

# FY25 ESG REPORT



Slumber Corp

# ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation, SlumberCorp acknowledges the Traditional Custodians of the lands on which we operate: the Whadjuk Noongar people in Western Australia, the Larrakia people in the Northern Territory, and the Yagara people in Queensland. We pay our respects to their Elders past, present, and emerging, and extend that respect to all Aboriginal and Torres Strait Islander peoples.





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# ABOUT US

Founded in 1995, SlumberCorp began as a small, family-owned manufacturer producing just eight beds a day, with the aim of offering a high-quality alternative within the Australian bedding market. Over the past three decades, the company has grown into one of Australia's leading bedding manufacturers, supplying innovative and well-designed products to customers nationwide.

Throughout its growth, SlumberCorp has established partnerships with a range of international and domestic suppliers across North America, Europe and Australia. Despite this global engagement, the business remains proudly family-owned and operated in Australia, with manufacturing operations supporting local employment and contributing to the Australian economy.

As the company has expanded, SlumberCorp has remained grounded in the values established at its founding, with an ongoing focus on quality, innovation and long-term relationships.



## Mission

SlumberCorp's mission is to deliver high-quality, Australian-made bedding solutions that combine comfort, innovation, and durability. The business strives to improve sleep quality for its customers while upholding a focus on responsible manufacturing and sustainable practices.

Beyond our mission, SlumberCorp's identity is grounded in local manufacturing, long-term relationships, and a commitment to doing business the right way. Sustainability at SlumberCorp is not a separate initiative, it is part of how decisions are made, from product design to supply chain management and workplace culture.



*These focus areas support the delivery of SlumberCorp's mission and reflect the practical priorities of the business.*



# THIS ESG REPORT

The purpose of this ESG Report is to provide SlumberCorp's stakeholders with a clear and transparent account of our environmental, social, and governance (ESG) performance. It demonstrates how our values as a family-owned Australian manufacturer are reflected in the way we operate, the products we create, and the responsibilities we uphold to our people, customers, and communities.

Through this report, we aim to build trust with our customers, partners, employees, and the wider community by demonstrating SlumberCorp's ongoing commitment to quality, responsibility, and sustainability.

This report has been structured to align with the Global Reporting Initiative (GRI) Standards, using relevant disclosures as a guide for material ESG topics such as energy, waste, product responsibility, and workplace practices. In addition, SlumberCorp has commenced processes to align with the emerging Australian Sustainability Reporting Standards (ASRS), ensuring our reporting evolves in step with national requirements.

## This report is intended to:



Share our progress in integrating sustainability into our manufacturing processes, product design, and supply chain.



Highlight our achievements, certifications, and initiatives that support responsible production and healthier outcomes for customers.




Outline how we support our employees, prioritise workplace health and safety, and contribute to the communities where we operate.



Provide visibility of our current goals, challenges, and future roadmap as we continue to strengthen our ESG commitments.

# A WORD FROM OUR MD



 **Responsible manufacturing is about more than what we make – it's about how we make it.**

At SlumberCorp, our story has always been one of progress, from a small, family-owned manufacturer producing just a handful of beds each day to a trusted Australian brand recognised for quality, innovation, and responsibility.

While the business has grown, our values have remained constant. We focus on improving sleep quality for our customers while operating responsibly, supporting our people, and contributing positively to the communities in which we operate.

This year's ESG Report marks an important step forward. It reflects our focus on strengthening practical systems and processes that support long-term relationships with our customers, suppliers and partners. We have completed our first greenhouse gas inventory, strengthened our approach to waste and water tracking, and continued to source products and components that are independently certified under recognised schemes, including GECA, Global GreenTag, CertiPUR-US and OEKO-TEX.

Looking ahead, our priorities include continuing to build practical, achievable improvements across the business, deepening our ESG reporting capability, and continuing our progress toward long-term goals such as reduced emissions and improved resource efficiency.

We recognise the Traditional Owners of the lands on which we operate and are committed to building respectful, practical relationships with First Nations communities through employment and supplier participation.

None of this would be possible without our people. Their commitment, skill, and pride in the work they do underpin everything SlumberCorp stands for.

Thank you to our employees, customers, and partners for being part of this journey as we continue building a stronger, more sustainable future for Australian manufacturing.

