell it as recycled product, adhering to Environmental Protection Authority (EPA) Victoria's Recycled Water Guidelines.

Planned Improvements

The next phase includes:

- Enhanced Pre-Treatment: Better screening and grit removal to reduce initial solids and organic matter
- Advanced Filtration: Introducing high-efficiency clarifiers and membrane filtration systems to lower turbidity and suspended solids
- Microbial Treatment: Evaluating UV disinfection units or chlorination systems to reduce E. coli levels
- Automated Monitoring: Implementing real-time monitoring to ensure compliance with EPA standards before water reuse or discharge

Conclusion

By treating water as a resource rather than waste, Mainstream Recycling aims to enhance sustainability and improve financial performance through targeted upgrades to its treatment processes.



Our people are at the heart of our business. We value, respect, and empower them to deliver safe, sustainable outcomes.

# Our people.

## Understanding our workforce

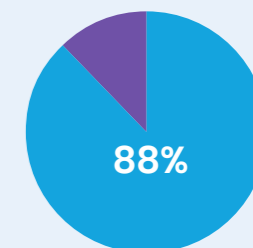
In 2025, TDG Environmental ran our Employee Workforce Survey. Employees were invited to participate, and we were pleased to achieve a higher participation rate compared to the previous year.

Support for key events such as ANZAC Day, R U OK? Day, and World Mental Health Day emerged as standout highlights, reflecting the value our employees place of wellbeing and national recognition. Over the next 12 months we will increase our focus on promoting cultural diversity and environmental awareness, prioritising issues like climate change and plastic pollution.

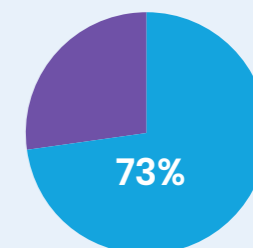
There was also a strong interest in volunteering opportunities which we will endeavour to support through expanded initiatives that align with our diversity and sustainability commitments.

The survey also enabled us to capture a demographic profile of our workforce, helping to inform our inclusion strategies and ensure our programs reflect the needs and experiences of our people.

