

Sustainability Report 2025



Simba Global

Better, Together

We work to contribute to a better world - for every person, every relationship, and every community. In all that we do, in every country that we touch, we will be better tomorrow than we are today.

Acknowledgment

Simba conducts business across the lands of the Wurundjeri, Dharawal and Wiradjuri people, who have looked after the lands for almost 70,000 years.

We would like to acknowledge them and thank them for looking after the land that we at Simba have lived on, raised our families on, worked on, and played on for up to 50 years now.

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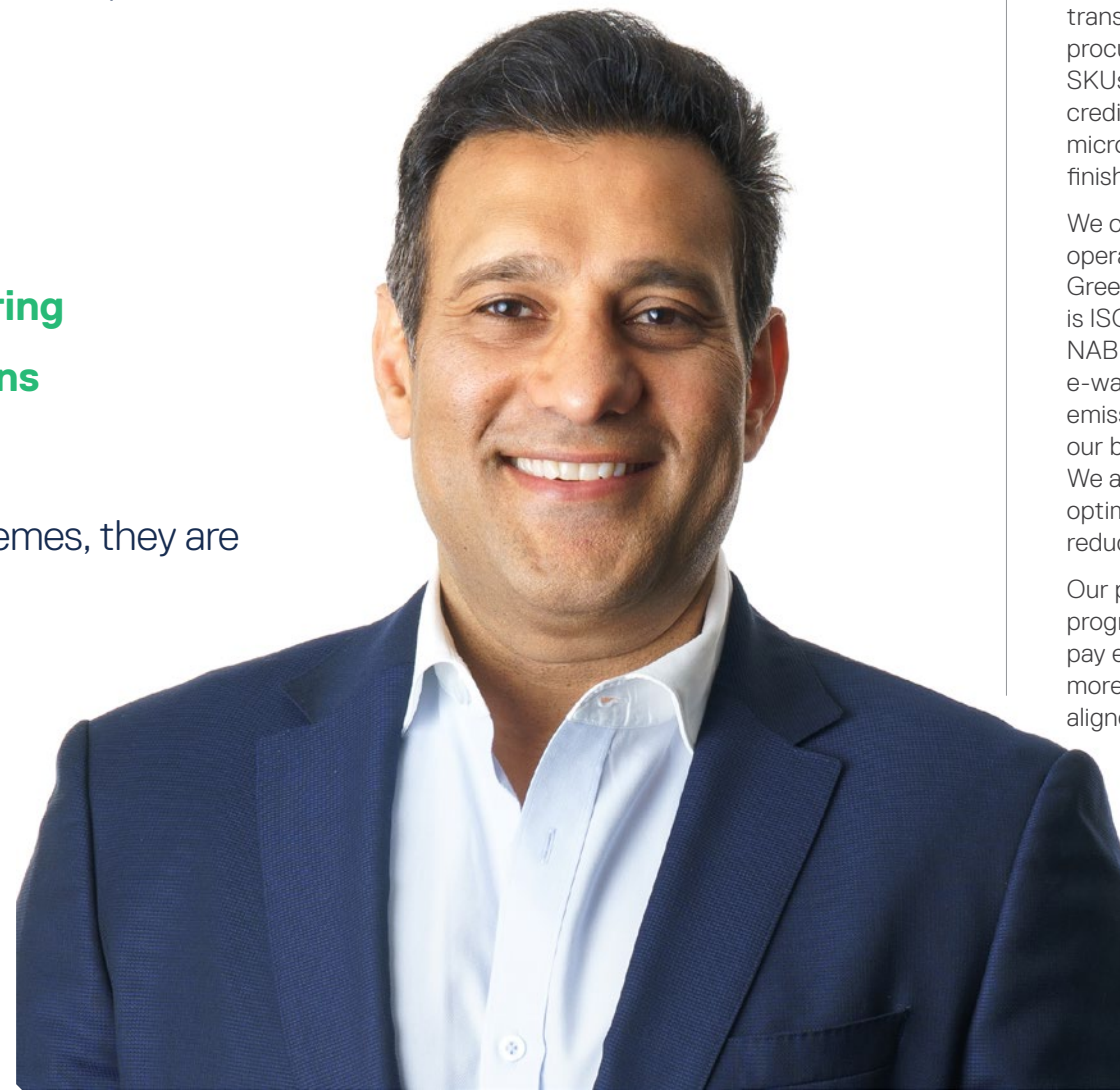
Message from the Managing Director

At Simba Global, we continue to grow the textiles company our customers trust and buy from, and our people are proud to build.

In FY25, we kept our focus on what matters most: credible product data, sustainable supply chains, and practical circularity that works in the real world. Through fresh engagement with employees, customers, and suppliers, five priorities rose to the top

1. Climate Action
2. Circular Design
3. End-Of-Life Solutions
4. Micro plastics in Laundering
5. Transparent Supply Chains

These priorities are not just themes, they are the foundation of our Simba Conscious Strategy 2023-2030.



Each one is backed by clear goals, measurable targets, and practical actions that guide our decisions and define our impact. This report shares how we've embedded those priorities across our operations, products, and partnerships and how we're tracking progress toward the future we've committed to build.

We made real gains this year. Half of our supply chain is now mapped to Tier 3, with verified site data and strengthened audit coverage. Our updated Supplier Manual and Ethical Sourcing Policy set clearer expectations, and our weighted scorecards now track environmental intensity and social performance across key tiers. These tools are helping us move from intention to impact, faster and more credibly.

In product stewardship, we launched the Conscious Collection, embedding verified recycled content and circular design into mainstream ranges. RFID encoding at source is now live, enabling traceability from manufacture to recovery. Digital specification sheets are rolling out across priority SKUs, giving customers transparent, comparable data to support responsible procurement and care. Packaging weight fell on priority SKUs, and our collaboration with Ciburtext is opening credible end-of-life pathways. We made progress on microplastics at the source, re-engineering yarns and finishes to reduce shed while maintaining performance.

We continued to lead by example in our own operations. Bayswater now runs on accredited GreenPower, our Environmental Management System is ISO 14001 certified, and we achieved a 3.5-star NABERS Energy rating. Waste diversion improved, e-waste recovery is in place, and our Scope 1 and 2 emissions remain carbon neutral. Scope 3 remains our biggest challenge, and our biggest opportunity. We are investing in supplier decarbonisation, freight optimisation, and product-level footprint data to drive reductions where they matter most.

Our people and communities are central to this progress. Learning participation increased, a structured pay equity plan began, recruitment practices became more inclusive, and our community partnerships aligned more closely to employee priorities.

Looking ahead, we are focused on scale and shared values. We will complete Tier 3 mapping and begin Tier 4, expand digital specification coverage, broaden take-back pilots, and publish practical playbooks to help improvements travel quickly across our network. Our Climate Transition plan sets a clear path to decarbonisation by embedding emission reduction into our product design, manufacturing suppliers and our logistics, and we are embedding emissions reduction into supplier scorecards, product design, and logistics.

"Thank you to our customers, suppliers and teams for their commitment and candour. We step into the next year with purpose and humility."

Kamal Somaia
Managing Director

About this Report

Statement of use

This report presents Simba's sustainability performance and initiatives in a professional, decision-useful format. It is structured by the Simba Conscious themes. A detailed index of disclosures and data sources is provided in the Performance Data Tables.

Reporting period, scope, and boundary

Reporting period is 1 July 2024 to 30 June 2025. The scope covers operations under Simba control, with significant value chain impacts included where data is available.

How we determine what to report

Topics are selected based on the significance of impacts on people, the environment, and the business, informed by stakeholder input, internal policies, and risk assessments. The materiality process, criteria, and stakeholder groups are described in the Materiality section.

Reporting principles and methods

We apply principles of accuracy, balance, clarity, comparability, completeness, context, timeliness, and verifiability. Greenhouse gas data follows the Greenhouse Gas Protocol corporate accounting guidance, with organisational boundaries based on financial control, and with Scope 1, Scope 2 market-based and location-based, and significant Scope 3 categories disclosed.

Frameworks referenced

We reference widely used guidance, including the United Nations Sustainable Development Goals (UN SDGs), Greenhouse Gas Protocol and relevant Australian government guidance on energy and emissions.

Assurance

This report is not externally assured. We are evaluating assurance options for future cycles.

Structure and navigation

Each Simba Conscious theme includes an overview, improvements delivered in FY25, measures and targets, and a short note on how the theme aligns to our material topics. Detailed disclosures and topic boundaries are cross-referenced in the Annex index.

Contact

For questions about this report, contact Hiten Somaia.

Our Business at a glance

Who we are

For more than four decades, Simba Global has set the benchmark for the highest quality textiles in Australia. We design, source, and deliver products that meet the demands of professional environments across healthcare, aged care, accommodation, government, retail, corporate, resort, and promotional sectors.

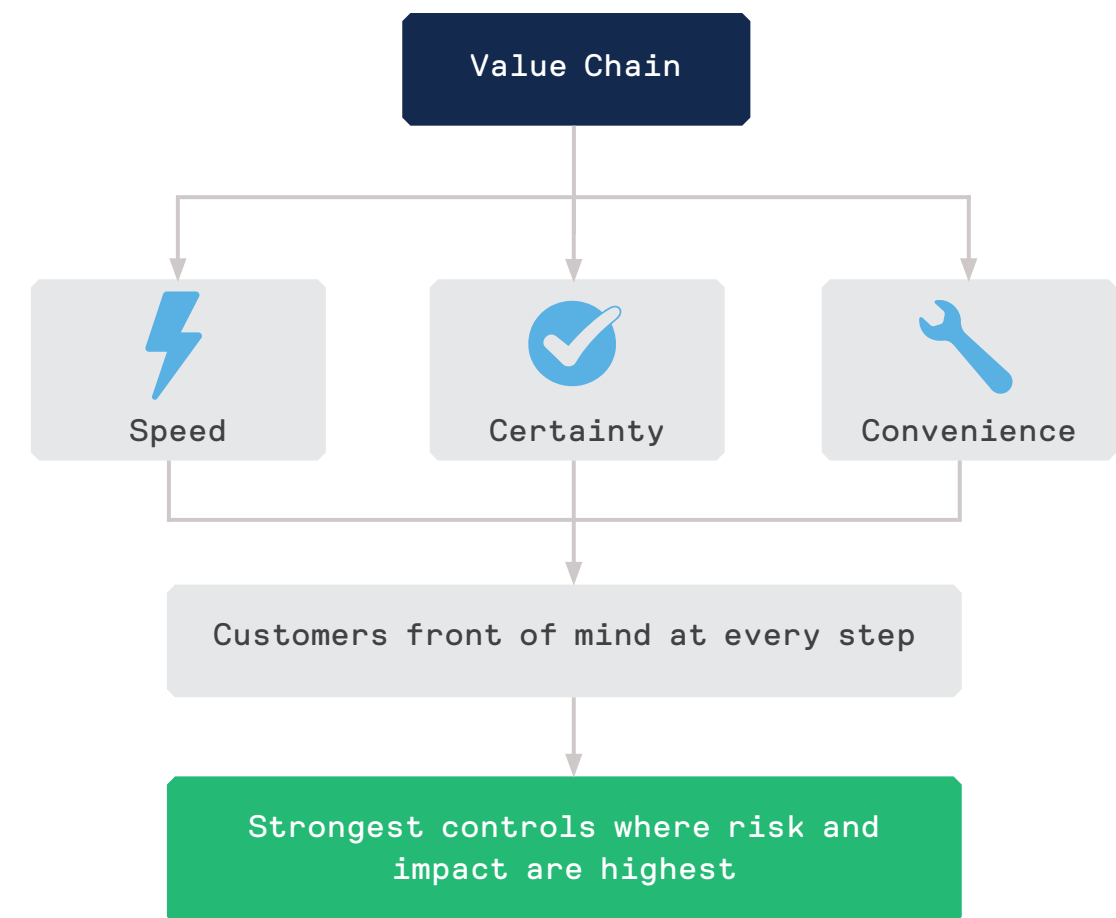
Our brand promise, **Right Product. Right Price. On Time.**, is more than a tagline. It reflects our commitment to engineering textiles that are truly fit for purpose. Every product is designed with customers in mind, tested for real-world conditions, and built to perform across its full-service life, including repeated industrial laundering.