*Brett Gardiner*

Brett Gardiner  
Managing Director  
SlumberCorp

## OUR VALUES

Our values drive everything we do

SlumberCorp's values reflect its heritage as a family-owned business and its commitment to continuous improvement:

### CUSTOMER SERVICE

Delivering reliable service across sales, product and representation, with a strong focus on building long-term customer relationships.



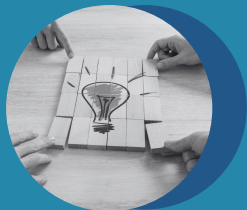
### THE 1% ers



Continuously improving through small, practical enhancements that help keep SlumberCorp at the forefront of our customers' minds.

### INNOVATION

Staying up to date with materials, machinery and manufacturing practices to deliver products that remain competitive, efficient and fit for purpose.



### QUALITY



Producing durable products that stand the test of time, supported by hassle-free service and consistent performance for our customers.

### QUALITY AND CARE

Committed to excellence in every aspect



Australian Made – maintaining strong local manufacturing capabilities and supporting Australian jobs.

# GOVERNANCE

SlumberCorp is strengthening its governance foundations to support a responsible and transparent approach to sustainability. Clear accountability, ethical leadership, and management oversight support the integration of ESG considerations into strategic decision-making and day-to-day operations.

ESG leadership at SlumberCorp is led by Executive Management, with oversight from the Founding Director to ensure accountability and alignment with long-term business direction. Responsibility sits within operational leadership rather than a standalone function, embedding ESG considerations into day-to-day decision-making, operational planning and supplier engagement.

SlumberCorp's governance framework is underpinned by a suite of core policies that promote integrity, fairness and transparency, including:

- Code of Conduct – defining standards of ethical behaviour for employees and contractors
- Anti-Bribery & Corruption Policy – ensuring transparent and fair business practices
- Modern Slavery Statement – reinforcing responsible sourcing and supplier accountability
- Whistleblower Policy – protecting individuals who raise legitimate concerns

Risk is currently managed through day-to-day operational processes rather than through a formal framework. The development and documentation of risk governance has been identified as a priority for the next reporting year, supporting stronger oversight, business resilience and preparation for future sustainability reporting expectations, including ASRS.

Supplier practices are reviewed internally against sustainability and ethical standards, supported by industry membership with the Australian Furniture Association (AFA) and compliance with IMO requirements for marine mattresses.

Through continued focus on governance improvement, accountability, and transparency, SlumberCorp is building a resilient foundation that supports long-term sustainability and stakeholder confidence.

*This governance framework provides the foundation for the environmental, social, and product responsibility initiatives outlined in the following sections of this report.*



# ENVIRONMENTAL PERFORMANCE

## ENERGY USE & EFFICIENCY

SlumberCorp recognises the importance of reducing energy consumption and transitioning to renewable sources. Our Welshpool facility is powered by onsite solar PV, demonstrating our commitment to clean energy. This investment reduces reliance on grid electricity and lowers SlumberCorp's operational carbon footprint.

In addition, the Darwin facility operates using solar power, supporting reduced energy emissions in the Northern Territory.

To support ongoing energy efficiency initiatives, SlumberCorp will look to undertake feasibility assessments to understand the suitability of additional behind-the-meter renewable energy solutions across other facilities, with a focus on practical, cost-effective opportunities aligned with operational requirements.



## WATER USE & CONSERVATION

In FY25, SlumberCorp introduced an Environmental Audit Tracker to strengthen oversight of water use across facilities in Western Australia, Queensland and the Northern Territory. The tracker captures water source type, usage trends, leakage events and corrective actions, with quarterly audits supporting improved accountability and visibility across sites.

At the Welshpool (Radium Street) facility, a groundwater bore has been installed to support irrigation of landscaped areas, reducing reliance on municipal water for non-operational use.

Looking ahead, SlumberCorp will continue to refine its water monitoring processes and assess opportunities to improve efficiency across all facilities. As data quality and consistency improve, this information will support the development of future water management objectives.

Initial data collection commenced in FY25, establishing the foundation for formal water performance reporting in the next reporting period.

