2023 DULUXGROUP SUSTAINABILITY REPORT

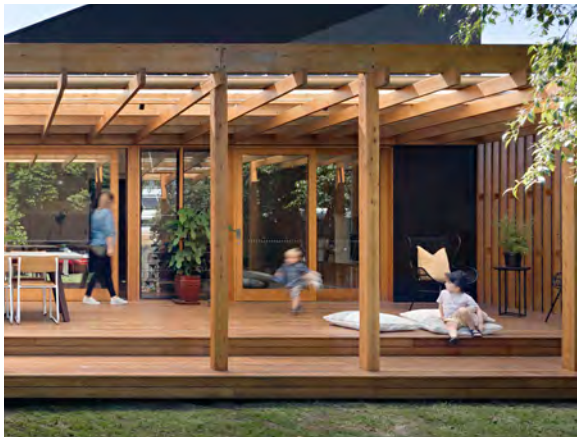
imagine a better place

DuluxGroup

ABOUT DULUXGROUP

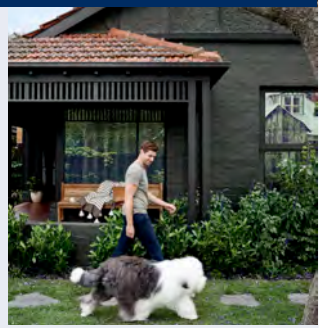
DuluxGroup is a leading marketer and manufacturer of premium branded products that enhance, protect and maintain the places and spaces in which we live and work.

imagine a better place



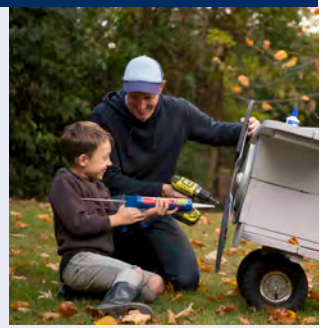
Our businesses

DULUX



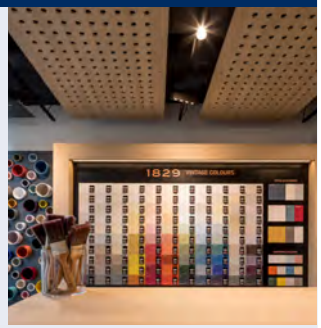
Dulux has been manufacturing in Australia since 1918 and in New Zealand since 1935. Today, it is a leading marketer and manufacturer of premium branded decorative paints, texture coatings, protective coatings, industrial coatings, powder coatings and woodcare coatings for the existing home, new housing, commercial construction, infrastructure and industrial markets. Readily identifiable with creating better homes, Dulux also plays a critical role in protecting and improving the spaces and infrastructure we see every day, including providing the protective coatings for Australia's landmark Sydney Harbour Bridge since 1932. Its portfolio of iconic, premium brands includes Dulux, Cabot's, Berger, British Paints and Porter's Paints.

SELLEYS



Selleys is a leading manufacturer & marketer of sealants, adhesives & fillers (SAF) as well as more general household cleaning solutions for Australian & New Zealand DIY consumers and trade professionals. Founded by Martin Selley in 1939, Selleys has grown as more and more consumers have discovered the satisfaction derived from do-it-yourself success. In addition to Selleys, its portfolio includes brands such as Liquid Nails, No More Gaps, Spakfilla & Poly as well as household cleaning brands such as White King, Lux, Velvet and Softly. Selleys is also now growing across Asia through the Nippon Paint Group's vast customer network, delivering its powerful brand promise of "If it's Selleys it works." to a whole new set of consumers. Elsewhere, Selleys is leading Nippon Paint Group's global growth in Sealants, Adhesives and Fillers with the acquisition of Italian based market leader NPT, which exports to more than 60 countries.