Sustainability and ethical sourcing are embedded across every part of our business. From fabric construction and supplier audits to packaging, care, and end-of-life planning, we take a whole-of-chain approach. We have commenced supply chain mapping, our standards are clear, and our partnerships are built on transparency and shared progress.

We believe in Making Better, Together.

From our Melbourne headquarters, we manage two divisions that we fully control: Commercial and Retail tailoring sourcing and manufacturing to meet the specific needs of the local market. Simba Global is part of Magnum Asia Pte Ltd, a network that extends our scale and reach through dedicated teams across Australia, New Zealand, Singapore, India, China, Pakistan, Bangladesh, and the United States. This integrated global presence strengthens our supplier relationships, enhances quality assurance, and streamlines logistics, enabling us to deliver consistent, responsive service and reliable supply across the region.

Our Value Chain



We designed our value chain to deliver **speed, certainty, and convenience** - keeping our customers front of mind at every step and we place the strongest controls where risk and impact are highest.

Our Value Chain continued

Design and specification

We co-design with customers so performance is defined up front. Fabric construction, fibre mix, weave, grams per square metre, colourfastness, dimensional stability, and defect tolerances are specified before purchase orders. Test methods and acceptance criteria are agreed, with pre-production samples and independent lab tests completed prior to bulk runs.



Key controls: Documented specifications, test plans, counter samples, and change control.

Manufacturing



Spinning (yarn)

Production begins at approved spinning mills. We record spinning locations and production capacities, set minimum standards on environment, worker safety and hours, and verify basic management systems through assessments or audits.



Key controls: Supplier onboarding, facility approval, audit and corrective actions, prohibition of unauthorised subcontracting.



Fabric mills and dyehouses

Weaving/knitting, dyeing, and finishing occur at approved facilities that meet our quality and chemical management expectations. In-line inspections and lab testing verify colourfastness, pilling resistance, tear strength, and shrinkage to specified levels.



Key controls: Chemical inventory checks and RSL, effluent documentation, production inspection plans, retention samples.



Cut and sew

Conversion is overseen through production planning, needle and metal control, and worker safety practices verified through audits and follow-ups. Packaging standards minimise damage and enable efficient receiving.



Key controls: Line inspections, worker and environmental safety checks, finishing and packing standards.



Logistics and distribution

Qualified sea and air partners transport finished goods. On arrival, inbound quality checks confirm specifications. Warehousing and pick-pack processes focus on accuracy and fast turnaround. Packaging and waste streams are segregated for recovery where services exist.



Key controls: Approved carrier list, chain-of-custody and security seals, receiving inspections, and inventory controls.



In-use and care

Products are engineered for repeated industrial laundering and long service life. We provide care guidelines and collaborate with laundries to optimise wash processes for hygiene, energy use, and fabric life.



Key controls: Care instructions, laundry validation, pilot wash tests, customer training.



End of life and circular options

With customers and service partners, we prioritise repair, cascade use, and reuse where practical. Where local solutions exist, we test textile-specific recycling pilots.



Key controls: Reuse and repair guidance, vendor due diligence for recyclers.

Key policies and systems

We maintain a clear set of policies and supporting procedures to guide how we work with employees, suppliers, and customers. These set expectations for conduct, safety, and responsible sourcing, and they provide practical tools for day-to-day decision making.

- **Ethical Sourcing Policy:** Outlines expectation for responsible procurement, upholding labour rights, fair working conditions, and sustainable sourcing practices.
- **Supplier Manual:** This provides guidelines for our suppliers to ensure they meet our ethical and sustainability standards across quality, chemical management, packaging, documentation, and approvals
- **Code of Conduct:** This defines the behaviour expected of all employees, ensuring respect, integrity, and ethics always.
- **Whistleblower Policy:** This provides employees, suppliers, customers and the general public confidential channels to report unethical behaviour with protection against retaliation for good-faith reports.
- **Climate and Environment Policy:** We are committed to environmental responsibility and integrate sustainable practices into all areas of our operations.
- **Human Rights Policy:** We respect and protect human rights in all our operations, supply chains, and relationships.
- **Corruption and Anti-Competitive Behaviour Policy:** We have zero tolerance for corruption, bribery, or unfair practices, ensuring transparency and fairness in all business dealings.
- **Quality and Product Safety standards:** Product specifications, testing, and control plans across the manufacturing process.
- **Training frameworks:** Induction and role-based learning for employees, onboarding briefings for suppliers.
- **Grievance mechanisms:** Accessible processes for employees, suppliers, and workers in our supply chain to report issues and seek remedy.

Our policies and systems are reviewed on an annual basis, communicated during onboarding, and reinforced through training, supplier engagement, and management oversight.



Governance, risk and ethics

Governance of sustainability

Sustainability at Magnum Asia and its subsidiaries (Simba) is embedded into our business strategy and operational rhythm. Oversight begins at the Board level, with executive accountability held by the Executive Chair and Chief Executive Officer. Delivery is supported by a cross-functional governance structure that ensures transparency, alignment, and measurable progress across all pillars of the Simba Conscious strategy.

Board Oversight

The Board provides oversight and strategic direction for the sustainability agenda. It ensures that sustainability remains a core priority in decision-making and risk management, aligning with global best practices and stakeholder expectations.

Executive Chair

The Executive Chair holds total ownership of the Simba Conscious Sustainability goals and actions. This includes setting the vision, approving key initiatives, and ensuring that sustainability objectives are integrated into long-term business strategy. The Chair is ultimately responsible for driving progress toward our 2030 commitments.

Chief Executive Officer

The CEO is accountable for embedding the sustainability strategy into the business at both strategic and operational levels. This involves translating the Simba Conscious framework into actionable plans across departments, ensuring alignment with performance metrics, and fostering a culture of sustainability throughout the organisation.

1.

**Building
Sustainable Supply
Chains**

Led by the Head of
Supply Chain

2.

**Product
Stewardship**

Led by the Chief
Innovation and
Quality Officer

3.

**Partnering for
Impact**

Jointly led by Head
of Operations, and
Head of Marketing

4.

**Empowering
Communities**

Led by the Head of
People and Culture

Simba Conscious Committee

These leaders are supported by Simba's sustainability expert and collaborate through the Simba Conscious Committee, which brings together procurement, product, operations, people, and sustainability functions.

Quarterly reporting to the Board includes:

- **Progress against targets**
- **Critical risks and mitigation actions**
- **Stakeholder feedback and engagement outcomes**

This structure ensures sustainability is not siloed, it is embedded into KPIs, performance reviews, and quarterly goal-setting across the business.

Ethics and compliance

Our Code of Conduct sets expectations on anti-corruption, conflicts of interest and respectful workplaces. Training covers modern slavery awareness, grievance channels and incident reporting. Employees and suppliers can raise concerns confidentially and without fear of reprisal. Cases are investigated and, where substantiated, remediated with clear actions and timeframes.

Risk management

We take a proactive and structured approach to managing risk across our operations and supply chain. Climate-related risks are assessed through both physical and transition lenses, ensuring we understand and respond to long-term environmental and regulatory shifts. Our enterprise risk register is actively maintained, and business continuity plans are regularly tested and refined. In our supply chain, risks are managed through careful partner selection, independent audits, and corrective action plans, ensuring resilience, transparency, and accountability at every level.

Data privacy and security

We take privacy seriously - protecting customer and employee data through clear policies, secure systems, and regular oversight. We collect only what's necessary, store it securely, and ensure it's used responsibly. Access is tightly controlled, and our practices are reviewed regularly to maintain trust and meet evolving standards.

Contributing to the Sustainable Development Goals

Our Simba Conscious 2030 initiatives are aligned with the United Nations Sustainable Development Goals (SDGs), a global framework designed to address the most pressing social, environmental, and economic challenges of our time. The SDGs provide a shared blueprint for peace and prosperity, aiming to end poverty, protect the planet, and ensure well-being for all by 2030.

Including SDGs reflects our commitment to transparency and ethical responsibility. By aligning our sustainability actions with internationally recognised standards, we provide stakeholders with clear visibility of how our efforts contribute to global progress.

The SDG's we contribute to



We highlight the SDGs that we contribute to at the beginning of each pillar section when updating on goal progress in this report.

Materiality through the Simba Conscious lens

This year we engaged customers and employees to refresh our understanding of what matters most. **Five material issues stood out: Climate action, circularity and product design, end-of-life solutions, micro plastics in laundering, and governance and transparency across the supply chain.** These topics shape the stories and measures throughout this report.

Material issues and where impacts occur



Climate and energy, impacts in our operations and across the value chain, we cause and contribute, and we are linked through business relationships.



Circularity and product stewardship, impacts in design, materials and end of life, we cause and contribute.



Supply Chain governance and transparency, impacts in sourcing, labour practices, material traceability and environmental and social performance. We cause and contribute, and we are linked through our global supplier relationships.



Micro plastics, water and effluents in the value chain, impacts in fibre processing, chemical use and wastewater treatment through mills and dyehouses. We are linked through customers and product design.



End of life solutions, impacts in product lifespan, recycling pathways and disposal outcomes, we cause and contribute through product design choices and are linked through customer use and end of life practices.

Contributing SDGs











How we used materiality

Each theme includes a short note that connects actions to the material topics above. We also include measures and targets so we can track progress against what stakeholders told us is most important.

Measuring against our 2030 vision

Commitment	Target	FY24 Performance	SDG's
 Building Sustainable Supply Chains	80% of our product suppliers meet and exceed Simba's ethical, sustainable and environmental procurement standards.		
	All manufacturers meet or exceed Simba's published emissions and water benchmarks.		
	100% compliant to local labour laws in our textile production supply chain.		
 Product Stewardship	100% of our product range and packaging has been assessed against and meets circular design principles.		
	At least 60% of customers understand best practice in-use care and end-of-life opportunities		
	80% of product offering will include a take back scheme.		
 Partnering for Impact	At least 80% buy-in of our Simba Conscious program with our contracted customers.		
	At least 25% of reduction in the carbon footprint of our sold products or by project		
	Achieve and maintain carbon neutrality of our Scope 1 and 2 emissions		
 Empowering Communities	Exceed best practice indices for diversity, equity and inclusion for Simba employees		
	70% of staff are engaged in at least 1 community initiative each year		
	5% of annual profit from Simba donated to create 1.5 x impact		

Performance Key

 On track

 No Progress Made

 Achieved

 Progressing

 In development

Building Sustainable Supply Chains

Building sustainable supply chains means clear expectations, real visibility from yarn to finished goods, and practical support so improvements travel through every tier. We set standards and expectations in our Ethical Sourcing Policy and Supplier Manual. We verify through self-assessments, site visits, and

independent audits, and we keep grievance channels open for workers and suppliers.