## GHG EMISSIONS & CARBON FOOTPRINT

In 2024, SlumberCorp completed its baseline greenhouse gas (GHG) emissions inventory for the Welshpool facility, covering Scope 1 (direct emissions from fuel and gas use) and Scope 2 (indirect emissions from purchased electricity). This marked the company's first step toward a consistent and measurable approach to carbon accounting.

Baseline Results (Welshpool 2024):

- Scope 1: 64 t CO<sub>2</sub>-e
- Scope 2: 68 t CO<sub>2</sub>-e
- Total: 132 t CO<sub>2</sub>-e

This baseline provides a foundation for setting future reduction targets and supports preparation for future sustainability reporting expectations, including ASRS.

In the next phase, SlumberCorp will expand its emissions inventory to include facilities in Queensland and the Northern Territory, providing a complete group-wide emissions profile.

Next Steps:

- Expand GHG accounting across all operations.
- Enhance emissions monitoring and reporting systems.
- Begin mapping Scope 3 emissions to assess supply-chain and lifecycle impacts.

# ENVIRONMENTAL PERFORMANCE

## ENVIRONMENTAL CERTIFICATIONS

Independent certification schemes provide assurance that materials and components used in SlumberCorp's products meet recognised environmental and health standards. While SlumberCorp does not hold these certifications directly, the business prioritises the use of independently certified inputs across its product range where appropriate.

These certifications support responsible material selection and provide confidence to customers, retailers and stakeholders regarding product safety, environmental performance and human health considerations.

Examples of certification schemes applied to materials and components used within SlumberCorp products include:

- Global GreenTag – applied to selected materials and products assessed against environmental performance criteria across their lifecycle.
- GECA (Good Environmental Choice Australia) – applied to products and materials that meet recognised environmental and human health standards.
- OEKO-TEX® – applied to textiles and fabrics within the supply chain to confirm they are tested for harmful substances.
- CertiPUR-US® – applied to foam components to verify low volatile organic compound (VOC) emissions and the absence of harmful substances.

Together, these certifications support SlumberCorp's commitment to responsible product design and material sourcing. Future reporting will continue to improve transparency around the use of certified inputs and provide greater clarity as data systems and documentation processes mature.



## CLIMATE CHANGE RISKS & ADAPTION

Climate change presents both physical and transitional risks for manufacturers such as SlumberCorp. While the business' emissions profile is relatively small, changing conditions can affect the availability and cost of raw materials, disrupt logistics networks, and increase pressure on energy systems. At the same time, growing stakeholder and regulatory expectations are driving the shift toward lower-carbon, more resilient operations.

Recognised as a material business issue in 2024, SlumberCorp has identified climate change as an area of focus for future risk management development. As the company strengthens its governance framework, climate-related considerations will be progressively incorporated, supporting preparation for evolving sustainability reporting expectations, including ASRS.

In the coming years, SlumberCorp will assess both physical risks, such as extreme weather or supply disruption, and transition risks, including changes in carbon pricing, energy markets, and customer expectations. The company will also identify opportunities to build resilience through renewable energy expansion, sustainable sourcing, and improved process efficiency.

By integrating climate considerations into business planning and risk management, SlumberCorp is strengthening resilience, improving transparency, and remaining aligned with Australia's evolving sustainability reporting requirements.



# ENVIRONMENTAL PERFORMANCE

## Employee Spotlight



What changes or initiatives have you seen at SlumberCorp that show the company's commitment to sustainability?

I've seen SlumberCorp introduce more environmentally friendly materials into product builds, source greener alternatives wherever possible, and implement new recycling programs across the business..

Vince Garcia  
FACTORY MANAGER

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



## WASTE MANAGEMENT & RECYCLING

SlumberCorp introduced monthly waste and recycling tracking at the Welshpool facility in FY25, establishing its first consistent waste management baseline.

### FY25 Welshpool Waste Performance (baseline year)

- Total waste generated: 281.6 tonnes
- Landfill (general waste): 180.0 tonnes
- Recycling recorded: 101.6 tonnes
- Landfill diversion rate: ~36%

Recycling streams included timber, cardboard, foam, metal and sawdust. Plastic recycling data is currently under review and will be included in future reporting.

As tracking expands to Queensland and the Northern Territory, SlumberCorp will establish a group-wide waste baseline and refine diversification targets at a site level.

Future priorities focus on increasing landfill diversion to 60% by 2030, expanding supplier take-back programs, and strengthening pathways for hard-to-recycle materials.