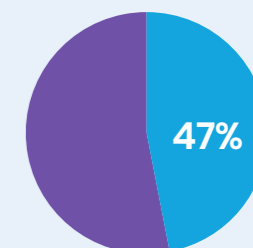
Engagement Survey



Environmental Sustainability



Cultural Diversity



Volunteering

# Cultural Diversity

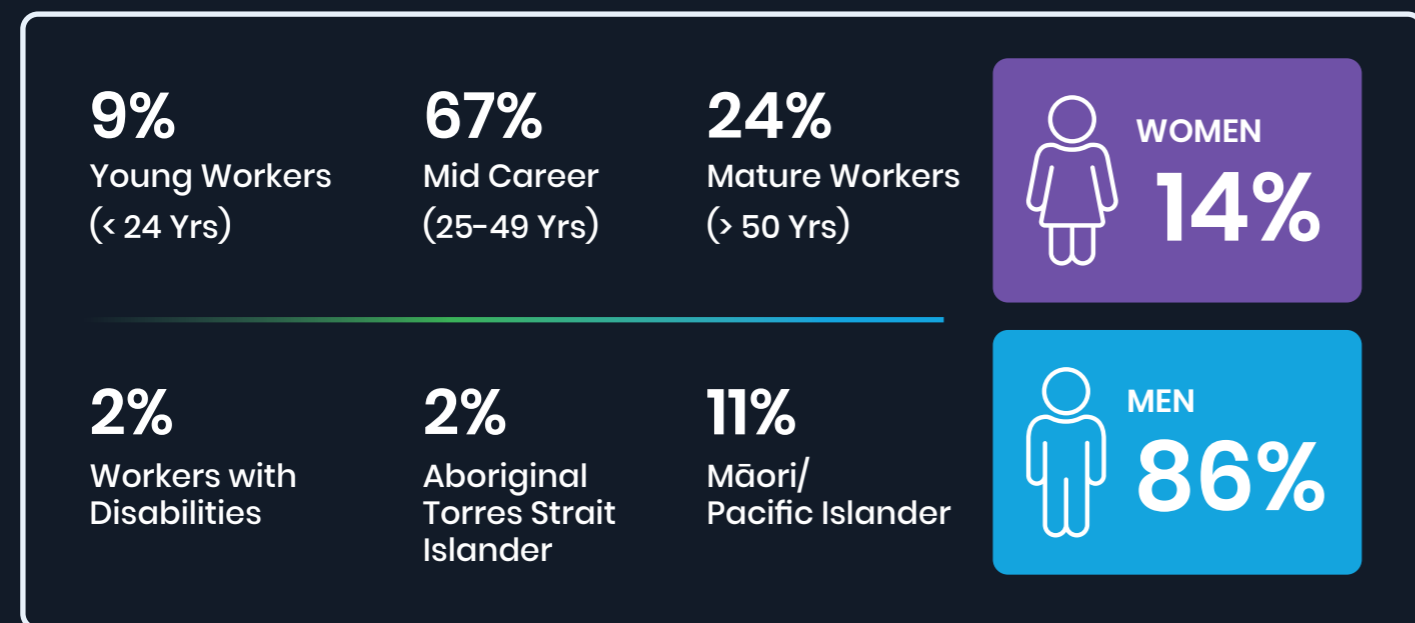
TDG Environmental's workforce is predominantly young to mid-career, reflecting the energy and adaptability of a dynamic and evolving organisation. While most team members identify as Australian or English (NZ), and English is the primary language spoken at home, we recognise the importance of the need to embrace broader cultural perspectives.

We are committed to gender equality and want everyone, regardless of gender, to have the same resources, opportunities and rewards. That includes increasing the representation of women in operational and

leadership roles while encouraging men to apply for more office-based roles.

We will continue our focus on maintaining deep relationships with our Aboriginal, Torres Strait Islander and Māori, and Pacific Islander team members, communities and suppliers to build our First Nations workforce population to beyond 13%.

These insights highlight an opportunity for us to expand our cultural awareness and inclusion efforts, ensuring that all team members feel respected, represented, and supported.



## Gender Pay Gap

During the 2024-2025 reporting period, TDG Environmental employed 411 team members. Our gender pay gap currently sits at 13.9%, with a median is 24%.

While our workforce includes a mix of genders, this distribution reflects the broader profile of our male-dominated industry.

We recognise that creating a gender-equal workplace requires long-term effort. To support this, we focus on initiatives in recruitment, career development, leadership representation, and equitable pay practices. These efforts are part of our broader commitment to sustainable and responsible business practices.

