



OUR PEOPLE & COMMUNITIES

People are our priority at Adbri and we care about each other's safety and well-being. We promote an inclusive and equitable work environment, fostering enduring relationship with our employees, stakeholders and local communities to support a positive impact.



SAFETY & WELL-BEING

Prioritise the safety and well-being of our people:

- + Improve safety performance each year.
- + Build strong safety leadership and culture through targeted strategies and improvement plans.
- + Deliver outcomes to mitigate health and safety risks through a systematic and standardised approach, leveraging best practice, driving learning outcomes and investing in improvement programs.
- + Implement programs to support positive mental health and psychologically safe workplaces.



OUR PEOPLE

Promote an inclusive, diverse, and equitable work environment:

- + Foster a performance culture where all our people feel supported to perform at their best.
- + Ensure an equitable workforce that is representative of the communities in which we operate.
- + Increase the representation of women in leadership and operational roles.
- + Empower and enable our people to continuously learn and grow.



OUR COMMUNITIES

Foster trust and enduring relationships:

- + Continue the delivery of community engagement plans to create opportunities for purposeful local engagement.
- + Make a positive impact on our communities through targeted community investment, employee volunteer programs and First Nations engagement.



ENVIRONMENTAL ACTION

Adbri is dedicated to strong environmental performance. We apply a systematic approach to environmental improvement, fostering awareness and a proactive culture to support a more sustainable future.



CLIMATE

Build a resilient, long-term business through our response to climate change:

- + Reduce operational emissions in-line with our Net Zero Roadmap.
- + Strive for net zero by 2050 across Scope 1, 2, and 3.
- + Collaborate with customers, suppliers, innovators, industry, and governments to support emissions reduction.
- + Regularly review transition and adaptation risks and opportunities to guide informed decision-making.



CIRCULARITY (WASTE)

Support the transition to a circular economy:

- + Use data to identify priority areas, actions, and targets for improved waste management.
- + Expand programs in priority operations to improve resource efficiency, reduce waste, and enhance materials recovery, reuse, and recycling, including the use of alternative raw materials and fuels.
- + Leverage partnerships to advance circular economy initiatives through industry collaboration and research and development.



WATER

Manage water resources responsibly and sustainably:

- + Analyse data to identify key areas, actions, and targets for improved efficiency and recycling.
- + Ensure responsible water management at sites to protect groundwater and surface water quality.



NATURAL WORLD

Contribute to a nature positive future:

- + Identify the risks and impacts arising from our dependency on natural resources, and opportunities for nature based solutions.
- + Consistently fulfil our commitments to protect flora, fauna, and biodiversity, particularly in sensitive areas.
- + Pursue continuous improvement in local environmental outcomes, including reducing dust and air emissions.



RESPONSIBLE BUSINESS

Adbri is committed to strong Business Fundamentals, being a responsible corporate citizen and actively seeking to uphold strong governance and ethics, regulatory compliance, and contributing to the well-being of our customers, the economy and the community. We aim for continuous, company-wide improvements along our entire value chain.



SUSTAINABLE PRODUCTS

Shape the next generation of sustainable construction materials:

- + Innovate products with enhanced sustainability attributes.
- + Collaborate with customers and suppliers to deliver products with enhanced sustainability attributes.
- + Support increased adoption and awareness of sustainable products for a more sustainable built environment.



RESPONSIBLE SUPPLY CHAIN

Build long-term, ethical, and sustainable relationships across our supply chain through responsible sourcing of goods and services:

- + Continue to engage with new and existing suppliers to fairly and comprehensively assess our modern slavery risk.
- + Collaborate with our supply chain to encourage sustainable practices and uphold Adbri's Supplier Code of Conduct that requires ethical and fair practices.
- + Create opportunities to engage with, and source, from local and First Nations businesses.
- + Make informed supply chain decisions that consider our Scope 2 and 3 footprint.
- + Work with industry and government to ensure policies support a sustainable supply chain.