DGL INTERNATIONAL*



Outside of its core Australian and New Zealand markets, DuluxGroup's international presence includes its DGL International business which is predominantly focused on the European and UK markets. DGL International markets Craig & Rose paints in the UK and France-based Maison Deco specialist decorative paints & coatings and Pure & Paint ecological decorative paints. In early 2022, DGL International acquired France-based market leader Cromology, which has market leading brands and businesses across Western Europe. In mid-2022 it acquired long standing Slovenian based market leader JUB Group which has leading positions across Eastern and Central Europe. Collectively this has created a substantial European business for DuluxGroup where we employ approximately 4,000 people and operate 19 manufacturing sites. Since 1968, DuluxGroup has also been manufacturing Dulux Paints in Papua New Guinea, where it is an established market leader.

*This Report outlines Safety and Sustainability policies, processes, targets and progress measures for DuluxGroup's Australian and New Zealand operations only. DuluxGroup's businesses in other geographic regions report separately in their respective jurisdictions.

Reference: 1. Distributed brand, 2. Under exclusive perpetual license

Our businesses

YATES

With a heritage dating back more than a century, Yates has long been Australia and New Zealand's leading marketer and manufacturer of consumer garden care products. Its range of premium products covers fertilisers, weed control, plant protection, lawn care, packet seeds, potting mix, garden accessories, in addition to home pest control solutions. The iconic Yates Garden Guide has been in continuous print for more than 120 years and remains a 'must have' for home and professional gardeners throughout Australia and New Zealand. Other brands in the Yates stable include Seasol, Thrive, Dynamic Lifter, Zero, Munns, OCP and Hortico.

B&D GROUP

B&D's heritage dates back to 1946, but the business truly emerged with the launch of the iconic 'B&D Roll-A-Door' in 1956. Since then, it has grown to become an Australian icon and consistent feature of urban streetscapes. Today, B&D is a leading Australian and New Zealand manufacturer and marketer of premium branded garage doors and automatic openers for residential and commercial use. B&D has a strong focus on innovation and developing smart access technology to secure what is most precious to us - our family and our home. Its brands include B&D, Automatic Technology, Garador and Dominator.

LINCOLN SENTRY

Since 1986 Lincoln Sentry has been one of Australia's leading distributors of specialty hardware and components to the cabinet and furniture making industry; the window, door and glazing industries. It sources proven and innovative hardware solutions from Australia and across the globe for trade, designers, specifiers and consumers. Lincoln Sentry has a network of branches and showrooms across Australia and stocks leading brands including Blum, HEXFIX, Finista, Oliveri, Breezway and ASSA ABLOY.

Yates, Yates Thrive, Hortico, Yates Dynamic Lifter, Seasol a better way to grow, Ratsak, Yates Zero, Watkins, eco organic garden, It Must Be Munns

b&d group, automatic technology, Garador, Dominator

Lincoln Sentry, Finista, Vauth Sagel[1], blum[1], SecureView[1], breezway[1], Brio[1], Hera[1], ASSA ABLOY[1]

DuluxGroup Limited is an Australian company that owns the Dulux® trademark in Australia, New Zealand, Papua New Guinea, Samoa and Fiji only and the Cabot's® trademark in Australia, New Zealand, Papua New Guinea and Fiji only. DuluxGroup is not associated with and is not connected to, the owners and of the Dulux® and Cabot's® trademarks in any other countries, nor does it sell Dulux® and Cabot's® products in any other countries.

Reference: 1. Distributed brand, 2. Under exclusive perpetual license

Manufacturing sites – Pacific

4,600 employees

27 manufacturing sites

160 company owned stores

21 distribution centres

DALIAN
ATA Electronic Openers

PAPUA NEW GUINEA
Dulux Coatings

ROCKLEA
Dulux Decorative Paints

CLONTARF
B&D Garage Doors

ACACIA RIDGE
Lincoln Sentry

VIRGINIA
Ezycoat Renders & Texture Coatings

WYEE
Yates Garden Care

WYONG
Parchem Construction Products

MALAGA
B&D Garage Doors

MADDINGTON
DuluxGroup DC

REVESBY
B&D Garage Doors

PADSTOW
Selleys

MT DRUITT
Yates Garden Care

MARSDEN PARK
DuluxGroup DC

BEVERLEY
Dulux Texture Coatings

SHEPPARTON
Pental Household Cleaning Products

AUCKLAND
Dulux Powder Coatings
Yates Garden Care
B&D Garage Doors
Specialized Construction Products