## PACKAGING & MATERIALS

SlumberCorp recognises the importance of responsible packaging in reducing waste and supporting circular economy outcomes. Packaging materials are selected with consideration for durability, protection during transport, and opportunities to minimise environmental impact where practical.

The business is informed by recognised Australian packaging guidance, including principles promoted by the Australian Packaging Covenant Organisation (APCO), such as improving recyclability, reducing unnecessary material use, and engaging suppliers on packaging efficiency.

As data collection improves across sites, SlumberCorp will continue to review packaging types and work with suppliers to identify practical opportunities to enhance packaging performance over time.

# OUR PEOPLE

At SlumberCorp, our people are at the centre of everything we do. From the factory floor to leadership, our team brings skill, pride and care to the business every day.

As a family-owned Australian manufacturer, we recognise our workforce contributes directly to our culture, product quality and long-term success. Our team operates across Western Australia, Queensland and the Northern Territory.

## A culture built on respect

SlumberCorp is committed to a workplace that reflects the diversity of the Australian community. We promote fair opportunity across all roles and support employees to grow and succeed.

SlumberCorp operates across Western Australia, Queensland and the Northern Territory and is developing a structured approach to First Nations engagement, including employment and supplier participation.

## Supporting our people

Our culture is underpinned by clear policies and procedures that promote fairness, safety and development, including:

- Equal Opportunity and Diversity policies – fair and inclusive workplace practices.
- Workplace Discrimination & Harassment policies - respect and safety at work.
- Discipline & Termination Policy - consistent, fair process.
- Grievance Handling Procedure - safe issue-raising.
- Workplace Health & Safety Policy - safe work practices
- Employee Handbook - workplace standards, conduct and expectations

These documents are regularly reviewed to align with workforce needs and legislative requirements.

## Health & Wellbeing

SlumberCorp supports employee wellbeing through confidential support services and a culture focused on safety, inclusion and respect.

Employees and their families can access counselling through the Employee Assistance Program (EAP), and managers receive guidance to support mental wellbeing across teams.

Team events and recognition activities help maintain strong relationships across the business.

We aim to maintain a workplace where people feel supported, respected and proud to belong.

## OUR PEOPLE AT A GLANCE



### Gender Representation

- 79% Male
- 21% Female



### Leadership Balance

- 41% Women in Management



### Cultural Diversity

- 68% Culturally Diverse Employees



### Employee Tenure

- Average Tenure: 5 Years
- 25% with more than 5 Years Service



### Early Career Pipeline

- 3 Apprentices / Trainees



### Workforce by Region

- 47.5% Western Australia
- 41% Queensland
- 11.5% Northern Territory



*Built by people. Driven by purpose.*

# OUR PEOPLE

## TRAINING AND DEVELOPMENT

Developing the skills and capability of our workforce is a priority at SlumberCorp. As a manufacturer, we recognise that continual learning plays an important role in maintaining safety, quality and operational performance.

### Building Skills for the Future

In FY25, training across the business focused primarily on operational safety and compliance. Priority was given to ensuring employees had the knowledge and awareness required to work safely, comply with regulatory requirements and respond effectively to incidents and emergencies.

Training was delivered through a combination of formal courses, on-the-job learning and site-based refreshers across office and manufacturing environments supported through management oversight and internal coordination.

### Strengthening Safety Capability

Targeted safety training was delivered across WA, QLD and NT, including:

- Incident and hazard reporting
- Emergency response and evacuation procedures
- First aid and CPR training
- Toolbox talks and day-to-day safety communications

This focus strengthened risk awareness, incident prevention and emergency readiness across the workforce.

### Sustainability & Responsible Operations

Training in FY25 also began to incorporate basic sustainability awareness and responsible manufacturing practices, supporting SlumberCorp's broader environmental and social objectives.