We recognise that most environmental and labour risks sit outside our walls, in spinning mills, dyehouses, and sewing lines, so line of sight to these sites is essential for credible assurance and reliable delivery.

The challenge

Textile chains are complex and fast-moving across regions and tiers. Deeper tier visibility is hard work, and we are honest about that.

The Progress



50% Supply Chain Mapping Mapped to Tier 3 Spinners



Supplier Engagement Self-assessments + social audits with corrective actions



Policy Updates Refreshed Supplier Manual & Ethical Sourcing Policy

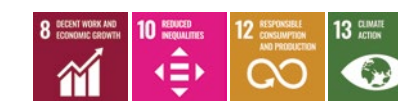


Performance Tools Weighted Supplier Scorecard introduced



A target of 5% YoY reduction in energy, waste and water set for suppliers

Our Goals by 2030



Goal	Target	FY24 Performance
1. 80% of our product suppliers meet and exceed Simba's ethical, sustainable and environmental procurement standards	• Critical suppliers for Tier 1,2 and 3 mapped for climate, environmental and human rights risks	
	• Develop contract clauses to strengthen environmental and labour rights compliance	
	• Environmental and Labour rights risks in key product areas analysed, mitigation strategies developed and implemented	
	• Sustainable procurement training for Simba staff developed and delivered.	
2. All manufacturers meet or exceed Simba's published emissions and water benchmarks.	• Develop manufacturer data baseline, collect and analyse regularly	
	• Compliance standards for emissions and water developed	
	• Supplier engagement program developed	
	• Product certifications and standards reviewed, business case developed	
3. 100% compliant to local labour laws in our textile production supply chain.	• Supplier audit program reviewed, ensuring human rights and sustainability risks are identified and mitigated	
	• Gap analysis for manufacturers completed assessing business impacts and progress toward living wage commitments.	
	• Training for local officers to undertake first party sustainability and labour rights audits	
	• Grievance mechanism established throughout supply chain, remedy access available.	

Performance Key

Achieved

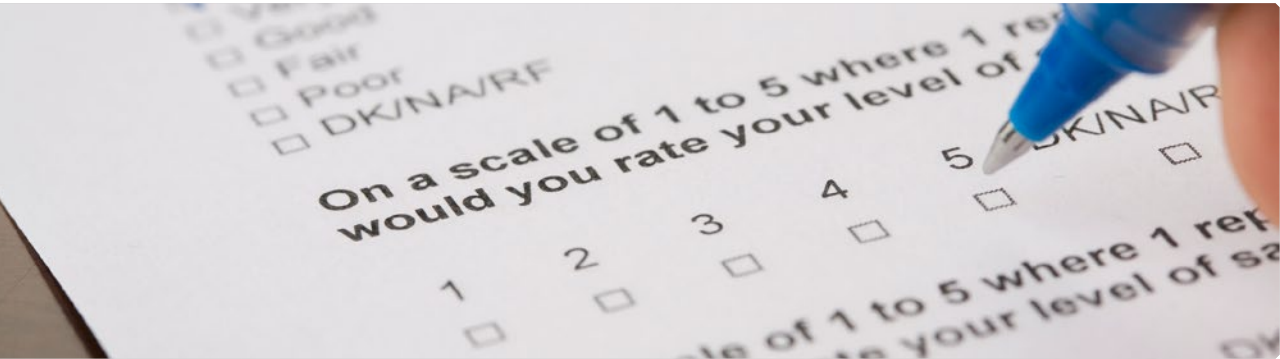
Progressing

In development

On track

No Progress Made

This year’s projects



Supplier self-assessments

We rolled out an annual supplier self-assessment that covers labour standards, recruitment, working hours, grievance access, health and safety, and core environmental controls. Completion is strong at Tier 1 and growing at Tier 2. Responses include policy evidence, certificates, time and pay records, chemical inventories, and twelve months of energy, water, and waste data.

We record both absolute and intensity values so facilities of different sizes and product mixes can be compared fairly. We verify responses against third party audits and purchase order history, which flags discrepancies for follow up and, where needed, targeted audits. From this year, every site sets a local plan to achieve at least a 5% reduction in energy,

water, and waste intensity annually. These plans sit alongside labour and safety actions and are reviewed in the same cycle.

Outcome: Higher quality data at the start of engagement, faster targeting of audits and corrective actions, and clearer baselines to track year-on-year improvement.



Driving accountability through scorecards

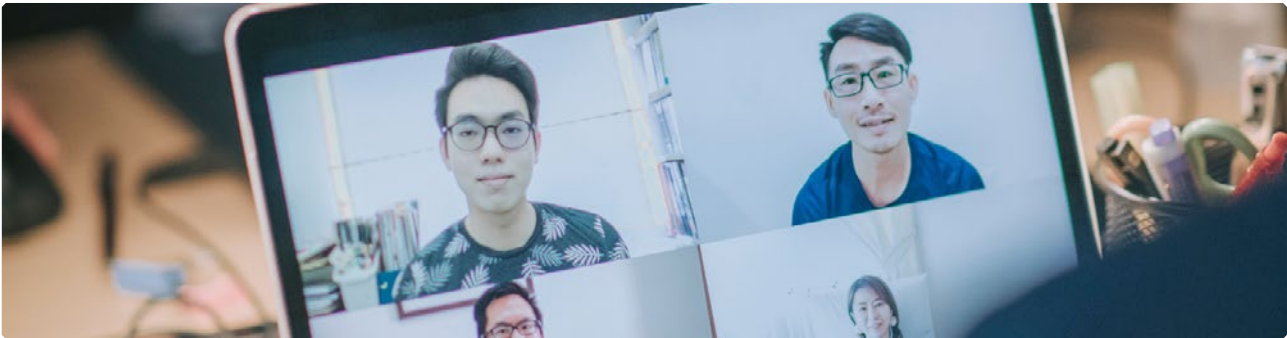
To deepen transparency and accountability we reviewed and strengthened our supplier scorecard to give greater weight to environmental and ESG performance. Every Tier 1 supplier receives a tailored scorecard that consolidates key performance data. This includes:

- **Audit results**
- **Self-Assessment Questionnaire (SAQ) responses**
- **Environmental performance trends**
- **Progress toward Simba’s 5% year-on-year environmental impact reduction target**

These scorecards are formally reviewed during annual supplier performance meetings, attended by senior procurement, sustainability, and commercial leads from both Simba Global and the supplier.

The enhanced scorecard system plays a central role in supplier selection and performance management. Where gaps are identified, suppliers are supported through corrective action plans and follow-up.

Outcome: The scorecard sets a visible floor and a clear pathway to preferred status, so expectations are predictable across orders.



Supplier Engagement and Capacity Building.

In April, we hosted a live webinar with Mandarin translation attended by over 80 participants, representing our Tier 1 and Tier 2 supply partners.

The session was designed to build shared understanding, drive continuous improvement, and reinforce our expectations around sustainability, regulatory compliance, and ethical business practices.

Key topics included:

- **Progress on Simba’s sustainability journey and 2030 goals**

- **Supplier expectations under our Ethical Sourcing Policy and Modern Slavery Statement**
- **Introduction and rollout of the Supplier Scorecard system, which tracks emissions, water, waste, and labour rights performance**

Outcome: Strengthening alignment and accelerating capacity-building toward Simba’s sustainability and ethical sourcing goals.

Environmental performance benchmarks

We introduced Tier 1 environmental benchmarks with a clear expectation: a minimum of 5% annual improvement in energy, water, emissions, and waste. These benchmarks are calibrated by facility type and maturity - stretching high-performing sites while supporting those still developing. This ensures progress is both ambitious and achievable.

All Tier 1 suppliers are now actively working toward these defined environmental standards. Progress is tracked through ongoing self-reporting and independent audits, creating a transparent and

accountable framework. Suppliers demonstrating strong performance will be acknowledged for their sustainability leadership, while those needing support will be engaged through targeted capability-building initiatives.

Outcome: Suppliers now report intensity trends as part of the scorecard, which allows us to recognise progress and coach where results lag.

Expanded independent audits

Independent social audits continued across Tier 1 and selected Tier 2 sites. Findings were categorised by severity, corrective actions were time-bound, and closures were verified before status changed.

Outcome: Fewer repeat findings, faster closure, and clearer routes to remedy.



Supply chain mapping

With priority Tier 1 partners, we traced high-volume SKUs upstream, where yarn is spun, where fabric is woven, dyed, and finished, and where trims are sourced. Mapping reached Tier 3 for 50% of the chain, giving procurement and assurance teams site IDs and statuses to sequence improvements. The next stage is to complete the remaining 50% and commence Tier 4 ginner mapping, scheduled for completion in 2026.

Outcome: Tighter risk screens so audits and follow-up focus on the right sites first, plus a stronger foundation to reduce Scope 3 emissions with whole-chain partners.



Grievance Mechanisms and Worker Voice

As part of our enhanced governance and due diligence efforts, we conducted a full review of our Whistleblower Policy, leading to the establishment of a formal grievance mechanism for supply chain concerns. This ensures all stakeholders - including employees, suppliers, and their workers - have access to a clear, confidential channel to report issues related to misconduct, human rights, labour rights, or environmental impact.

To broaden access, we introduced an online channel and, in 2026, will roll out worker briefings and QR-coded posters in higher-risk clusters to improve awareness and uptake.

Outcome: Strengthened worker voice, greater transparency, and earlier detection of risks related to human rights and ethical sourcing.



Measures and Results for FY26

Indicator	FY25 Result	FY26 Target
Supplier self-assessment completion, invited suppliers	85%	95% Tier 1, 80% Tier 2
Suppliers reporting energy, water, and waste intensities	80% Tier 1	100% Tier 1 report, 80% Tier 2
Suppliers meeting 5% YoY reduction in energy, waste and water	Baseline for each supplier has been set	≥50% meet or beat target
Worker and supplier grievances, access enabled	Yes	Posters, QR. briefings, usage tracked
Webinar participation, suppliers and individuals	40 suppliers, 80 people	Annual cadence, regional sessions
Third-party social audits completed, Tier 1 and Tier 2	32	Increase Tier 2 coverage
Corrective actions plans raised, number	8	Reduce repeat findings
Corrective actions plans closed, within 60 days, %	90%	≥95%
Supply chain mapped to Tier 2, % of supplier base	5%	Complete remaining Tier 2, commence Tier 3

Materiality alignment

Supply chain governance and transparency was identified as a top priority. This theme responds by improving **traceability, setting clear standards, increasing audit coverage, and strengthening worker voice through grievance access.**

Product Stewardship

At Simba, product stewardship is not a checkbox - it's a commitment woven into every stage of our design and delivery. We engineer textiles for performance, select verified and specific materials, minimise waste in packaging and planning for practical end -of -life options. Every product is designed with purpose.