EPPING
QuickCote Renders & Texture Coatings

KILSYTH
B&D Garage Doors

BAYSWATER
Lincoln Sentry DC
Seasol Garden Care

DANDENONG (3 SITES)
Cabot's Wood Coatings
Dulux Powder Coatings
Dulux Protective Coatings

SHEPPARTON
Pental Household Cleaning Products

MERRIFIELD
Dulux Decorative Paints

MULGRAVE
Admil Sealants

ROCHERLEA
Seasol Garden Care

WELLINGTON
Dulux Decorative Paints

CHRISTCHURCH
B&D Garage Doors
Selleys and Yates DC

Manufacturing sites – Europe & beyond

4,100 employees

390 company owned stores

19 manufacturing sites

FRANCE
Wormhout – Cromology Paints & Coatings
La Bridoire – Cromology Paints & Coatings
Champagné - Cromology Paints & Coatings
Lagnieu – Cromology Paints & Coatings

SCOTLAND
Edinburgh – Craig & Rose - Paints & Coatings

SPAIN
Barcelona – Cromology Paints & Coatings

PORTUGAL
Lisbon – Cromology Paints & Coatings

MOROCCO
Casablanca – Cromology Paints & Coatings

ITALY
Porcari – Cromology Paints & Coatings
Resana – Cromology Paints & Coatings
Milan – NPT Sealants and Adhesives

SLOVENIA
Dol pri Ljubljani – JUB Group - Paints & Coatings and ETICS*
Videm – JUB Group - Adhesives, Fillers, Construction Compounds
Nova vas – JUB Group - Expanded Polystyrene (EPS) for ETICS & Packaging
Kanal ob Soči – JUB Group – Plastics Packaging
Jurjevica – JUB Group – Product Filling (Paints, Aerosols, Cleaning Agents)

SERBIA
Šimanovci – JUB Group - Paints & Coatings, ETICS, Adhesives, Construction Compounds and EPS
Inđija – JUB Group – Plastic Packaging

*ETICS (External Thermal Insulation Composite Systems)

Sustainability progress at a glance

SUSTAINABLE PRODUCTS

- Selleys launched water-based **Liquid Nails Exterior**, which provides improved durability and performance compared with both traditional solvent-based and previous water-based formulations.
- Dulux protective coatings launched the **Metalshield Rust Defence** product range, which provides water-based metal protection, replacing traditional solvent-based technology without compromising performance against rust and corrosion.
- The reformulated **Intergrain Ultradeck Timber Oil** is a water-based coating providing best-inclass durability that lasts three times longer and produces five-times less greenhouse gas emissions than traditional oil-based timber decking oils.
- Our sales of best-in-class (premium) sustainable products increased to 10.9% of total sales during the year.

ENERGY AND CARBON

- Total energy consumption intensity decreased 8% to 0.91 gigajoules per tonne of production (GJ/t), our second lowest level on record, while operating sites consumption decreased to 0.58 GJ/t, our lowest level on record.
- Scope 1 and 2 greenhouse gas emissions intensity (carbon dioxide equivalent) decreased 15% to 122 kilograms per tonne of production (kg/t) and decreased 8% to 31.8 kilotonnes absolute (kt).

WASTE[1]

Waste recovered was two percentage points higher at the record high level of 51%, while waste to landfill was 9% and 2% lower on an intensity and absolute basis respectively, compared with 2021 (as a more typical production year), which is the best performance in the last five years.