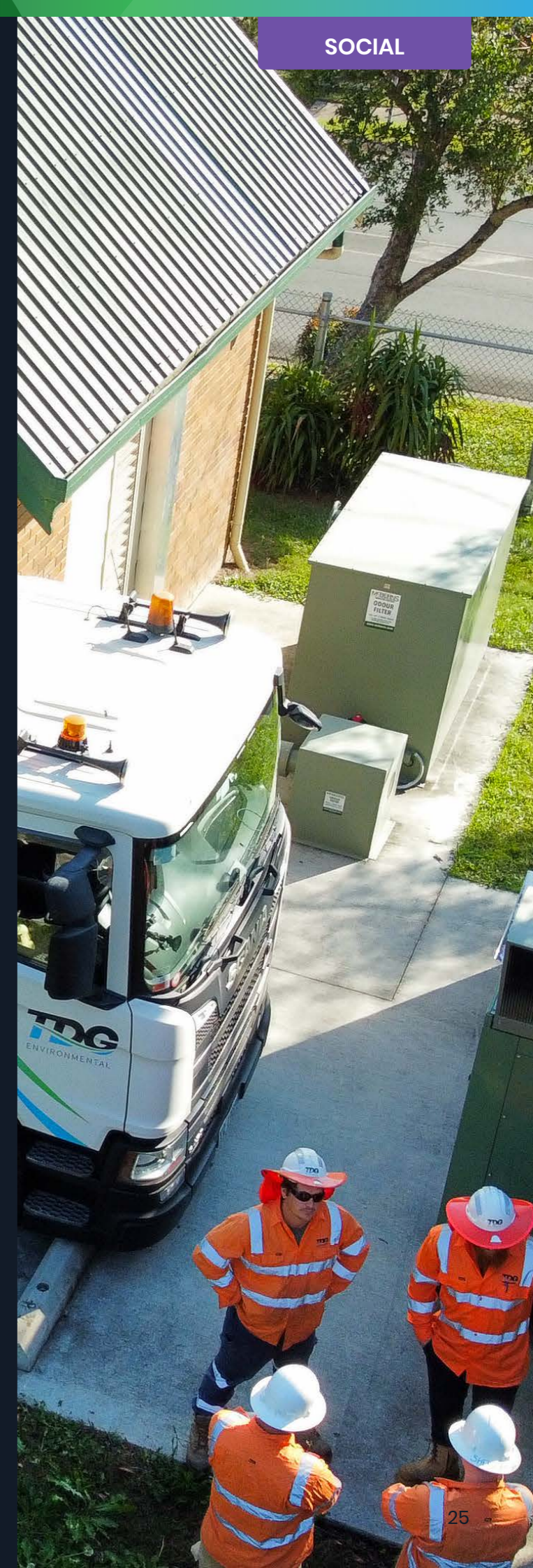
## Engagement and Retention

TDG Environmental continues to build a workplace culture founded on staff inclusion, flexibility, and long-term career development. Our strategy focuses on creating an environment where every employee feels valued, respected, and motivated to build a career with us. Throughout 2025, we prioritised the delivery of equitable access to career progression for our staff across all teams and locations. Some of the key workforce drivers of this included increasing the representation of Aboriginal and Torres Strait Islander peoples, Māori, and Pacific Islander communities, as well as women in operational and leadership roles.

A cornerstone of our engagement strategy has been seen through our regular workforce surveys which have emphasised our flexible work and parental leave policies, now extended to all employees.

TDG Environmental actively cultivates leadership in the business through training, mentorship, and succession planning. We also recognise the importance of cultural and demographic diversity and aim in 2026 to increase our First Nations representation across the organisation.

Moving forward, a key action of our ESG Strategy will relate to the enhancement and refresh of our existing DEI and retention strategy. Our DEI strategy will ensure that in the coming years our workforce remains dynamic, inclusive, and aligned to our values of respect and equal opportunity for all.



## GOAL 4: POSITIVE IMPACT ON CUSTOMERS AND COMMUNITIES



### ACTION 1:

#### STRENGTHENING SOCIAL PROCUREMENT

A register of social procurement partners is being developed to better understand and maximise the benefits of initiatives. Membership with Supply Nation has been tabled as part of Reconciliation Action Plan (RAP) actions, marking an important step toward meeting government social procurement targets and embedding inclusive practices across our supply chain.

### ACTION 2:

#### IDENTIFYING SOCIAL PROCUREMENT OPPORTUNITIES

Relevant categories of social procurement spend

are being identified and communicated to staff. Traffic Control has been highlighted as a key focus, with First Nations providers being onboarded nationally and a partnership commenced with Ternary Group. These actions raise the profile of TDG Environmental's ESG initiatives and reinforce our commitment to inclusive procurement.

### ACTION 3:

#### IMPLEMENTING A SOCIAL SUPPLY CHAIN FRAMEWORK

A Social Supply Chain governance framework is being implemented to monitor procurement spend and communicate progress quarterly across the business. Social procurement onboarding is now live in

Pronto, with new suppliers assessed as First Nations or social enterprises. This framework will help lift our current spend to meet the levels expected by our customers.