We believe that informed choices lead to better outcomes. That's why we focus on clear, transparent product information - empowering our customers to procure with confidence and manage textiles responsibly throughout their full lifecycle.

The challenge

Customers want textiles that are fit for purpose, wash efficiently, and carry credible claims on recycled content and responsible manufacturing. End-of-life is hard in practice, with logistics, sorting and downstream processing still maturing.

The Progress

 **Launched the Conscious Collection**

 **Reduced packaging weight** and single-use plastics on priority lines

 **Joined Cibutex to accelerate scalable textile take-back**

 **Advanced microplastics research and RFID rollouts** to strengthen traceability and care in use

Our Goals by 2030



Goal	Target	FY24 Performance
1.  100% of our product range and packaging has been assessed against and meets circular design principles	• Review and update product design policy, incorporating principles for circular design.	
	• Viable opportunities for recycled fibers in products identified	
	• Circular product innovation pilot programs and ranges developed with customers	
	• Assessment of current packaging against APCO guidelines undertaken	
2.  At least 60% of customers understand best practice in-use-care and end-of-life opportunities	• Collaborations developed to lower environmental impacts of commercial laundering	
	• End-of-life instructions incorporated on both product and packaging	
	• Best practice in-use care instructions shared with customers	
	• Education and awareness campaigns promoting best practice care developed	
3.  80% of product offering will include a take back scheme	• Textile takeback scheme developed and implemented	
	• Product donations to charity organisations to reduce waste tracked and reported	
	• Partnerships with recyclers and re-processors to recycle feedstock for new products	

Performance Key

Achieved

Progressing

In development

On track

No Progress Made

This year's projects

Conscious Collection Launch

We proudly launched the Conscious Collection to integrate circular design into mainstream ranges. The first product to market, the EcoConscious pillow, achieved Global Recycled Standard (GRS) certification, validating recycled content, chain-of-custody controls, and conformance with environmental and social criteria across the certified stages. The collection provides a clear path for designers to specify recycled inputs without compromising performance.

Built on globally recognised certifications such as Global Recycled Standard (GRS) and OEKO-TEX®, this collection brings the latest in sustainable product development to market applying circular design thinking from the ground up, where every decision, from material choice to end-of-life planning, is made with sustainability in mind.

We're using the Conscious Collection as a blueprint for scale. Our product and sourcing teams captured the key steps that made certification possible, from fibre selection and supplier audits to packaging updates and product testing. This documented process now guides the development of adjacent product lines, ensuring customers see a growing portfolio of verified, high-performance products, not just a one-off innovation.

Outcome: A certified starting point for more sustainable options across core categories, with a repeatable route to scale across new SKUs.



Sustainable Product Design with Customers

We deepened co-design with key customers so specifications match real-world use. Together, we run durability testing on seams and other high-wear zones, trial reusable options in clinical settings, and select verified materials that balance performance and environmental outcomes. We are also partnering to cut emissions in manufacturing and during use, and to identify affordable, practical solutions at end-of-life. Each co-design cycle closes with a short "what changed" note that feeds our playbook, so improvements flow into new briefs and adjacent products.

Outcome: Products that last longer in service and meet procurement requirements without guesswork.



Encoding RFID at Source

Simba Global is the first in the world to offer a fully integrated linen solution with RFID technology embedded and encoded at the source, during manufacturing, not after.

When RFID is applied after delivery, up to 30 per cent of linen can miss encoding, creating data blind spots from the outset. Once lost, this information cannot be recovered, limiting visibility over product performance and reducing the ability to drive efficiencies for customers. By encoding at the source, Simba Global eliminates this data loss.

This innovation marks a step-change in how textiles are tracked, cared for, and recovered. By embedding RFID during production, 100% of items are captured and contain a unique digital identity from the day one,, creating the possibility of traceability across its full lifecycle, from first use to final recovery.

RFID supports circularity by making product-level data visible and actionable. Over time, it helps us understand how long items stay in service, how they perform under repeated laundering, and when they reach end-of-life. This evidence informs better design, smarter care instructions, and more credible take-back programs.

It also strengthens stewardship. With embedded RFID, in time we can plan reuse, recycling, or safe disposal based on actual usage- not assumptions. This reduces waste, improves recovery rates, and builds trust with customers who want to see real sustainability in action.

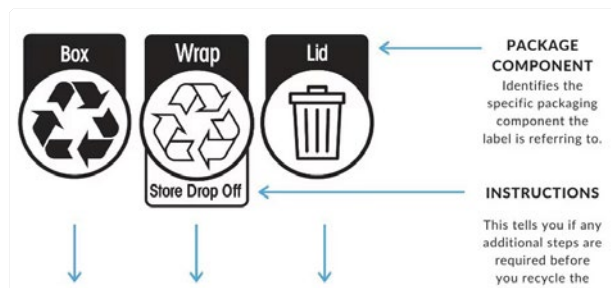
Outcome: Better inventory control today and stronger evidence for lifespan and end-of-life planning tomorrow.



Care and labelling clarity

We have begun the process of refining and standardising the care labelling of all of our retail products. In particular, the washing temperatures, the use of bleaches and the drying process conditions have been made easier for laypeople to understand. This is done to reduce the often confusing list of after-care instructions and ensure the long service life of our products.

Outcome: Clearer labels support longer product life, lower-impact laundering and consumer education.

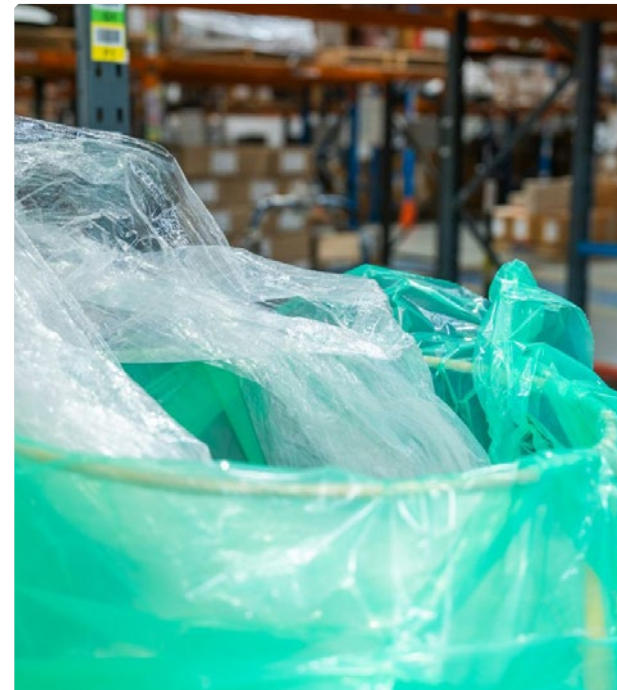


Packaging optimisation and APCO progress

Across product lines, we reduced packaging weight through right-sizing and material changes. Where protection allowed, single-use plastics were removed. For retail-facing items, we updated labelling to support correct disposal and improve customer confidence.

We use APCO reporting to track progress and plan the next set of changes, for example, switching to lighter cardboard grades, reducing internal components, or moving to mono-materials that are easier to recycle.

Outcome: Less material in each shipment, fewer plastics where feasible, and clearer disposal guidance for end users.



Micro plastics update: Reducing impact at the source

Microplastics are a growing concern for our customers and the planet. This year, we moved from research to confirmation, pinpointing the textile variables that influence shedding during laundering and use. Yarn spinning method and fabric construction emerged as key drivers, and we're now testing sheets predicted to shed significantly less, with trials underway at Deakin University.

At the same time, we partnered with an engineering firm that successfully trialled a real-time filtration system to remove microplastics from laundry wastewater, without disrupting operations. This breakthrough offers a practical path to reduce environmental impact at scale.

Outcome: A practical plan to cut shed at source while safeguarding textile performance.



End-of-life partnerships and Cibutex

We strengthened sector collaborations to develop practical take-back and recycling pathways at a commercial scale. Joining Cibutex connects us with projects focused on textile reuse and recycling, innovation, and product development. The aim is to translate pilots into reliable options for Australian customers by proving logistics, sorting standards, and verifiable downstream processing.

We are mapping likely volumes and material mixes with customers so trials target the highest-impact categories first, and we are documenting evidence requirements to give customers confidence in reported outcomes.

Outcome: A clearer pathway from pilot to scaled programs, with partners aligned on volumes, quality, and claims.

Contributing to rewriting healthcare standards

The revision of AS 3789 is progressing well, with the new version expected to be published in the first half of 2026. The final draft is now being prepared for release by Standards Australia for public review.

The key shift in the revised standard is a move away from rigid product specifications toward a performance-based approach. The current version prescribes how to make a single version of a healthcare textile, often focusing on non-essential physical details while overlooking critical performance criteria.

The new standard opens the door to innovation. By removing unnecessary constraints, it allows for more sustainable materials, smarter design, and better alignment with real-world use. This change supports continuous improvement and enables the adoption of textiles that meet healthcare needs while reducing environmental impact.

Outcome: A modern, performance-based standard that enables sustainable innovation in healthcare textiles.



Quality management: ISO 9001 recertification

Simba successfully re-certified our ISO 9001 Quality Management System this year, reaffirming our commitment to consistent product performance and customer satisfaction. This recertification demonstrates our ability to meet evolving standards while maintaining the reliability and integrity our customers expect.

Our quality system supports a cycle of plan-do-check-improve across every stage of product development and delivery. It ensures that every textile we produce is fit for purpose, tested for real-world conditions, and built to last.

Outcome: A trusted system that safeguards product quality and supports continuous improvement.

Measures and Results for FY26

Indicator	FY25 Result	FY26 Target
Conscious Collection products launched: # SKUs launched	1	Expand to additional SKUs
Verified recycled content (overall): Share of total revenue (%)	0.5%	Increase year on year
Carbon, water and waste footprint by product, # products	0	The majority of core products
Retail product containing ARL Logo Share of volume (%)	100%	Full coverage in core lines
% of partners Simba actively working with to reduce energy intensity	13%	Year on year improvement
Micro plastics program: Milestone status	2	Prototype validation and scale plan
RFID rollout: # items tagged	3,984,415 units	Expand to additional programs
End-of-life pilots active:	2	Add new sites and categories
Take back / verified downstream processing: Tonnes	7 tonne	Increase year on year

Materiality alignment

Circularity, product and in-use emissions, and end-of-life management are top customer priorities. This theme addresses verified materials, usable product data, and partnerships that enable responsible recovery.