### Looking Ahead

Over the coming year, SlumberCorp will continue to build capability by:

- Establishing an annual training target per employee
- Expanding ESG and sustainability learning
- Increasing participation in apprenticeships and traineeships
- Further developing leadership and role-based training
- Holding psychosocial health awareness sessions for management
- Strengthening training tracking and reporting

## TRAINING AT A GLANCE



### Health & Safety Awareness

- WA - 64/66
- QLD - 57/58
- NT - 16/16



### Incident & Hazard Reporting

- WA - 19 staff trained
- QLD - 12 staff trained
- NT - 6 staff trained



### Emergency & First Aid

- Fire drills completed - 4
- NT Fire Wardens formally trained
- First Aid / CPR Courses - 8



### BrightSafe Role-Based Training

- Managers
- Leading Hands
- WHS Reps
- First Aid Officers
- HR



# HEALTH & SAFETY

At SlumberCorp, health and safety is built into the way we work every day. While strong systems and procedures are essential, we believe a safe workplace is ultimately created through leadership, accountability, and the decisions people make on the ground. Our approach focuses on prevention, open reporting, and ensuring everyone goes home safe at the end of the day.

## SAFETY CULTURE

SlumberCorp fosters a culture where safety is openly discussed, actively managed, and shared by everyone in the business. We encourage early reporting, teamwork, and supportive leadership to ensure risks are identified and addressed before incidents occur.

Our culture is built through:

- Regular toolbox talks and team safety discussions
- Open reporting of hazards and near misses without fear of blame
- Recognising and reinforcing safe behaviours
- Training managers and supervisors to lead by example
- Involving employees through safety committees and consultation processes

This approach makes safety part of everyday work — not just something addressed after something goes wrong.

## 2025 SAFETY PERFORMANCE-How we measure what matters

SlumberCorp maintains a practical and transparent approach to workplace safety. Incidents are recorded, reviewed and investigated as required, with follow-up actions implemented to reduce risk and prevent recurrence. Safety performance is discussed regularly with management to support continuous improvement. During FY25, one incident met regulator notification criteria and was investigated in accordance with WHS requirements, with corrective actions implemented.



## SYSTEMS & GOVERNANCE

SlumberCorp's safety culture is supported by a strong governance framework that ensures safety is managed consistently across the business.

Our WHS Policy commits the business to:

- Meeting or exceeding all WHS legislation and regulatory requirements
- Maintaining safe systems of work, equipment, and facilities
- Ensuring employees are trained, competent, and properly supported
- Consulting with employees and Health & Safety Representatives (HSRs)
- Embedding safety accountability from the Board through to frontline supervisors

Compliance is supported through inspections, management oversight, and periodic reviews. Policies and procedures are reviewed and updated when risks change or new requirements apply, ensuring our systems remain practical and effective.



*Safety is a shared responsibility at SlumberCorp - not just a compliance exercise.*

# HEALTH & SAFETY

## RISK ASSESSMENTS (MACHINERY, CHEMICALS, ERGONOMICS)

### Risk Assessment and Management

SlumberCorp takes a proactive approach to identifying and managing workplace risks. Risk assessments are completed for all new machinery, processes, and materials prior to use, with controls implemented and reviewed to ensure effectiveness.

Key focus areas include:

- Machinery safety – guarding, lock-out/tag-out procedures, and operator training
- Chemical safety – safe handling, storage, Safety Data Sheets (SDS), and PPE requirements
- Ergonomics – manual handling assessments, workstation design, and lifting aids
- Workplace environment – managing noise, dust, ventilation, and temperature conditions

By embedding risk management into daily operations, SlumberCorp aims to prevent incidents before they occur and maintain safe working conditions across all sites.

### Continuous Improvement and Commitments

SlumberCorp is committed to continuous improvement in health and safety performance.

Key priorities include:

- Working to reduce lost-time injuries through prevention and early intervention
- Supporting completion of mandatory safety training across all sites
- Expanding digital incident reporting systems
- Introducing an annual safety culture survey to identify risks and improvement opportunities

Health and safety remains a core business priority, with governance processes and leadership oversight supporting long-term workplace wellbeing.

## Employee *Spotlight*



Looking ahead, what excites you most about SlumberCorp's future in sustainability and innovation?

In the last couple of years we have seen SlumberCorp's focus on sustainability grow and its commitment to further sustainable practices strengthen. Whilst we are fairly new in these practices, we have an inspiring vision of how we want to contribute to a renewable future and I am excited to be part of it.