### ACTION 4:

#### ANNUAL COMMUNITY ESG INITIATIVE

A staff workshop will be held to select a flagship ESG initiative to adopt annually, such as tree planting for carbon reduction or a community recycling day. Building on our Cultural Calendar, this will align with key community events including National Reconciliation Week, NAIDOC Week and World Mental Health Day, strengthening engagement and impact.

### CASE STUDY

#### WORKING WITH YOUNG PEOPLE - KARI ABORIGINAL EDUCATION EXPO

TDG Environmental involvement in the KARI Aboriginal Education Expo in 2025 supported First Nations youth and created pathways to meaningful employment. Our team shared career insights, connected with students, and promoted opportunities in environmental services and community development.

The event reinforced TDG's commitment to First Nations representation, diversity, and inclusion, inspiring us to continue supporting young people through internships, mentoring, and targeted hiring.



## GOAL 5: DIVERSITY, EQUITY & INCLUSION



### ACTION 1:

#### RECONCILIATION ACTION PLAN

We have completed our Reconciliation Action Plan (RAP), with a focus on participation in key cultural events such as National Reconciliation Week and NAIDOC Week. This commitment helps build understanding, strengthen connections and create business opportunities through the First Nations RAP program.

### ACTION 2:

#### DIVERSITY, EQUITY AND INCLUSION STRATEGY

A Diversity, Equity and Inclusion Strategy is being developed using insights from TDG Environmental's first Employee Engagement Survey, which highlighted strong support for wellbeing initiatives and volunteering opportunities. This strategy will provide a targeted focus for business changes that strengthen inclusion and support our people.

### ACTION 3:

#### GENDER EQUALITY INITIATIVES

A review of Workplace Gender Equality Agency (WGEA) reporting has helped identify initiatives to strengthen equal opportunity and merit-based promotion across all business functions. These include bias-free recruitment, flexible career pathways, and mentoring programs, supporting career development and building a more diverse workforce inclusive of women.

### ACTION 4:

#### DEI WORKING GROUP

A Diversity, Equity and Inclusion Working Group has been established with representation across all sites in Australia and New Zealand. The group is focused on shaping inclusive hiring practices to attract, engage and retain diverse talent, while strengthening engagement from under represented groups.

### CASE STUDY

#### BUILDING COMMUNITY THROUGH SPORT - WYNNUM WOLVES

TDG Environmental's commitment to community engagement is reflected in our long-standing sponsorship of the Wynnum Wolves Football Club in NSW. In 2025, our support helped expand youth development programs, upgrade facilities and create opportunities for underrepresented groups, including First Nations and culturally diverse young people.

Beyond funding, our staff engage through matchday events, mentoring and volunteering, strengthening community ties and promoting inclusion. The Wynnum Wolves partnership shows how grassroots sport can foster belonging, cultural connection and resilience, values that align closely with our DEI and sustainability goals.



CASE STUDY

**PROMOTING MENTAL HEALTH AND WELLBEING – BLACK DOG INSTITUTE PARTNERSHIP**



**Black Dog Institute**

At TDG Environmental, we recognise that mental health is fundamental to a sustainable and thriving workforce. As part of our broader wellbeing strategy, we have made mental health a core pillar of our sustainability commitments. In 2025, we proudly partnered with the Black Dog Institute, a leading Australian medical research organisation dedicated to improving mental health across the lifespan of an individual, from childhood to adulthood.

This partnership enabled us to deliver research-based training programs for leaders, supervisors, and employees across Australia and New Zealand. These programs focused on:

- Building mental health awareness
- Encouraging proactive self-care
- Equipping teams with practical tools for early intervention and risk management

By embedding these initiatives into our workplace culture, we are fostering a more supportive, resilient, and inclusive environment where our people feel confident to seek help, support one another, and thrive both personally and professionally.

The Black Dog Institute’s approach ensures that the tools and strategies we implement are based on scientific research and proven practices, designed to make a meaningful impact in the workplace. Their work in suicide prevention, digital mental health, and workplace wellbeing aligns closely with our sustainability goals, particularly in the areas of employee wellbeing, social impact, and community engagement.