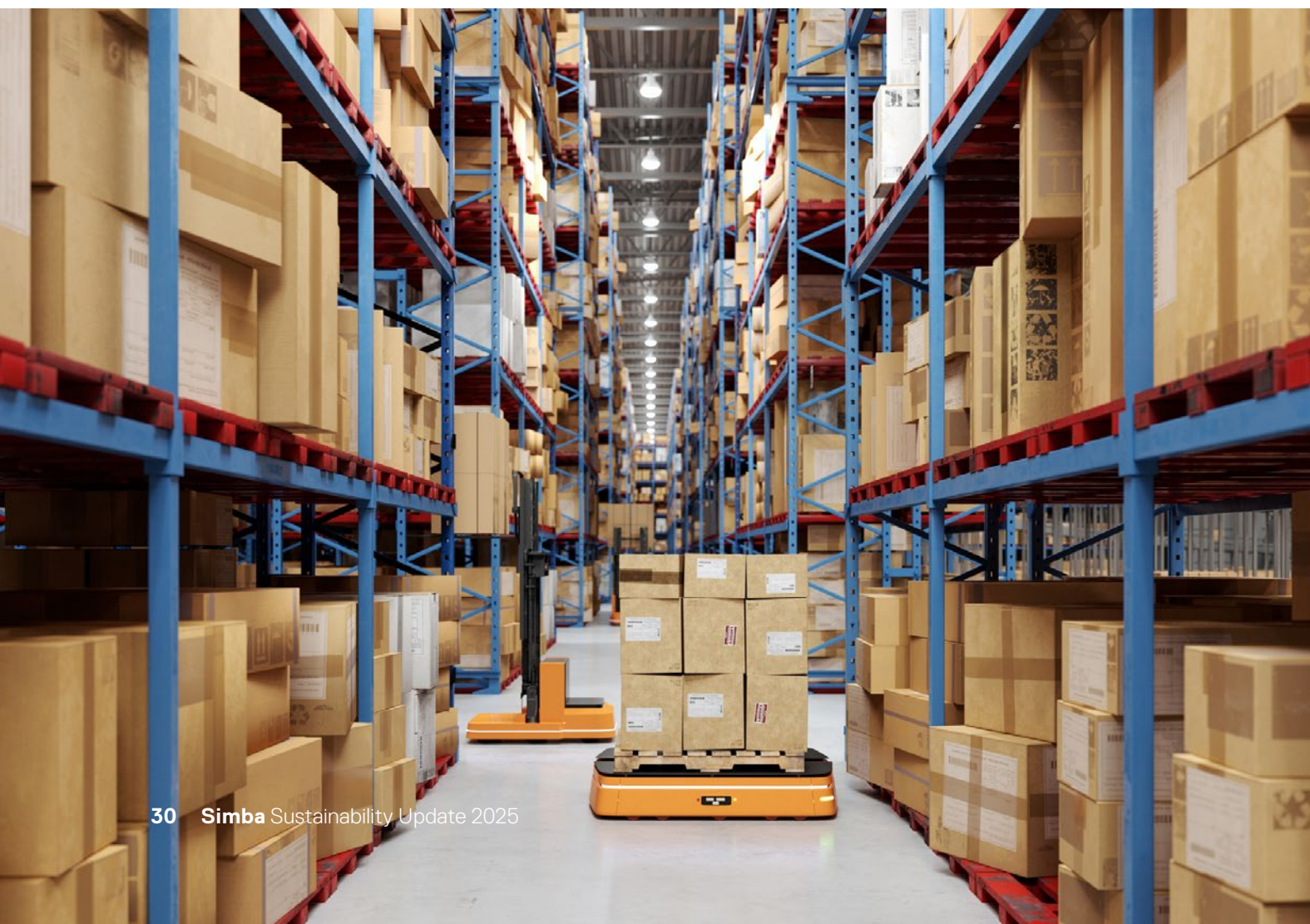


Case Study

Right-Sized Packaging, Lower Freight at a National Accommodation Partner

To cut waste and freight emissions without risking product protection, Simba co-designed a packaging redesign with a national accommodation client.

The brief was clear: reduce materials and cubic volume, keep damage rates on target, and keep pack/unpack simple for frontline teams.



Why it mattered



Bulky SKUs (pillows and blankets) were shipping with excess air and components. That meant more packaging per unit, lower pallet/container utilisation, and higher freight emissions—without adding real protection or value.

What we did



We worked side-by-side with the customer's warehouse and QA teams to right-size cartons and simplify inner packs for priority SKUs. In parallel, we ran vacuum-packing trials on select bulky lines to lift container utilisation while safeguarding product quality.

Over several shipment cycles, we:



Mapped protection requirements and drop/compression needs by SKU



Tested alternative inners and carton dimensions, iterating until damage stayed within target



Measured pre/post metrics: packaging weight per unit, pallet utilisation, labour time at pack/unpack, and freight emissions per unit.



Documented the method in a short packaging playbook (decision, tree, test protocol, spec update steps) to replicate quickly across ranges.

The Impact



Packaging weight per unit down by [X%] ($\approx$ [Z tonnes] material avoided YTD).



Pallet/container utilisation up by [Y%], reducing freight per unit.



Damage rates remained within target, with no increase in returns.



Faster pack/unpack on selected SKUs due to fewer components.



Alignment to SDGs



What's Next



Expand right-sizing to adjacent ranges and publish the decision rule: switch when cubic gain $\geq$ [threshold]% and protection remains on target.



Finalise vacuum-packing guidance for pillows/blankets where it delivers net emissions benefit.



Add results to digital spec sheets and supplier SOPs so gains are locked in across future orders.

Small changes, right-sized cartons, smarter inners, and targeted vacuum-packing, add up to real wins: less material, lower freight emissions per unit, and no compromise on quality.

Partnering for Impact

Partnering for impact means recognising that meaningful change doesn't happen in isolation. At Simba, we start by reducing our own footprint, then work side by side with suppliers, customers, and industry partners to shrink the broader environmental and social impacts across our value chain.

The challenge

Our operational footprint in Scope 1 and Scope 2 is relatively small compared to the broader impacts of our supply chain and product use phase, but it is where we lead by example. Our greatest opportunity, and challenge, lies in Scope 3 emissions, which account for the majority of our climate impact. These emissions span upstream suppliers, logistics, and the use of our products, requiring collaboration and innovation beyond our own operations.

The Progress



Reduced operational impacts through building efficiency upgrades, e waste recovery, purchasing 100% renewable energy and better data management



Turned successful supplier and customer pilots into practical playbooks, helping proven solutions travel further



Dryer optimisation to reduce energy use in laundering



Packaging redesigns that cut material use and freight intensity



Container trials that improve space efficiency for bulky goods

This pillar is about influence. It's about uniting around shared goals, building trust, and making better, together. We focus on practical levers we control, like energy, waste, packaging, and data quality, while co-designing improvements in laundering, logistics, and product use that reduce emissions and waste where they occur. By activating our networks and aligning efforts, we build momentum for change that reaches far beyond our own operations.

Our Goals by 2030



Goal	Target	FY24 Performance
1.  At least 80% buy-in of our Simba Conscious program with our contracted customers	• Simba Conscious charter developed and implemented	
	• Build customer alignment to support, meet and exceed customer sustainability outcomes	
	• Regular customer engagement, case studies and outcomes to drive better sustainability outcomes	
	• Annual report published, communicating progress	
2.  At least 25% reduction in the carbon footprint of our sold products or buy product	• Product certifications investigated and achieved, sustainability rating assessment tool created.	
	• Partnerships with industry and research institutions embedded	
	• Government grants, initiatives, programs and partnerships investigated	
3.  Achieve and maintain carbon neutrality of our Scope 1 and 2 emissions	• Scope 1, 2 and 3 emission profiling completed, carbon transition plan created	
	• Lifecycle analysis of the top 3 products by volume undertaken	
	• Invest in improvements in line with green building best practice certifications	
	• Responsible sourcing practices for goods and services implemented	

Performance Key

 Achieved	 Progressing	 In development
 On track	 No Progress Made	

This year's projects

Our Climate Transition: A Practical Path to Net Zero

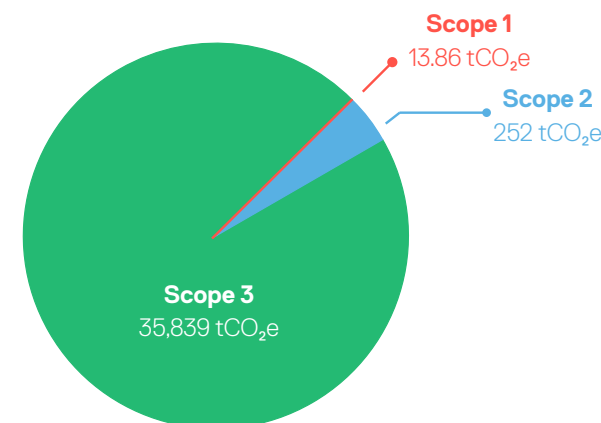
We set a clear Climate Transition plan to achieve net zero Scope 1 and 2 by 2030, while reducing the much larger Scope 3 footprint with suppliers and customers.

Our emissions assessment revealed that Scope 3 emissions account for 99.6% of Simba Global's total footprint, with Scope 1 and 2 emissions contributing less than 1%.

The plan prioritises the following:

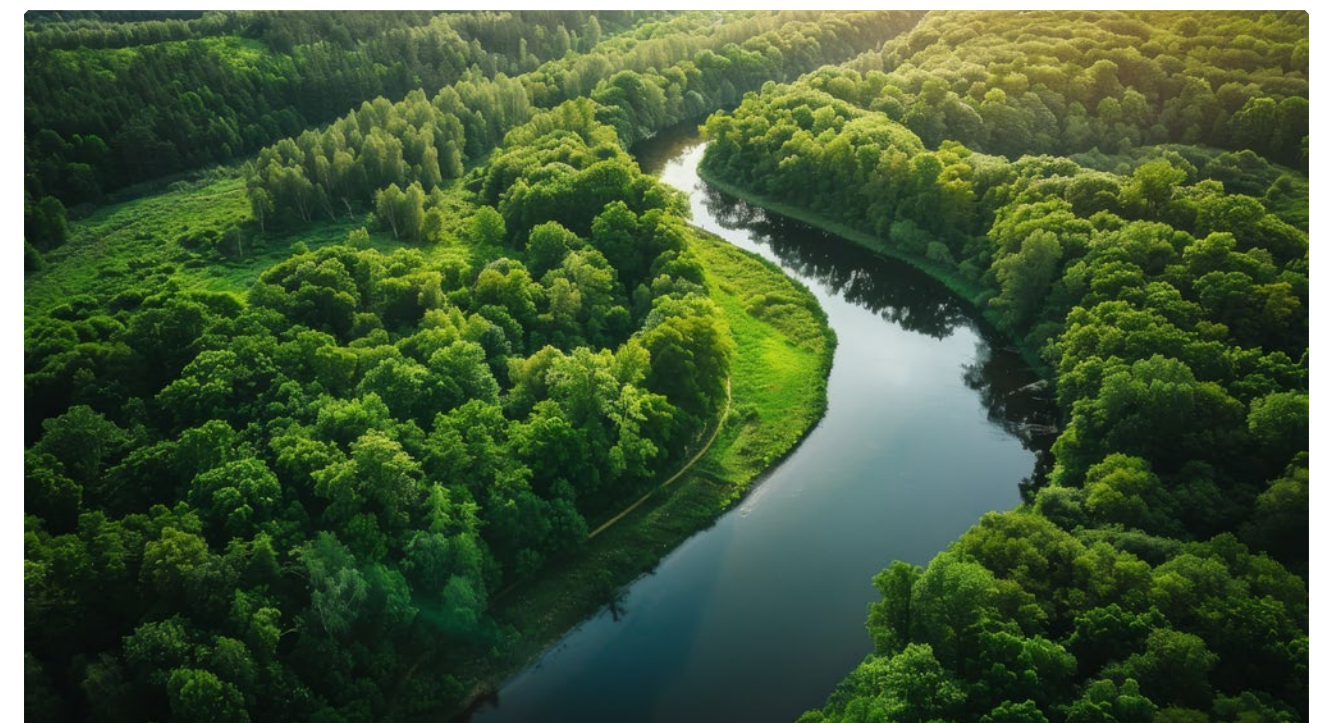
- Cut what we control through renewable electricity, building performance, and waste reduction
- Improve data quality through a central EMS, supplier evidence, and product level data
- Target value chain reductions

FY25 Emissions Breakdown (tCO₂e)



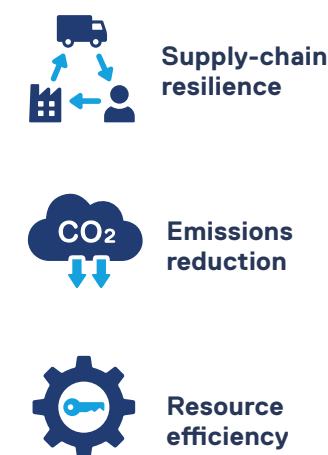
Emissions intensity: 5.2kgCO₂e per kg of textiles

Outcome: A credible, time-bound pathway that directs investment to the biggest levers and sets a transparent baseline for annual reporting.