WATER AND ENVIRONMENT[1]

- Our total water withdrawal and consumption was 12-14% higher on an intensity basis and 3-7% higher on an absolute basis compared with 2021 (which is a more typical comparison than the 2022 year).
- Compared with 2021 (as a more typical production year), VOC emissions this year were 19% lower on an intensity basis and 12% lower on an absolute basis.

CHEMICALS OF CONCERN

Reduced our total consumption of high concern chemicals across the group by 27% on the prior year.

PACKAGING

Total packaging intensity across the group decreased 19%, the fifth consecutive year of reduction, while the recycled content of plastic, paper, and cardboard packaging increased for the fourth consecutive year to 28%.

POST CONSUMER WASTE

Dulux Australia's industry-first closed-loop recycling scheme for the trade market has diverted more than 15 tonnes of plastic pails from landfill since launching in 2022.

CARBON

Our absolute total carbon footprint (Scope 1, 2 and 3) decreased 6% to 932kt in 2023.

PEOPLE

- 8773 employees across the globe, including 4387 in ANZ.
- Of our most senior 200 leaders, 35% are women compared with 15% ten years ago.
- 50 graduates across our three-year graduate program.
- 29 years fatality free.
- Our levels of total hazard and near miss reporting (Total General Learning Incidents) increased 3% to a positive, record high of 7.2 per employee, the 17th consecutive year of increased reporting.

COMMUNITY

- $460,000 in cash contribu>ons including direct donations, employee fundraising and targeted program funding.
- $530,000 in products donated (paint, accessories, garden and other products).
- 24,000 paint litres donated.
- 330 days of employee volunteering.
- More than 200 community projects and partnerships undertaken.

[1]2021 is used as a comparator year due to the impact of the Queensland floods on our Dulux Rocklea factory making 2022 a non-typical year in terms of production and consumption.

OUR SUSTAINABILITY APPROACH

Our progress at a glance

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Vision

Our sustainability approach aligns strongly with our business core purpose to help our customers and consumers 'Imagine a better place'. Within the organisation we articulate this through our safety and sustainability vision of 'A future without harm' and a supporting policy statement that outlines our commitment to continually work on understanding our significant business impacts and deliver ongoing improvement. This includes a foundation of transparent, meaningful relationships with all our stakeholders to meet or exceed their expectations and to work together in addressing common sustainability challenges.

Materiality

Our current sustainability materiality assessment was developed in 2020 and is based on insights from engagement with key internal and external stakeholders. This assessment, approved by our Group Executive, is shown in the following matrix with the most material sustainability impacts highlighted in green.

Sustainability materiality assessment

Influence on stakeholder assessments & decisions about DuluxGroup sustainability	High	Very High	Extremely High
Extremely High		**Product Stewardship Chemicals of Concern Sourcing**	**Sustainable Products Carbon & Energy Resources & Waste**
Very High	Governance Human Rights	Water Emissions Integrity	**Plant & People Safety Consumer & Customer Satisfaction**
High	Community Taxes	Data	Innovation People & Culture

Significance of DuluxGroup impacts on sustainability

Our strategic approach to sustainability from 2017 focused on broadening our activities beyond our direct operations to also drive continuous improvement in sustainability impacts across our business value chain (e.g. sourcing, chemicals of concern, product stewardship, stakeholder engagement). We reviewed this approach in 2020 based on the materiality assessment and identified the opportunity to substantively increase our ambition, to ensure that we work on what really matters and make a meaningful difference in the outcomes achieved. Significant work has since been undertaken to develop long-term targets for the most material sustainability impacts, together with detailed action plans to ensure successful achievement. Implementation of these action plans commenced in 2022 and their execution will continue to be a key focus over the next few years.

A refresh of the materiality assessment using double materiality assessment principles to consider both sustainability and financial impacts has commenced, and the initial review suggests that major changes to our most material impacts as identified via the existing assessment are unlikely, and therefore material changes to our current improvement priorities are not anticipated.