Kim Gardiner

PEOPLE, CULTURE & SUSTAINABILITY



# CUSTOMER & PRODUCT RESPONSIBILITY

SlumberCorp recognises that customer trust is built on safety, product quality, and transparency. As an Australian manufacturer, we maintain strict controls to ensure materials, manufacturing processes, and product designs meet or exceed recognised safety and performance standards.

Product stewardship plays a central role in how SlumberCorp designs, manufactures, and improves its products. Our approach focuses on durability, safety, responsible sourcing, and clear customer information to support informed purchasing decisions and long-term product performance.

Over the coming year, SlumberCorp will expand certification coverage across additional product lines, strengthen product testing processes, and continue improving customer feedback systems to support continuous improvement.

## PRODUCT SAFETY STANDARDS

SlumberCorp's Health Vantage™ range is internally developed and independently tested to verify allergy-safe performance and reduce exposure to respiratory irritants. Materials are selected to minimise chemical exposure and support healthier indoor environments.

Quality controls and production monitoring ensure product consistency and compliance with safety requirements across manufacturing sites.

## CUSTOMER ENGAGEMENT & TRANSPARENCY

SlumberCorp maintains open and transparent communication with customers and retail partners. Product labelling and technical documentation clearly outline material composition, care guidance, and key product features.

Customer feedback, warranties, and product performance data are actively monitored to identify trends, address issues early, and support continuous product improvement.

Transparency remains central to how we engage with customers, ensuring confidence in product quality, safety claims, and sustainability commitments.

## QUALITY ASSURANCE & CERTIFICATIONS

Product assurance is supported through independent certification programs that verify safety, environmental performance, and compliance with recognised standards for selected materials and components used in SlumberCorp products.

SlumberCorp uses components certified under OEKO-TEX® and CertiPUR-US®, confirming foams and textiles are free from harmful substances and manufactured to high safety standards.

Environmental certifications such as Global GreenTag™ and GECA demonstrate responsible sourcing and lifecycle performance. For marine products, IMO certification confirms compliance with international maritime safety requirements.

These certifications provide independent assurance regarding the safety and environmental performance of materials used, supporting SlumberCorp's commitment to quality, safety, and responsible manufacturing



# COMMUNITY ENGAGEMENT

SlumberCorp recognises that strong community connections are essential to building a sustainable business. As a family-owned Australian manufacturer, we value opportunities to support the communities where we live and work, through charitable initiatives, local employment, and partnerships with Australian suppliers.

## COMMUNITY CONTRIBUTIONS

During the year, SlumberCorp continued to support local health and community initiatives. Employees once again took part in the HBF Run for a Reason, raising funds for the Perth Children's Hospital Foundation and reinforcing SlumberCorp's ongoing commitment to community health. SlumberCorp also maintains sponsorship of the Australian Spinal Research Foundation, contributing to research that supports better spinal health outcomes. R U OK? Day is recognised annually as part of SlumberCorp's commitment to employee wellbeing. Looking ahead, the business plans to strengthen this support through on-site activities and fundraising initiatives at its facilities, further embedding mental health awareness across the workforce.

Cultural inclusion is another important aspect of community engagement. The company celebrates Harmony Week each year, bringing staff together to share food and traditions that reflect SlumberCorp's diverse workforce. These initiatives help foster understanding, inclusion, and a positive workplace culture that extends beyond the factory floor.



# COMMUNITY ENGAGEMENT

## Employee *Spotlight*

**What does sustainability mean to you and why is it important in your work at SlumberCorp?**



Sustainability matters to me because I believe we all have a responsibility to protect the planet and ensure future generations have the resources they need. It's about making thoughtful choices that support the environment, communities and long term well being.

Rebecca Fox  
OFFICE MANAGER

### LOCAL EMPLOYMENT & SUPPLIER ENGAGEMENT

SlumberCorp is committed to supporting Australian jobs and businesses. Wherever possible, materials and components are sourced from local suppliers, reducing transport impacts and strengthening domestic manufacturing capability. This approach supports economic activity in the regions surrounding SlumberCorp's facilities in Western Australia, Queensland, and the Northern Territory.

As a Platinum Member of the Australian Furniture Association (AFA), SlumberCorp actively contributes to the development of industry standards and collaboration across Australia's furniture and bedding sector.

### STAKEHOLDER ENGAGEMENT & FEEDBACK

The company values open communication with its stakeholders, including customers, suppliers, employees, and the wider community. Feedback is actively encouraged and informs continuous improvement of products, practices, and reporting.