Climate Risk Identification and Adaptation Planning

With external partners, we assessed physical and transition risks and built a Climate Adaptation Plan around three priorities:



Risks now sit in our enterprise risk register with board-level oversight, so adaptation is part of standard planning, not an add-on.

Outcome: Climate risks integrated into governance and decision-making, with clear ownership and escalation.

Materiality Assessment

We completed a materiality assessment with key customers, leadership, employee representatives and suppliers. **Five issues sit in the high zone:**



We now start each engagement with a short materiality check and end with a "who does what, by when" plan.

Outcome: Priorities and reporting aligned to stakeholder priorities, driving faster adoption and clearer evidence of impact.



NABERS Energy Rating (Bayswater)

Bayswater Warehouse and Office achieved a 3.5 star NABERS Energy rating. NABERS (the National Australian Built Environment Rating System) is a nationally recognised, government-backed initiative that measures the environmental performance of buildings based on verified, real-world data. Ratings cover key impact areas such as energy efficiency, water usage, and indoor environment quality, offering a transparent and robust benchmark for continuous improvement.

This provides an evidence based baseline for the next efficiency step. Priority upgrades have been identified. Examples include BMS tuning, HVAC optimisation, and LED retrofits.

Outcome: A verified path to lower energy use and operating costs, tracked against a recognised benchmark.



Achieving Carbon Neutrality for Scope 1 and 2

We moved Bayswater Head Office and Warehouse to accredited GreenPower and we use high quality offsets for any residual Scope 1 and Scope 2 emissions across our operations. We will report the share of electricity from GreenPower, the Scope 2 emissions avoided, and the offsets retired each year.

Outcome: Immediate neutrality for our operational footprint, with real-world reductions increasing over time.

Brightspace Roll-Out

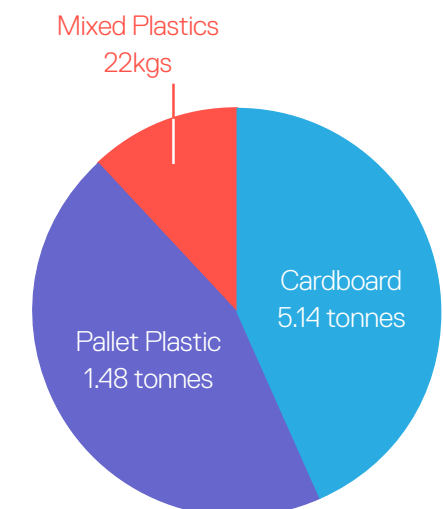
Following the successful pilot, Brightspace was embedded across the entire Bayswater Head Office to optimise HVAC operations. We have observed a substantial reduction in energy consumption and associated costs. Post-installation data indicates a consistent downward trend in HVAC energy usage compared to pre-deployment levels, delivering meaningful savings in both kilowatt-hours and expenditure. Overall, HVAC energy consumption decreased by up to 30%, with cost savings exceeding 35%, helping us lower peak demand, improve operational efficiency, and reduce our environmental footprint.

Outcome: Reduced energy consumption

Operational Waste Reduction

- We strengthened recycling and supplier take back across operations. We diverted **5.4 tonnes of cardboard, 1.48 tonnes of pallet plastic, and 22kgs of mixed plastics**. We also improved separation at source and signage. Next steps include expanding reuse of pallets and films and publishing a waste by stream dashboard by site.

Outcome: Lower disposal costs, better recovery rates, and clearer visibility of progress.



E-Waste Recycling Program

We launched an E Waste Recycling Program with secure collection points for laptops, phones, tablets, peripherals, and batteries. All items are processed.

Outcome: Less landfill, higher material recovery, and auditable certificates for assurance.



Upholding Global Standards through ISO Certification

We achieved certification in ISO 14001 (Environmental Management Systems), alongside recertification in ISO 9001 (Quality Management) and ISO 45001 (Occupational Health and Safety).

These internationally recognised certifications validate our integrated approach to sustainability, quality, and

workplace safety, locking in a cycle of plan–do–check–improve across environment, quality and safety.

Outcome: Reductions and Controls that are systematic, auditable, and repeatable year on year.



Leveraging Sustainability Advantage for learning and impact

Linen Master Conference (Sector Dialogue)

At the Linen Master Conference in New Zealand, our CEO Ahmed Ebeid had the opportunity to share insights into the sustainability trends and innovations shaping the future of the laundry and linen services industry.

With the sector’s considerable environmental footprint, particularly in areas such as energy use, water consumption, and textile waste, we presented practical strategies for integrating sustainability across operations, product design, and supply chain management.

Outcome: Practical strategies shared to help reduce the sector’s footprint and accelerate sustainable transformation.

We deepened our partnership with the New South Wales Government Sustainability Advantage program to build capability, benchmark performance, and accelerate progress to net zero. Key team members completed the Net Zero Training Program and applied insights on emissions reduction pathways, climate risk management, and circular economy innovation.

We were recognised as a Silver Partner of Sustainability Advantage, a program of the NSW Department of Climate Change, Energy, the Environment and Water. This program recognises structured progress across strategy, measurement, and implementation and providing support for our next-stage projects.

Outcome: Stronger internal capability and a clearer roadmap to translate training into practical reductions as well as external validation of capability and access to expertise that accelerates delivery

Measures and Results for FY26

Indicator	FY25 Result	FY26 Target
% electricity from accredited GreenPower (Bayswater)	40%	≥100%
Scope 2 emissions avoided, tCO ₂ e	252	
Residual Scope 1 & 2 offsets retired, tCO ₂ e	165 Tonnes	Offset residuals only
NABERS Energy rating, Bayswater (stars)	3.5	Improve rating
E-waste recycled (KGs)	35kgs	Increase year on year
Freight emissions per unit	Data Gathering	FY26 Target is to decrease per unit YOY
Projects achieving footprint reduction	1	Increase year on year

Materiality alignment

Climate action and circularity benefit from replicable solutions.
This theme links priority topics to methods that can be adopted quickly at scale.



Case Study

Smarter Drying, Better Results at Wide Bay Laundry

As part of Queensland Health's push for smarter, more sustainable operations, linen partner Simba led a dryer optimisation trial at Wide Bay Laundry.

The goal? Cut energy use, protect linen quality, and make life easier for laundry teams.



Why it mattered



Towels were coming out of the dryers bone-dry, a sure sign of wasted energy and wear on fibres. **Over-drying doesn't just burn gas; it shortens the life of the linen and adds strain to equipment and staff.**

What we did



Simba worked side by side with the laundry team to fine-tune dryer settings, focusing on getting towels to the ideal moisture level, just enough to stay strong and soft, without overcooking them. Over two days, the team tested and adjusted programs, reducing cycle times, moderating heat levels, and improving moisture balance across loads.

The Impact



Up to
14%
Shorter drying
times



Softer,
Longer-lasting
Towels



Less gas
used across
all machines



More
consistent
outcomes
for staff and
patients



Alignment to SDGs



What's Next



The new programs are now in place, with staff training and further product trials to follow. Results will be shared across other laundry sites as part of a broader improvement effort.



This project shows how a small change, guided by frontline insights and strong partnerships, can deliver real wins for sustainability, operations, and care quality.

Empowering Communities

Empowering communities means showing up and connecting with intention, listening deeply, giving back meaningfully, and building people up. At Simba, we believe in leaving the world better than we found it by investing in learning, inclusion, and creating impact.

The challenge

Our commitment to empowering communities is unwavering, but the challenge is balancing profit pressures with meaningful giving, ensuring fair pay across regions, and embedding DEI principles in a way that respects cultural nuance and delivers real impact.

The Progress

This year we:



Grew learning participation



Set pay equity baseline and plan



Focused community investments where employees said they matter most



Joined national networks to deepen our approach to diversity, equity, and inclusion

Our Goals by 2030



Goal	Target	FY24 Performance
1. Exceed best practice indices for diversity, equity and inclusion for Simba employees	• Diversity, Equity and inclusion strategy and policy written and Implemented	
	• Benchmark baselines determined	
	• Collaborate and join industry bodies to increase knowledge and awareness	
	• People practices to attract and retain diverse workforce embedded.	
2. 70% of staff are engaged in at least 1 community initiative each year	• Theory of change developed, demonstrating measurable impact	
	• Employee voice and choice gathered.	
	• Giving Program rolled out	
	• Mechanism for reporting impact for community engagement established	
3. 5% of annual profit from Simba donated to create 1.5 x impact	• Charity Foundation governance framework set up and communicated	
	• Strategic partnerships created, impact programs implemented	
	• Transparency and reporting mechanisms in place	

Performance Key

Achieved	Progressing	In development
On track	No Progress Made	

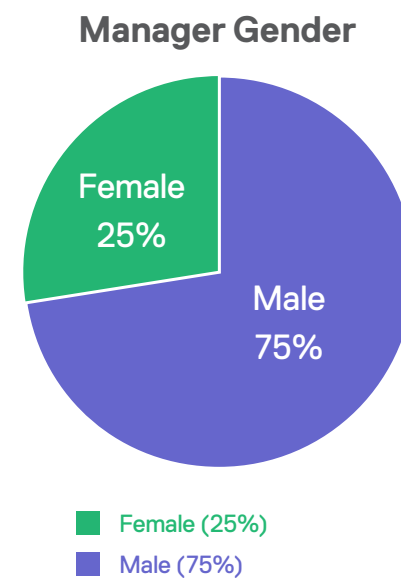
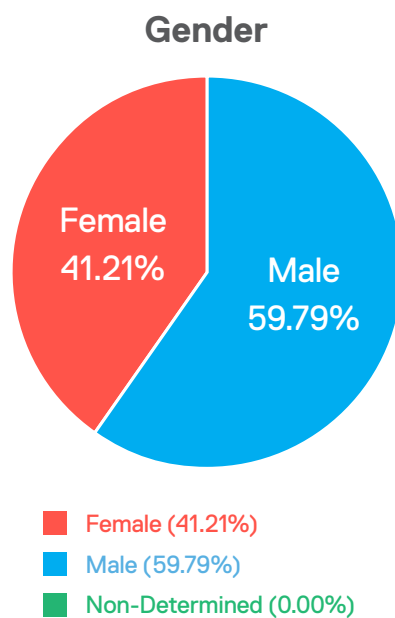
This year's projects

Benchmarking: Building a Stronger DEI Foundation

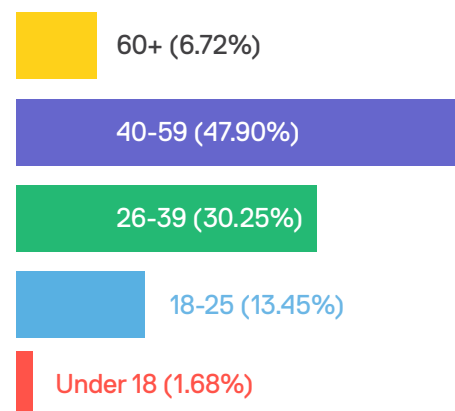
This year, we completed a foundational initiative to benchmark key diversity, equity, and inclusion (DEI) metrics across our Australian operations. This data gives us a clearer picture of who we are, and where we can do better.