By focusing on the most material sustainability impacts across our business value chain we aim to ensure that, in partnership with all our stakeholders, we fulfill our role in contributing to the UN Sustainable Development Goals (SDGs) and addressing global sustainability challenges. Based on our sustainability materiality assessment, we have identified the goals where we can have most impact as including:

Ambition

Our group sustainability ambition is articulated through the following long-term targets, from a 2020 baseline, for our most material impacts:

MATERIALITY	TARGET	SCOPE
Sustainable Products	20% 2030	Revenue from best-in-class (premium) sustainable products
Packaging	30% 2025	Recycled content in packaging
Carbon	50% 2030 Net Zero 2050	Reduction in Scope 1 & 2 greenhouse gas emissions
Energy	50% 2030	Renewable electricity consumption
Waste	50% 2030	Reduction in site landfill waste

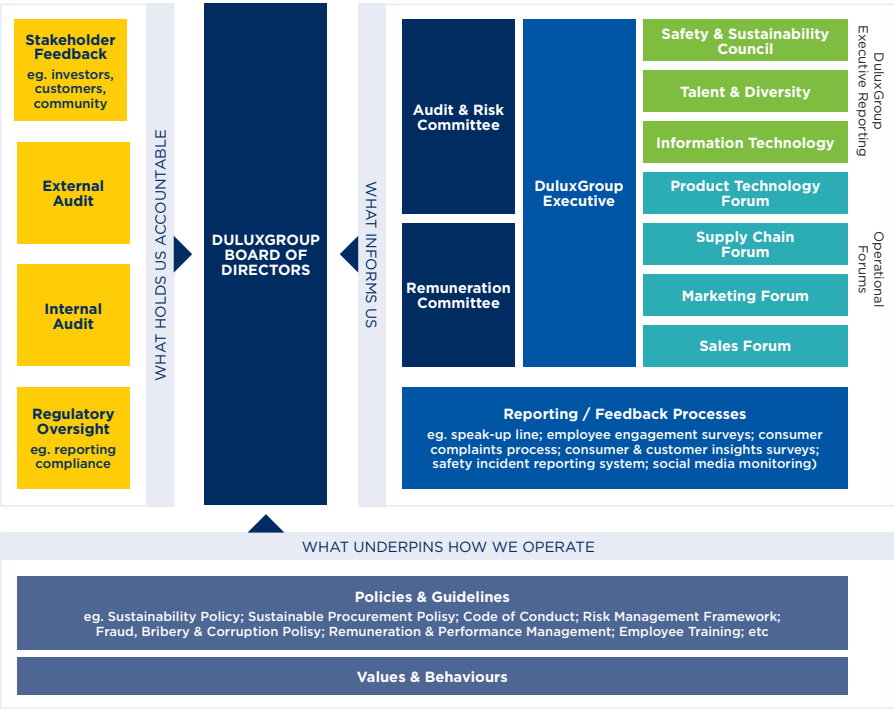
In addition to these targets and the associated action plans for the most material sustainability impacts, we also remain focused and committed to delivering continued improvement in the other less material sustainability impacts.

This group level approach provides a foundation for and supports our individual businesses as they develop targeted, holistic sustainability strategies tailored to their specific product portfolios, brands, and markets. A number of our businesses have now developed their sustainability strategies, including Woodcare (Cabot's, Intergrain, Feast Watson), Dulux New Zealand, Selleys, Yates, and B&D Group, while others continued to develop and refine their strategies during the year.

Governance

Ensuring we deliver on our sustainability ambition is driven by a governance structure that enables successful achievement through our people. The DuluxGroup Executive team meets at least three times per year as the Safety & Sustainability (S&S) Council to complete in-depth reviews of our current ambition, plans, priorities, and progress. Regular updates on key outcomes are provided to the DuluxGroup Board. This is supported by the ongoing capability development of our people, including all our leaders, who complete two separate programs focused on S&S management and S&S leadership respectively. Finally, successful delivery on our ambition is embedded in the short-term incentives of all leaders, as a combination of both lead inputs (e.g. priority action plan completion) and lag outcomes (e.g. waste reduction, safety performance) with rigorous oversight applied to reported achievements and awarding of any incentives.