Together, we are not only supporting our workforce but also contributing to a broader movement toward better mental health for all, which we see as an essential component of long-term employee retention and social sustainability.



CASE STUDY

**TDG ENVIRONMENTAL’S CHILDREN’S BOOK DRIVE**

In partnership with the Aboriginal Literacy Foundation, TDG Environmental’s 2025 Children’s Book Drive was a heartwarming initiative that aligned literacy promotion with community outreach.

**The motto of the Aboriginal Literacy Foundation is “You need to be able to read to lead.”**

With this motto in mind TDG Environmental was able to focus their campaign on providing support to under-resourced schools and youth centres by books that inspire, educate, and empower young readers.

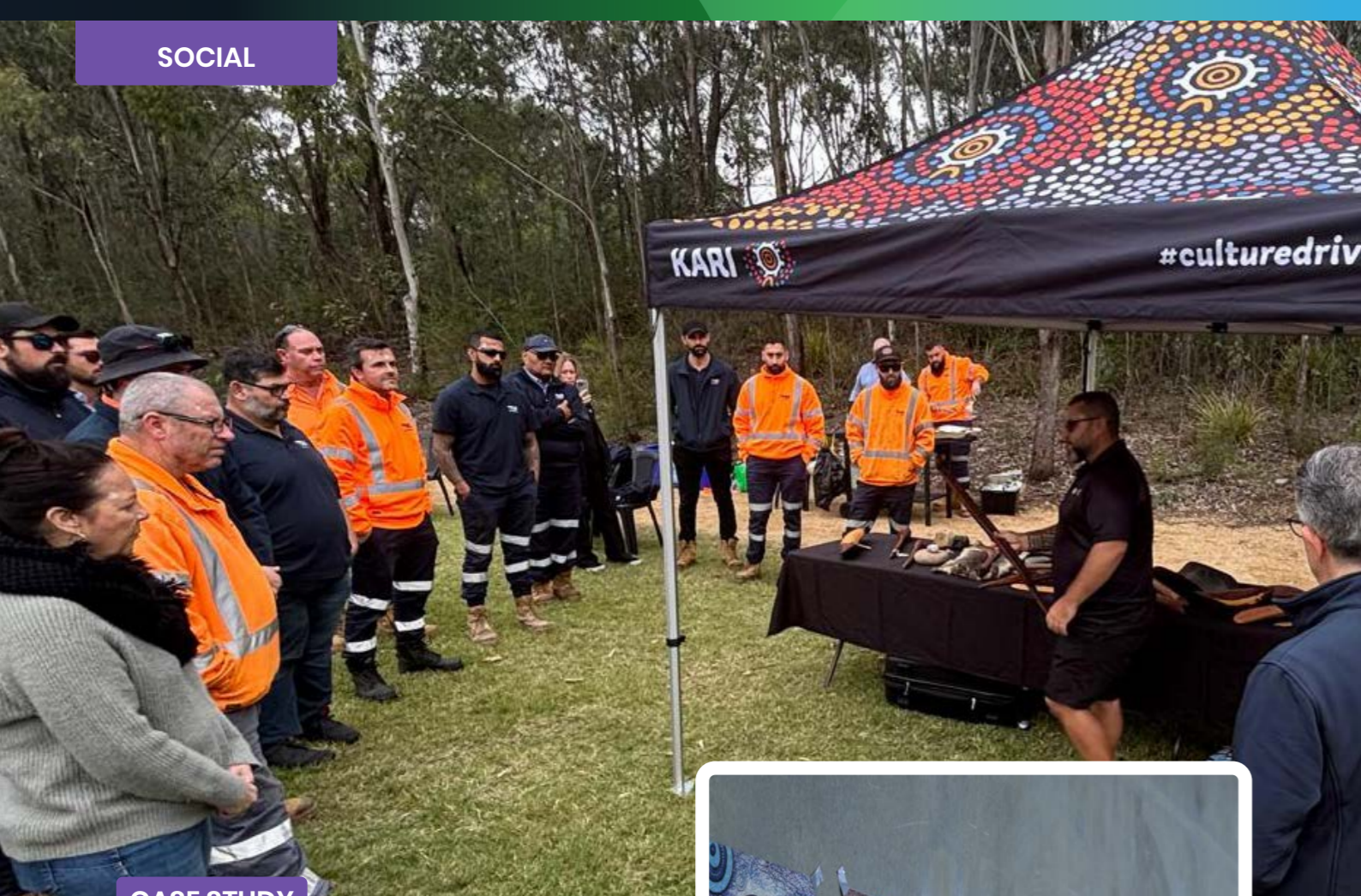
Beyond the donations, the initiative fostered a strong culture of giving within TDG Environmental. Employees engaged in packing and delivery days, took time to write personalised notes, and collaborated to make the campaign a success. This hands-on participation demonstrated how small acts of generosity can have a lasting impact.