The benchmarking focused on:

- Workforce composition
- Gender distribution
- Age demographics
- Representation of women in leadership



New Hires by Age Bracket



By establishing these baselines, we've laid the groundwork for data-driven DEI strategies that better support our people. Over the next 12 months, we'll expand our dataset to include deeper insights across carer status, cultural and racial identities, disability status, LGBTIQ+ identity, so our approach reflects the full diversity of our workforce.

Outcome: A clear baseline to guide inclusive action and measure progress.



Capability building

We expanded learning across health and safety, ethics, technology and artificial intelligence, diversity and inclusion, mental health awareness, modern slavery, and sustainability. Over the year our team completed or participated in nearly 500 learning activities, including online courses, micro learning modules, webinars, seminars, and in-person sessions. Participation rates and learning hours per full-time equivalent rose, with courses aligned to role requirements, capability building and compliance.

Outcome: More people with the right skills for their role, higher completion rates, and clearer evidence for customers and auditors.

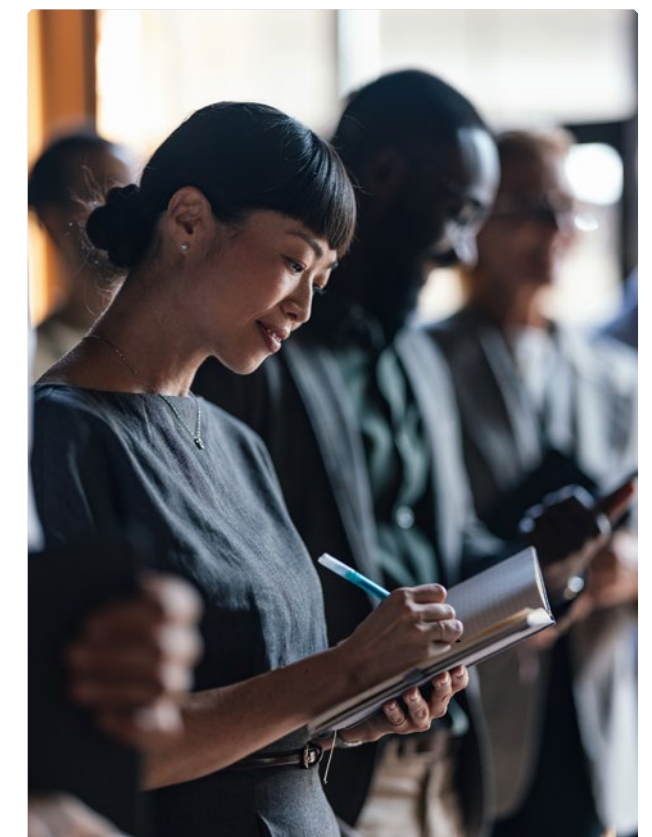
Building Climate Capability from the Top

We strengthened climate governance capability at the highest level of the organisation, with our CEO completing targeted climate governance education designed for Australian directors.

This learning focused on climate-related risk, regulatory expectations and the role of leadership in overseeing climate strategy and transition planning.

By investing in climate capability at CEO level, we reinforce strong governance and set a clear tone from the top that climate considerations are embedded in decision-making, risk management and long-term planning. This leadership investment supports readiness for evolving climate disclosure requirements and strengthens our ability to manage climate-related risks across the business.

Outcomes: Stronger climate governance and leadership oversight, Improved executive decision-making on climate risk and transition.





Advancing diversity, equity, and inclusion in recruitment

We introduced two initiatives to embed equity, diversity, and inclusion in recruitment. First, an optional EDI survey in our applicant tracking system gathers anonymous, structured diversity data so we can see trends and act while protecting privacy. Data is reported only in aggregate and only when a minimum response threshold is met. Second, we adopted blind recruitment during screening by removing names, gender, and other identifying information so decisions focus on qualifications, experience, and merit.

Outcome: More inclusive and evidence based hiring with reduced bias risk and better transparency.



Using the Predictive Index to support inclusive recruitment and team performance

We implemented the Predictive Index in recruitment and talent management. This provides behavioural and cognitive insights that help match candidates to role requirements and supports inclusive team dynamics once people are in role. Teams now use a shared language for communication and collaboration and leaders use analytics to target coaching and engagement.

Outcome: Fairer selection, stronger team fit, and clearer development pathways that support diversity, equity, and inclusion goals.



Advancing pay equity

Completed a comprehensive pay equity review across its Australian operations in line with Workplace Gender Equality Agency principles. Following annualisation of part-year employment records and conversion to full-time-equivalent salary rates, the review identified an organisation-wide mean gender pay gap of 27.4% and a median pay gap of 13.0%. Further analysis controlling for organisational level, department, employment type and tenure identified an adjusted gender pay gap of 11.0%; however, the result was not statistically significant. Direct role-based comparisons did not identify a consistent pattern of women being paid less than men within comparable roles.

Contributing factors include underrepresentation of women in senior and higher-paid roles, concentration of women in entry- and mid-level positions, and a higher prevalence of part-time and flexible working arrangements.

Our FY26 plan includes targeted pay adjustments where gaps are unexplained, leadership development to support women's progression, and a review of hiring and promotion processes to reduce bias.

Outcome: A transparent baseline and a time bound plan to reduce unjustified gaps and improve representation.



Joining the Diversity Council of Australia

We became a member of the Diversity Council of Australia. Teams gained access to evidence-based research, training, and benchmarking tools. Employees participated in webinars, networking, and mentoring, and completed training on equal employment opportunity, inclusive leadership, unconscious bias, and psychological safety.

Outcome: Stronger capability, better data, and a clearer path to exceed best practice indices.

Workplace Health and Safety

This year, Simba Global successfully passed our external audit for ISO 45001, reaffirming our commitment to workplace health and safety. The recertification validates our consistent, structured approach to risk management, employee wellbeing, and safe work environments.

Our safety system is built on care, prevention, and continuous improvement. It meets international standards and Australian regulatory requirements, with regular audits ensuring it remains effective and responsive. Safety is embedded into everyday

operations through training, reporting, and clear accountability, protecting our people and strengthening our culture.

Outcome: A recertified safety system that reflects our commitment to care, consistency, and continuous improvement.



Focused community partnerships and sponsorships

At Simba Global, we believe that giving back should be meaningful, measurable, and aligned with the values of our people. This year, we supported a range of community initiatives through both financial contributions and in-kind product donations, focusing on causes that promote inclusion, wellbeing, and opportunity. Our support extended to:

- **Pasifika Stars New Zealand netball team participation at the International Netball Festival in Samoa, promoting youth sport and cultural exchange, with teams donating kit and engaging with local communities.**
- **Australian Tennis Foundation fundraising dinner during the Australian Open to expand access to safe, inclusive sport for young people.**

- **Epworth Medical Foundation and Live Life Foundation events to support patient services, research, and equipment.**
- **Waggin Tails Animal Rescue in Geelong was supported with five thousand dollars of in-kind textiles to improve animal comfort and reduce costs for volunteers.**

Outcome: Support flows to the issues employees care about, with tangible benefits for health, youth participation, cultural connection, and animal welfare.



Employee Voice

This year, we invited our team to share what matters most through a dedicated materiality assessment. The goal was simple: ensure our social impact reflects the priorities of the people who help shape Simba every day.

The insights gathered will guide future charitable partnerships through the Simba Foundation, giving employees a direct voice in how we give back. The causes that resonated most included homelessness, plastic waste, and protecting our waterways.

These themes will now help inform our community investments, sponsorships, and volunteering efforts, so our impact reaches beyond the workplace and into the issues our people care about most.

Outcome: Employee priorities will help shape our giving strategy, strengthening connection and impact.