Looking ahead, SlumberCorp plans to strengthen its community and stakeholder engagement by formalising how contributions, partnerships, and feedback are recorded and reported across the business.

### FUTURE COMMITMENTS

In the year ahead, SlumberCorp will introduce a structured framework to track community investment, sponsorships, and volunteer participation. The company will also measure the social impact of its community programs more consistently and to expand its partnerships with local organisations that promote wellbeing, education, and inclusion.



# SUSTAINABILITY GOALS & TARGETS



SlumberCorp's sustainability strategy is focused on continuous improvement across environmental, social, and governance performance. Each year, we track progress against priority focus areas and identify opportunities to reduce environmental impact, strengthen community engagement, and enhance transparency across operations.

## KEY ESG PRIORITIES

Our key sustainability targets align with the company's material ESG priorities:

- Energy & Emissions – Maintain solar generation at the Welshpool facility and look at conducting feasibility studies for behind-the-meter renewable systems across all sites.
- Waste Reduction – Improve waste diversion from landfill by increasing recycling of foam, timber, and steel offcuts through the Environmental Audit Tracker.
- Packaging – Align with recognised Australian packaging guidance, including APCO principles, to support improved recyclability and material efficiency where practical.
- Water Management – Monitor and reduce water use intensity across all manufacturing operations.
- Product Certification – Maintain or expand third-party certifications including Global GreenTag™, GECA, OEKO-TEX®, and CertiPUR-US®.
- Social Responsibility – Support employee wellbeing through health programs and training, and increase participation in community initiatives such as the HBF Run for a Reason.

These targets are reviewed annually to ensure alignment with SlumberCorp's broader business objectives and emerging regulatory frameworks such as the Australian Sustainability Reporting Standards (ASRS).

## FY25 HIGHLIGHTS

In the past year, SlumberCorp made tangible progress towards these goals, supported by stronger data tracking and internal engagement.

- Waste Management – The Environmental Audit Tracker was implemented across key production sites, providing quarterly data on waste volumes and recycling rates. 36% diversion rate.
- Materials & Packaging – Supplier reviews were initiated to benchmark packaging sustainability and identify opportunities for plastic reduction and take-back schemes.
- Certifications – Continued sourcing of key products certified under recognised environmental product schemes, including Global GreenTag™ and GECA, supporting high environmental and health standards.
- People & Community – Increased participation in wellbeing initiatives and community programs, including fundraising for the Perth Children's Hospital Foundation through the HBF Run.

This year marked a shift from policy development to practical implementation, with measurable improvements in waste, packaging, and emissions management.

# SUSTAINABILITY GOALS & TARGETS

## SUSTAINABILITY ROADMAP

SlumberCorp's sustainability roadmap provides a structured approach to progress over the short, medium, and long term. This roadmap aligns with SlumberCorp's priority UN Sustainable Development Goals.



### SHORT-TERM FY26-27

- Finalise and publish baseline energy, water, and waste data across all facilities.
- Introduce group-wide behind-the-meter renewable systems feasibility studies.
- Formalise tracking of community investment and social impact metrics.
- Establish a First Nations engagement framework covering consultation, employment and supplier participation.



### MEDIUM-TERM FY28-30

- Achieve a 20% reduction in Scope 1 and 2 greenhouse gas emissions from the FY2024 baseline.
- Increase waste diversion from landfill to 60%.
- Extend certification coverage to all product lines.
- Prepare for and report under Australian Sustainability Reporting Standards (ASRS) once applicable thresholds are met.
- Implement and track First Nations employment and procurement participation metrics.



### LONG-TERM FY30 & BEYOND

- Transition all manufacturing facilities using renewable electricity.
- Achieve carbon neutrality for direct operations.
- Embed full lifecycle sustainability considerations into product design and supply chain processes.



### CONTINUOUS IMPROVEMENT

Sustainability performance at SlumberCorp is monitored through quarterly reviews and annual ESG reporting. As data systems mature, the company will expand the use of measurable indicators aligned with GRI and the UN Sustainable Development Goals (SDGs), strengthening transparency and accountability over time.



Prepared by The Fourth Desk on behalf of SlumberCorp Pty Ltd