The Book Drive exemplified our belief in education as a driver of social equity.



By promoting early literacy and access to learning materials, we contributed to closing opportunity gaps for children of all backgrounds. This initiative not only supported community development but also brought our team together around shared values of inclusion, compassion, and action.





CASE STUDY

**TDG ENVIRONMENTAL JOINS THE JOURNEY TOWARD RECONCILIATION**

National Reconciliation Week in 2025 marked a meaningful milestone in TDG Environmental's ongoing journey to support and uplift First Nations communities. Across our offices in Australia, we hosted a series of events aimed at cultural awareness, community engagement, and respectful reflection.

Highlights included a plaque unveiling and smoking ceremony in NSW to honour the enduring contributions of First Nations peoples, and a cultural workshop featuring traditional storytelling, spear and boomerang throwing, and fire-lighting. In Victoria, we hosted a reconciliation gathering focused on shared learning and progress updates. Meanwhile, QLD's Family and Friends Open Day fostered inclusivity through art displays, didgeridoo crafting, music, and traditional dance.



These activities brought TDG Environmental staff and communities together in celebration and learning. They also formed part of our broader Reconciliation Action Plan, which is guiding our efforts to embed respect, responsibility, and partnership into everything we do.

Reconciliation is not a single act but a sustained commitment, and at TDG Environmental, we are proud to stand alongside First Nations peoples on this journey, creating a future where cultural heritage is honoured, and opportunities are



A. Conlon

**About our artwork & the artist**

In 2025, during our celebration of National Reconciliation Week, TDG Environmental proudly unveiled a unique piece of First Nations artwork that symbolises our values and connection to Country. Created by Arthur Conlon, a proud Wakka Wakka / Kullilli man from Cherbourg, Queensland, this artwork reflects our respect for the land, waterways, and communities across Australia.

The piece features five large circular clusters that represent the different regions where TDG Environmental operates, emphasising our geographical presence and local engagement. Flowing, river-like lines illustrate our commitment to environmental responsibility, particularly our dedication to preserving and protecting vital waterways. Smaller circular elements symbolise the communities we serve and our shared journey with them.

This meaningful artwork serves not only as a visual expression of our purpose but also as a reminder of the cultural foundations that influence our operations. It invites reflection, dialogue, and celebration of First Nations culture among all team members and visitors to our sites. Displaying this artwork in our offices is a powerful gesture of respect and inclusion, contributing to our broader reconciliation goals. It reminds us that sustainability is not just about the environment; it encompasses cultural, social, and deeply human aspects.



# Governance

Our approach to governance is built on accountability, transparency and ethical decision making. Through our ESG Framework and strong health and safety practices, we deliver safe, responsible and sustainable outcomes for our people, communities and the environment.



## GOAL 6: STAFF AND CUSTOMER SAFETY



### ACTION 1:

#### **STRENGTHENING INCIDENT REPORTING**

We have unified all incident and hazard reporting within the Beakon IT system, providing TDG Environmental with comprehensive visibility across all safety events. This integrated approach enables consistent tracking of corrective and preventative actions, reinforcing our commitment to continuous improvement and proactive risk management.