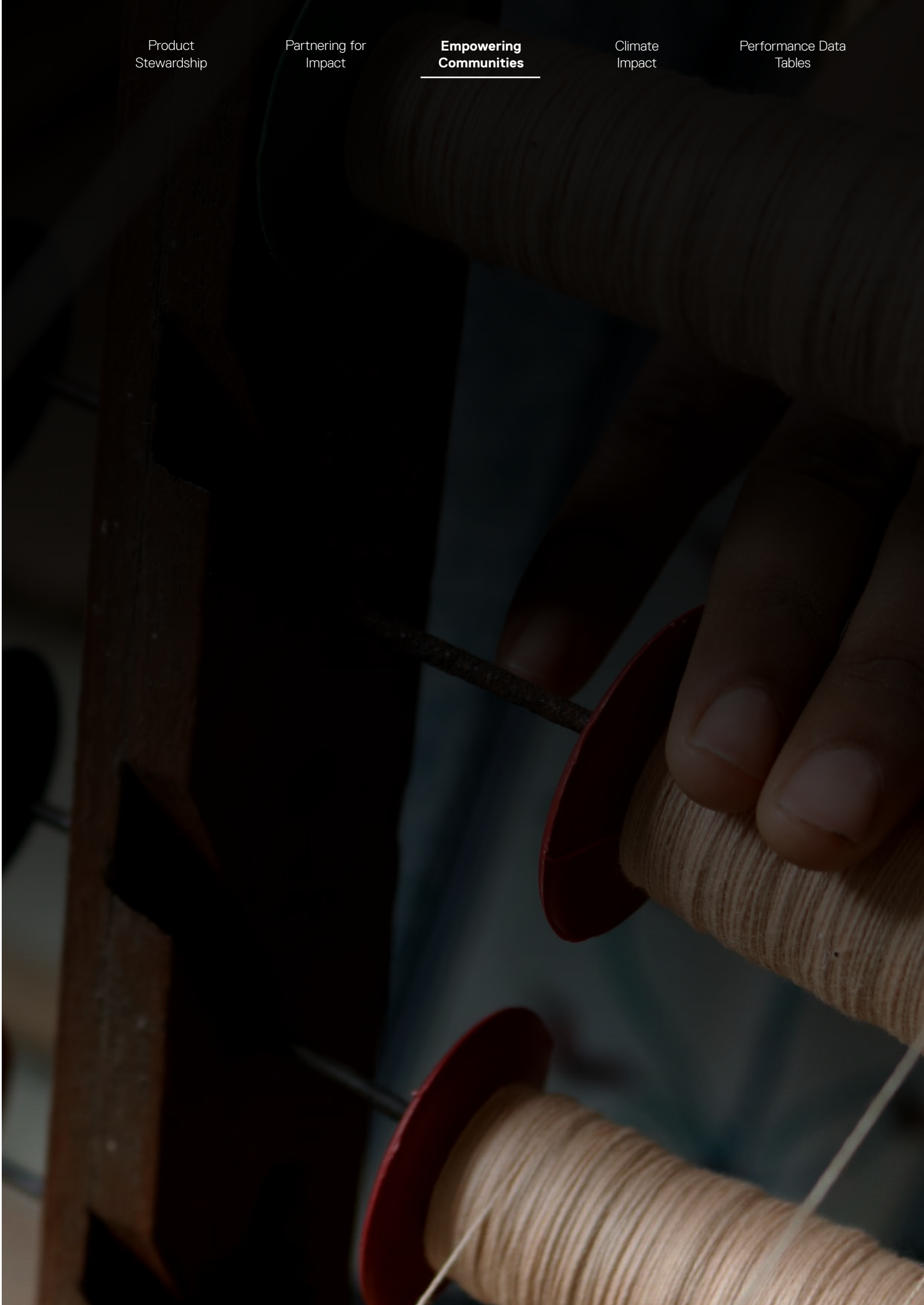


Measures and Results for FY26

Indicator	FY25 Result	FY26 Target
Learning hours per full-time equivalent	4.8	Increase year on year
Participation in learning, % of employees	82%	Increase year on year
Gender pay gap	11%	Reduction by % YoY
Woman in leadership roles	4	Increase YoY
Work related lost time injuries	0	0
Staff engaged in at least one community initiative, %	80%	Year-on-year increase
Volunteering hours per employee	N/A	≥70% by 2030
% profit donated		5% profit year on year

Materiality alignment

Stakeholders expect transparent governance, credible social value, and a safe and fair workplace. This pillar aligns capability building, pay equity, and community investment with those expectations and focuses on issues employees and customers prioritise.



Case Study

Culture and Community through Sport.



Why it mattered



Sport is a powerful connector. It brings people together across borders, generations, and cultures. The International Netball Festival in Samoa was designed not only as a competitive event, but as a platform for youth development, cultural exchange, and community uplift. For the Pasifika Stars New Zealand netball team, participation meant more than playing- it meant growing through shared experiences, giving back to local communities, and celebrating identity.

Simba recognised the opportunity to support a grassroots initiative that aligned with our values of inclusion, wellbeing, and empowerment. The sponsorship was guided by our commitment to community investment and our belief that sport can be a catalyst for social impact.

What we did

Simba proudly sponsored the Pasifika Stars by providing team dresses to support their participation in the festival.

The team engaged in a range of activities that extended beyond the court:



Donated used dresses, bibs, and netballs to Samoan villages



Delivered netball clinics for children with limited access to organised sport



Participated in cultural performances and shared meals with local communities



Built lasting connections through sport, storytelling, and shared purpose

This initiative was part of our broader community engagement strategy, which prioritises partnerships with clear local outcomes and strong governance.

The Festival Impact

Indicator	Result
 Team kit donated	Over 100 items including dresses, bibs, and netballs
 Youth engagement	More than 200 children participated in clinics and play
 Cultural exchange	5 performances and shared community events
 Local uplift	Strengthened community pride and tourism visibility
 Alignment to SDGs	3 GOOD HEALTH AND WELL-BEING 10 REDUCED INEQUALITIES 17 PARTNERSHIPS FOR THE GOALS

Outcome



Tangible benefits for youth participation, cultural connection, and community wellbeing. The initiative also contributed to Simba's broader goals of empowering communities and supporting inclusive development.

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Climate Impact

What this means at Simba

Simba measures and reports greenhouse gas emissions in accordance with the Greenhouse Gas Protocol Corporate Standard and the Corporate Value Chain, Scope 3, Standard. We have commenced preparation for climate-related disclosures aligned with AASB S2, covering governance, strategy, risk management, and metrics and targets, and we will report for Simba in line with our mandated phase-in timeline for Group 3 entities. Our organisational boundary follows the operational control approach, and our operational boundary covers Scopes 1, 2 and 3, with a Scope 3 relevance assessment to identify material categories.

The challenge

Our focus on transforming complex and diverse operational and value-chain data into assured, decision-useful disclosures, while driving measurable reductions.

The Progress



Defined our
boundaries



Mapped Data
Sources



Documented
estimation methods



Disclosed scope 2
(location-based and
market-based)



Implemented an
EMS



Engaged suppliers



Confirmed base year
& intensity metric



Offset residual
Scope 1 and 2



Purchased 100%
Green Power

Our Goals by 2030



Goal	FY24 Performance
 Maintain carbon neutrality for Scope 1 and Scope 2 through renewables and residual offsets	
 Systematically reduce material Scope 3 categories, led by Purchased Goods and Services and Logistics, through material selection, supplier decarbonisation, and freight optimisation	
 Require a 5% annual emissions reduction from Tier 1 product suppliers covering at least 80% of category 1 spend, embedded via code requirements, scorecards, tender weighting, and quarterly business reviews.	
 Improve data quality by migrating high-impact categories from spend-based screening to activity-based methods (product weights, BOMs, EPDs/PCFs)	
 Prioritise sea freight, minimum container fill rules, route optimisation, and carrier selection on gCO₂e per tonne-kilometre.	
 Complete scenario analysis and financial-effects work within 24 months to meet reporting obligations and build a pathway from limited to reasonable assurance.	

Performance Key

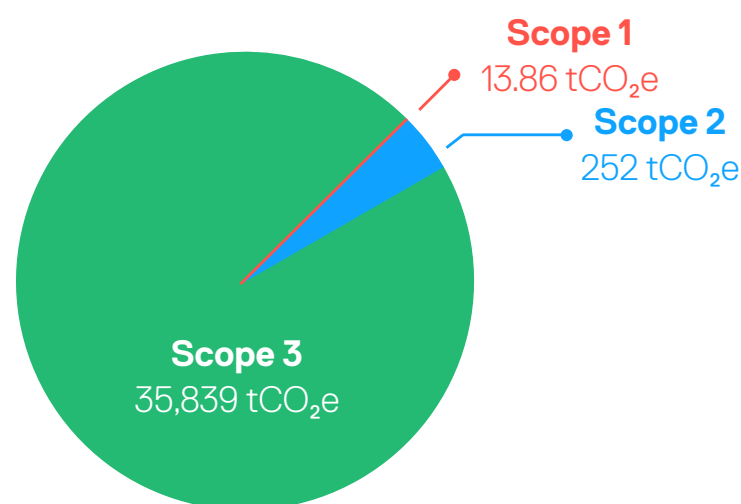
 Achieved	 Progressing	 In development
 On track	 No Progress Made	

Methodologies

- ♦ **Scope 1 and Scope 2:** Activity-based calculations using metered electricity, fuel and refrigerant data. Scope 2 is disclosed both location-based (grid average) and market-based. Our market-based disclosure reflects 100% GreenPower with LGC surrender matched to each site and period. Where GreenPower does not cover all sites or hours, we apply the residual mix for the uncovered portion.
- ♦ **Scope 3:** Initial spend-based screening calibrated with supplier surveys and primary data where available, migrating to activity-based methods over time, including product weights, bills of materials and EPDs or PCFs where available.

Emissions profile and base year

FY25 Emissions Breakdown (tCO₂e)



Emissions intensity: 5.2kgCO₂e per kg of textiles

Measures and Results for FY26

Indicator	FY24	FY25	FY26 Target
Scope 1 emissions, tCO ₂ e	7	13.86	Year on Year Reduction
Scope 2 emissions, tCO ₂ e (location-based)	152	252	Year on Year Reduction
Scope 3 emissions, tCO ₂ e	35,839	TBC	Year on Year Reduction
Emissions intensity, kgCO ₂ e per kg textile	5.2	TBC	Year on Year Reduction
Renewable electricity, %	N/A	40%	100%
Tier 1 suppliers meeting ≥5% YoY reduction, % changes vs FY24	N/A	Baseline set	≥80% coverage
Freight emissions per tonne-kilometre, % change vs FY24	N/A	Baseline set	Year on year improvement
Assurance status	N/A	N/A	Limited assurance for s1-s2

**The FY25 greenhouse gas emissions data included in this report is preliminary and has not yet been fully validated. Final verified emissions figures may be subject to change following completion of internal review and/or third-party assurance processes. Any updates will be reflected in future disclosures.*

Materiality alignment

Climate action ranks high for customers and employees. This section connects our emissions profile and reductions to everyday decisions in product design, supplier performance, freight, and site energy, ensuring our Group 3 disclosures in FY27/28 are **credible, comparable, and tied to real improvements.**

Performance Data Tables

Energy and emissions

Indicator	FY24	FY25	Method and boundary
Total electricity consumed, kWh	475,100Kwh	346,697 kWh	Electricity and fuels used in operations
Total On-site renewable,kWh	109,405kwh	165,200	Bayswater North Location
GreenPower, %	40%	100%	Renewable certificates on file
Scope 1 emissions, t CO2e	7	13.86	Stationary and mobile fuels
Scope 2 emissions, t CO2e, location based	152	252	Purchased electricity
Scope 3 emissions, t CO2e	35839	TBC	Purchased goods, transport, waste, business travel, other categories as relevant
Emissions intensity, kg CO2e per kg textile	5.2k CO2e per kilo	TBC	Basis stated, boundary consistent

**The FY25 energy and emissions data included in this report is preliminary and has not yet been fully validated. Final verified emissions figures may be subject to change following completion of internal review and/or third-party assurance processes. Any updates will be reflected in future disclosures.*

Materials and waste

Indicator	FY24	FY25	Method and boundary
Recycled content in key products, %	0.5%	0.5%	Verified through recognised standards
Product take back, tonnes	0	7	Through partners, audited weight
Operational waste diverted from landfill, tonnes	3.37 tonnes (50%)	6.84 tonnes (25.88%)	By waste stream, with evidence

Suppliers and audits

Indicator	FY24	FY25	Method and boundary
New suppliers screened on environmental and social criteria, number	2	6	Based on self-assessment and policy alignment
Suppliers audited, number	39	32	Third party audits in priority regions
Corrective Actions identified, number	108	124	Categorised by type
Corrective actions closed within ninety days, %	86%	91%	Verified closure

People, safety and equity

Indicator	FY24	FY25	Method and boundary
Headcount by gender, %	47% F, 53% M, 0% ND	41% F, 59% M, 0% ND	Employee data as at year end
Women in leadership, %	25%	25%	Supervisor and above, as at year end.
Pay gap, mean and median	N/A	11%	Method note included
Lost Time Injury Frequency Rate (LTIFR)	0	0	Definitions provided
Learning hours per full time equivalent	N/A	4.8	Learning system records
Work related fatalities	0	0	

Community investment

Indicator	FY24	FY25	Method and boundary
Change to Profit donated, %	25%	TBC	Employee priority aligned
Volunteering hours	190	N/A	HR system tracked
Participation rate	75%	75%	% of employees



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