BX BUNKA AUSTRALIA
Bunka Shutter Group

Sustainability Policy - BX Bunka Australia Pty Ltd

Purpose

BX Bunka Australia is committed to embedding sustainability across all aspects of our manufacturing, warehousing and distribution operations and value chain in the Australian residential and commercial building markets.

We recognise that our industry contributes to environmental impacts in Australia, and that we have both an obligation and an opportunity to lead. Our strategy is to reduce environmental impacts, advance social responsibility, and ensure robust governance practices that deliver long-term resilience.

This policy provides the framework for managing environmental, social, and governance (ESG) responsibilities and sets clear commitments and targets to guide our progress from the 2020 baseline year toward a Net Zero 2050 outcome.

This policy is guided by:

Legislation

Climate Change Act 2022 (Cth), National Greenhouse and Energy Reporting Act 2007 (NGER Act), Environmental Protection and Biodiversity Conservation Act 1999 (EPBC Act), Work Health and Safety Act 2011 (Cth), and state-based environmental protection laws.

Frameworks

ISSB IFRS S1 & S2, Australian Sustainability Reporting Standards (ASRS), Task Force on Climate-related Financial Disclosures (TCFD), GRI Standards, United Nations Sustainable Development Goals (SDGs).

Industry Standards and Initiatives

Australian Packaging Covenant (APCO), Green Building Council of Australia (Green Star), Infrastructure Sustainability Council IS Rating Scheme, Aluminium Stewardship Initiative (ASI), Living Building Challenge Red List.

Scope

This policy applies to all employees, contractors, suppliers, customers, and stakeholders across Australian operations and international supply chains.

BX Bunka Australia is committed to respecting internationally recognised human rights and maintaining responsible supply chains. All suppliers are expected to comply with our Supplier Code of Conduct and Modern Slavery requirements.

Commitments, Metrics and Milestones

1. Target Net Zero by 2050

BX Bunka Australia is committed to achieving Net Zero greenhouse gas emissions across Scopes 1, 2 and material Scope 3 categories by 2050..

Actions

- Deploy renewable energy through onsite solar, power purchase agreements and renewable energy certificates.
- Electrify fleet and equipment.
- Implement energy efficiency programs across factories and offices.
- Partner with suppliers to decarbonise upstream and downstream Scope 3 emissions.

Metrics and Milestones

- Scope 1 and 2: 50% reduction by 2030 (baseline 2020).
- Scope 3:
  - Complete Scope 3 emissions inventory by FY2027.
  - Engage suppliers representing at least 80% of procurement spend by FY2028.
  - Integrate supplier emissions reporting into procurement evaluations by FY2030
- Renewable electricity: 100% by 2026.
- Annual GHG disclosures under NGER and ASRS.

2. Environmental Stewardship

We will minimise our footprint and protect ecosystems.

Actions

- Implement water recycling and efficiency systems where practicable.
- Reduce landfill by maximising recycling and recovery streams.
- Phase out chemicals of concern aligned with international benchmarks.
- Embed circular economy practices in design and manufacturing.

Metrics and Milestones

- 25% reduction in waste to landfill by 2030 (baseline 2020).
- 50% waste diversion by 2035.
- 15% reduction in water intensity by 2035.
- 20% reduction in VOC emissions by 2035.

3. Innovation and Collaboration

We will innovate and collaborate to advance sustainability outcomes across our value chain.

Actions

- Invest in R&D to reformulate products with low-VOC, water-based, recyclable and circular alternatives.
- Pilot closed-loop packaging and product recovery schemes.
- Collaborate with customers, research institutions and industry consortia.

Metrics and Milestones

- 20% of revenue from sustainable products by 2040 (defined by lifecycle assessment).
- At least 15% of annual R&D budget dedicated to sustainability innovation.
- Participate in a minimum of two industry sustainability initiatives per year.

4. Sustainability in Products and Procurement

We will design sustainable products and procure responsibly.

Actions

- Conduct lifecycle assessments (LCA) for all new products by 2027.
- Increase recycled content in packaging and components.
- Embed ESG requirements, audits and modern slavery checks in supplier management.

Metrics and Milestones

- 30% recycled content in packaging by 2025 (aligned with APCO).
- 100% of significant-spend suppliers ESG-assessed by 2028.
- Phase out high-concern chemicals from all formulations by 2030.
- Ensure continued 100% product compliance with NCC and relevant Australian Standards.

5. Empowering People and Community Engagement

We will develop our people and support the communities in which we operate.

Actions

- Provide all employees with sustainability training, introducing employees to key sustainability principles and practical actions they can take to reduce environmental impacts, improve resource efficiency, and contribute to the organisation's sustainability goals
- Partner with communities on climate resilience and environmental programs.

Metrics and Milestones

- 100% of employees trained in sustainability by 2026, with annual refreshers.
- 500 employee volunteer hours annually by 2030.
- Maintain a minimum of three active community, education, environmental or industry sustainability partnerships annually, supporting employee engagement, skills development, environmental stewardship and responsible business practices

6. Accountability and Transparency

We will ensure integrity in sustainability governance and reporting.

Actions

- Disclose sustainability data in line with ISSB and ASRS standards.
- Integrate ESG into enterprise risk management.
- Obtain independent assurance of reported ESG data.

Metrics and Milestones

- Annual Sustainability Report aligned with ISSB S1/S2, ASRS and GRI.
- Executive KPIs linked to sustainability targets by 2027.
- Third-party assurance of disclosures by 2028.
- Annual Board review of ESG risks and progress.

Implementation

- The Executive Leadership Team is accountable for delivery of this policy.
- The Sustainability Committee oversees progress and alignment with frameworks.
- Managers ensure operational compliance and integration into daily activities.
- Employees and contractors are required to support objectives and uphold commitments.
- Suppliers and partners must comply with ESG requirements embedded in procurement standards.

Variations / Amendments

This Policy document is subject to change at the discretion of the company and approval of the CEO. Any amendments to the policy will be communicated to employees in writing, and all employees are required to comply with the updated policy and procedures once they take effect.

Policy Review: The policy will be reviewed on an annual basis to ensure that it remains aligned with the company's sustainability objectives and legal obligations. Changes to the policy will be made in response to evolving industry standards, technological advancements, and regulatory requirements.

Employee Responsibility: It is the responsibility of all employees to familiarise themselves with the contents of this policy and to adhere to its provisions. Employees who fail to comply with the policy may face disciplinary action which may include termination of employment.

Reviewed June 2026