### ACTION 2:

#### **EXTENDING SAFETY LEADERSHIP TRAINING**

All frontline leaders have completed training in effective safety interactions and audit methodologies. In 2025, we conducted more than 3,000 audits, achieving a visible leadership engagement rate of 62%. Our goal for the coming year is to increase and sustain this rate at 75%, further embedding safety leadership into our operational culture.

### ACTION 3:

#### **UNIFIED HSEQ SYSTEM**

TDG Environmental's Integrated Management System (IMS) continues to evolve, with all acquired businesses now operating under a standardised and unified platform. The enhanced Beakon IT system now delivers a robust, compliant solution across Australia and New Zealand, meeting customer expectations and regulatory requirements consistently and reliably.

### ACTION 4:

#### **IMPROVING WORKERS COMPENSATION**

Through swift incident response and proactive injury management, we have significantly improved return-to-work outcomes. Our approach ensures that all employees receive the support they need to recover and reintegrate effectively. Across all jurisdictions, TDG Environmental maintains workers' compensation premium rates below industry benchmarks, reflecting our strong safety performance and commitment to employee wellbeing.



## Supplier

TDG Environmental is committed to preventing modern slavery in alignment with the Modern Slavery Act 2018 (Cth).

We engage with approximately 2,000 suppliers, with 99.6% classified as low risk, primarily sourced from local regions. To combat modern slavery, we have implemented several key actions:

- Policy and Procedures: Established clear controls to avoid high-risk suppliers
- Training: Provided modern slavery training to staff involved in high-risk procurement and general education to others
- Procurement Controls: Centralised management of high-risk procurements and conducted risk assessments
- Hiring Practices: Adhered to employment laws in Australia and New Zealand during recruitment

- Supplier Compliance: Ensured that preferred suppliers and their secondary suppliers comply with anti-slavery laws
- Whistleblower Reporting: Implemented a confidential reporting system for concerns related to modern slavery
- Remediation Plans: Committed to addressing any identified signs of modern slavery promptly

We actively consult with management, employees, and major suppliers to enhance our policies. Regular assessments of our controls have shown their effectiveness, with no reported incidents or suspicious activities since our last statement.

The Board of directors supports and oversees our anti-slavery initiatives to ensure a strong commitment to ethical practices within our operations and supply chains.

## UKG

### Strengthening Governance for Sustainable Business Practices

At TDG Environmental, we recognise that robust governance is essential to our commitment to sustainable, responsible, and ethical business practices. Our implementation of Ultimate Kronos Group (UKG) governance frameworks plays a crucial role in enhancing transparency, accountability, and operational excellence throughout the organisation.

The UKG governance framework aligns seamlessly with TDG Environmental's sustainability objectives by incorporating Environmental, Social, and Governance (ESG) considerations into both our strategic and operational decision-making processes. By leveraging accurate reporting, comprehensive audit trails, and real-time

## FINANCE

In 2025 TDG Environmental & Mainstream Recycling transitioned to the credit card management software, Prospend. This innovative platform enables users to digitally store receipts and detailed descriptions of their purchases, as well as categorise their expenses. This streamlined process allows users to submit their claims for managerial approval efficiently.

The implementation of Prospend has significantly enhanced our credit card reconciliation process, minimising the need for manual intervention by the Accounts Payable department. This efficiency has not only reduced administrative burdens but has also contributed to our commitment to sustainable business practices by decreasing paper consumption and promoting digital record-keeping. Overall, the adoption of Prospend represents a key step in our journey toward more sustainable and efficient financial management.

workforce insights, UKG significantly enhances transparency and fosters engagement across all levels of the company.

As we continue to integrate UKG governance, this process remains dynamic and focused on continuous improvement. We regularly assess our governance practices to ensure they align with the latest industry best practices, regulatory changes, and stakeholder expectations. This proactive commitment not only fortifies TDG Environmental's resilience and integrity but also enhances our capacity for long-term sustainability.

Through these efforts, we aim to create a robust framework that supports our mission and meets the evolving needs of our stakeholders.

CASE STUDY



**TDG ENVIRONMENTAL'S COMMITMENT TO SAFETY AND COMMUNITY WELL-BEING**

Safety is a core value at TDG Environmental, guiding our efforts to protect employees and the communities we serve. We foster a proactive safety culture and continuously improve performance.

**Visible Safety Leadership and Engagement**

In 2025, we strengthened safety leadership across operations. Our Visible Safety Leadership Program encourages regular, meaningful conversations between leaders and frontline workers, aiming to engage 75% of operators monthly. These discussions promote feedback, build trust, and help identify risks early. Last year, 91% of field workers participated in safety

discussions, reflecting our commitment to - Safety by Choice.

**Digital Transformation and System Transparency**

We're enhancing safety systems with tools like Beakon, providing equal access to HSEQ information. These platforms support open reporting, thorough training, and real-time tracking to ensure everyone understands their safety responsibilities.

**Performance Metrics and Accountability**

Our Total Recordable Injury Frequency Rate (TRIFR) is below the industry benchmark of 12, and our Workers Compensation severity rate remains lower than average. With job compliance over 75%, we meet standards and foster a culture of care. These metrics reflect the wellbeing of our

team, not just numbers.

**Driver Safety and Community Impact**

Through the Right 2 Drive initiative, TDG Environmental worked with drivers to raise awareness of risks and promote safe driving, improving safety for both our team and the community.

**Safety in High-Risk Environments**

TDG Environmental operates in high-risk areas like confined spaces, working from heights and heavy vehicle operations. In these settings, safety is embedded in our culture, not just a goal.

**Looking Ahead**

Our safety strategy is built on stability, reliability, and safety. By integrating safety into every decision and empowering our teams, TDG sets a high standard for dependable service.

CASE STUDY



**STRENGTHENING FIRST NATIONS PARTNERSHIPS: COLLABORATION WITH TERNARY GROUP**

In 2025, TDG Environmental formalised a new and promising collaboration with Ternary Group, a 100% Indigenous-owned civil and environmental remediation business based in Far North Queensland. The partnership established a mutual commitment to exploring joint project opportunities across Northern Australia.

Ternary Group is known for its 'Community Pillar', a mission-driven approach that supports sustainable development in remote regions. With shared values

around environmental responsibility, social inclusion, and regional upliftment, TDG Environmental and Ternary have begun mapping joint venture opportunities on civil and remediation projects in areas most in need of investment.

This collaboration underscores TDG Environmental's commitment to supporting First Nation enterprise, not only through procurement but also through long-term strategic partnerships. Working alongside Ternary offers the chance to leverage complementary expertise while uplifting First Nations communities through employment,

capacity building, and on-the-ground impact.

The partnership is more than commercial, it's about embedding reconciliation into practice. As joint bids move forward, both companies aim to deliver high-quality infrastructure outcomes that prioritise community needs, environmental restoration, and local economic development. This approach strengthens TDG Environmental's Reconciliation Action Plan (RAP) while reaffirming our belief in the power of inclusive, values-aligned collaboration.

# Servicing Australia and New Zealand.

## Australian Locations

### VICTORIA

Truganina  
Dandenong South  
Geelong  
Bendigo  
Ballarat

### QUEENSLAND

Brisbane  
Gold Coast  
Ipswich  
Sunshine Coast

### NEW SOUTH WALES

Wetherill Park  
Unanderra  
Austral  
Tuggerah

### SOUTH AUSTRALIA

Lonsdale  
Burton

## New Zealand Locations

Auckland

Whangarei

Wellington



**Sustainable  
Success.**



Australia

☎ 1300 330 294  
🌐 [tdgenvironmental.com](http://tdgenvironmental.com)

New Zealand

☎ 0800 249 376  
🌐 [tdgenvironmental.com](http://tdgenvironmental.com)