DuluxGroup corporate sustinability governance model



OUR PRODUCTS

Our progress at a glance

SUSTAINABLE PRODUCTS

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SOURCING

86 new evaluations were completed during the year, with 86% of significant-spend suppliers now assessed and formally approved, up from 76% in 2022.

Sustainable products

Improving the sustainability impacts of our business product portfolios is a key priority and opportunity to ensure we both contribute to and enable our long-term success in a low carbon, more circular future, while meeting the expectations of our customers and consumers.

Building on our strong history of continuous innovation and product stewardship improvement, we have established a 2030 group target to grow sales from best-in-class (premium) sustainable products to 20% of total sales.

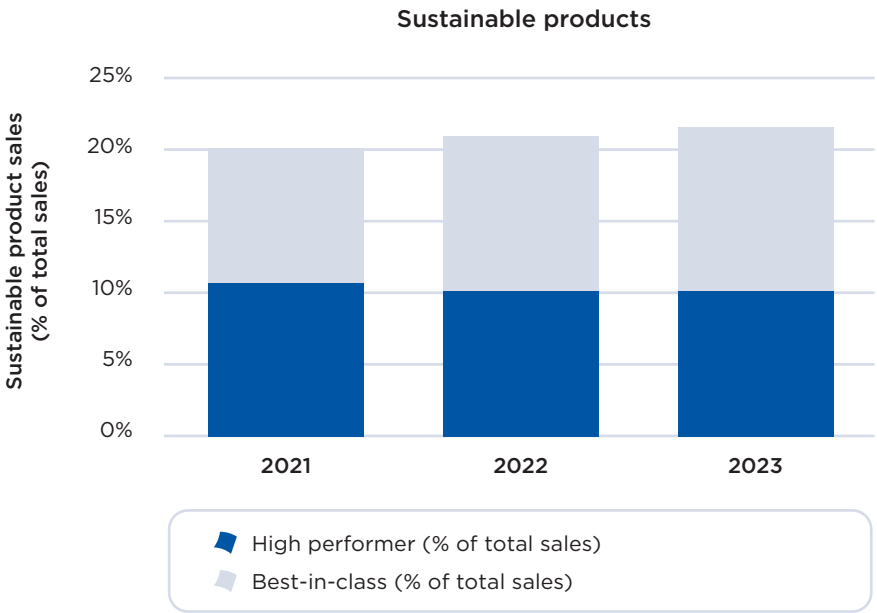
Over the last three years we have applied the portfolio sustainability assessment (PSA) process across our businesses to enable identification of both high performer and best-in-class (premium) sustainable products, which are those products that have improved sustainability impacts compared with current standard product offerings in the market. Our PSA process is based on rigorous assessment criteria across different sustainability impacts, including application of life-cycle assessment (LCA) for determination of the best-in-class category products. PSA outcomes have also been used in opportunity workshops with each business during 2021/2022 to develop their tailored 2030 roadmaps and individual targets for best-in-class (premium) sustainable products.

Good progress continued to be made during the year in developing and growing sustainable product portfolios, including the launching of new sustainable products with reduced sustainability impacts and/or improved sustainability performance attributes. Examples included:

- Dulux protective coatings launched the **Metalshield Rust Defence** product range that provides waterbased metal protection, replacing traditional solvent-based product technology and without compromising performance against rust and corrosion.
- Dulux decorative coatings launched the **Concrete and Paving product range** that provides water-based protection to concrete and paving projects, replacing traditional solvent-based product technologies and without compromising performance.
- Woodcare launched a reformulated Intergrain **Ultradeck Timber Oil**, an enhanced water-based coating that providing best-in-class durability that lasts three times longer and produces five-times less greenhouse gas emissions than traditional oil-based timber decking oils.
- Dulux powder coatings in New Zealand launched **Duralloy Plus powder coatings** for architectural aluminium and mild steel coating use in residential markets, providing an additional five years of protection in more corrosive environments, compared with the standard Duralloy product.
- Selleys launched **water-based Liquid Nails Exterior** that provides improved durability and performance compared with both traditional solvent-based formulations and previous water-based formulations.
- Lincoln Sentry launched **FLYPRO flyscreen systems** with variants that provide enhanced durability for different environmental conditions including BAL40 (Bushfire Attack Level – Very high risk) rating for bushfire prone areas, high corrosion resistance and midge protection in coastal areas, and high impact resistance.
- Businesses continued the use of life cycle assessment (LCA) and sustainable design checklists during new product development. **65 improvement actions** from product stewardship improvement plans were also implemented and 30 annual stewardship assessments completed.
- Commenced work on establishment of a sustainable products innovation metric to improve our understanding of new product development progress for sustainable products.

Our sales of best-in-class (premium) sustainable products increased to 10.9% of total sales during the year, an increase of 1.2 percentage points (pp) over the last two years and compared with our 2030 target of 20%.

Performance across individual businesses was in the range of 3% to 36%. Our total sales of sustainable products, including both high performer and best-in-class products, increased to 20.9%, an increase of 0.7 percentage points (pp) over the last two years. Individual businesses were in the range of 10% to 40%. Over the last two years, some high performer products have transitioned to best-in-class products as additional product formulation enhancements have been implemented.



Sustainable products

Reduced impact

Developing water-based Dulux coatings that replace traditional solvent-based formulations, without comprising performance and durability for substrate protection, has been a major technology and innovation focus for many years. While such products have long been well-established for interior and exterior decorative applications, coatings for industrial and heavy-duty applications (e.g. metal, concrete, paving) have continued to rely on solvent-based technologies. Dulux's recent development and launch of both the **Metalshield Rust Defence and the Concrete and Paving product ranges**, now provides waterbased alternatives without compromising performance and delivers lower environmental impacts.

Metalshield Rust Defence.

Improved performance

Development of water-based alternatives to traditional solvent-based products is one key opportunity to reduce the environmental impacts of our products, however in some instances these new products also deliver improved performance. This provides an additional sustainability benefit such as improved durability, and thereby reduces the frequency of any required reapplication. During the year our Woodcare business launched a reformulated Intergrain **Ultradeck Timber Oil**, an enhanced water-based coating that provides a best-in-class durability that lasts three times longer than traditional oil-based timber decking oils. Selleys also launched water-based **Liquid Nails Exterior** that provides improved durability and performance in outdoors applications, addressing a common limitation of traditional solvent-based formulations and previous water-based alternatives.

Ultradeck Timber Oil + Selleys water-based Liquid Nails Exterior.

Chemicals

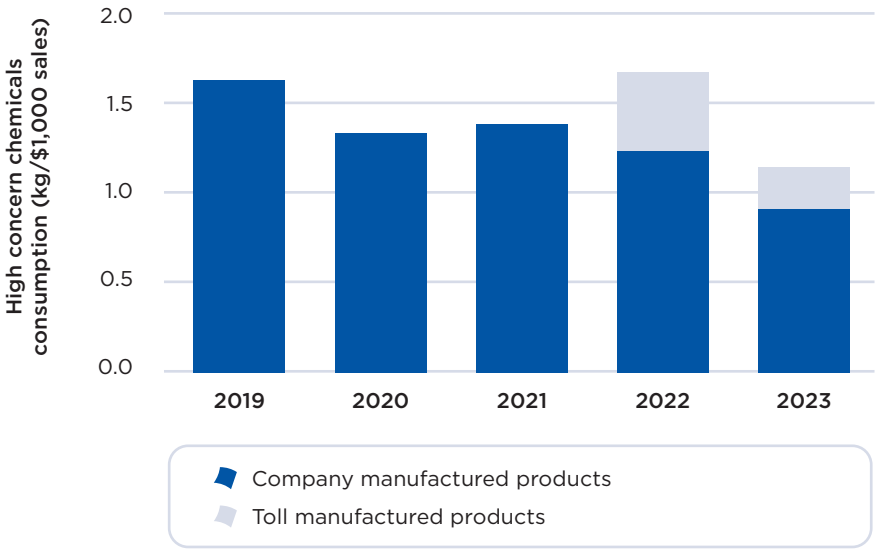
Reducing any risks associated with chemicals in our products, including those with potential for long term health or environmental effects ('chemicals of concern'), is a long-standing improvement priority, particularly as scientific knowledge, regulations, and community concerns continue to evolve over time. Our group risk management framework was introduced in 2017 and identifies prohibited and high concern chemicals based on toxicological and/or regulatory classifications, and requires development of either a group position statement or business specific risk management plans. These are designed to ensure that any risks are being identified and managed to acceptable levels via improvement actions to eliminate or reduce the risks (e.g. reformulation, packaging, labelling, sourcing, marketing). Good progress continued to be made during the year, including:

RCS Hazard Free, Fosroc range.

- Continued development of group position statements and risk management plans, such that 82% of our prohibited and high concern chemicals have current statements and plans in place. **32 improvement actions were implemented**, including reformulation to remove high concern chemicals, which is often a multi-year development journey before product launch.
- Continued our active, in-depth monitoring process to stay abreast of any global emerging regulatory or social concerns for chemicals, ensuring that any new or changed classifications were identified.
- Ongoing development and launch of reformulated products by a number of businesses, including new **Dulux and Selleys water-based products** that eliminated traditional use of solvents (see Sustainable Products section), and reformulation of products within recent acquisitions to eliminate high concern chemicals (e.g. respirable crystalline silica). Dulux protective coatings continued the roll-out of new **Roadmaster A1 and Conguard** product formulations with reduced chemicals of concern.
- Dulux achieved a Declare LBC (Living Building Challenge) Red List Free certification for the **envirO_2 product range**, reflecting their low levels of chemicals of concern. This certification is in addition to existing Global GreenTag™ GreenRate Level A and HealthRate PlatinumHEALTH certifications.
- B&D commenced a project to **eliminate lead-based solder in electronic automatic door openers**, with a manufacturing line upgrade at the Dalian factory. The second manufacturing line will be upgraded early in 2024, at which point all manufactured openers will be lead-solder free.

During the year we improved our data capture to include high concern chemicals consumption in businesses acquired since 2020 and also for our products manufactured by third parties (toll manufactured), resulting in some changes to our performance as disclosed in previous years' reports. During 2023 our total consumption of high concern chemicals across the group decreased 27% on the prior year to 1.18 kg per $1,000 net sales, and decreased 23% to 2.8 kilotonnes (kt) absolute. Despite the multiple acquisitions completed since 2020 and the additional inclusion of toll manufactured products since 2022, our consumption intensity (kg/net sales) during the year was our lowest on record, and our absolute consumption (kt) was the second lowest on record at 3% above the lowest level in 2020 when the business was smaller. Our continued progress in 2023 included reductions for a range of different chemicals across most businesses and their progress in reformulating products across both established and newer businesses.

High concern chemicals consumption



Dulux envirO$_2$ eco-certifications

Dulux envirO$_2$ is a premium water-based decorative paint that provides a very low VOC, low odour, and low chemical of concern formulation that is particularly suited to green building projects.

Dulux envirO$_2$ low odour range.

The product range carries key third-party independent certifications to verify these stringent standards, including Global GreenTag™ GreenRate Level A for its' high performance in contributing to sustainability and health building standards, including Green Star® and WELL™ certifications, and Global GreenTag™ HealthRate PlatinumHEALTH for its' world-leading healthiness to end-users, including full disclosure and transparency of product toxicity information. During the year a Declare LBC (Living Building Challenge) Red List Free certification for the product was also achieved, reflecting that the product does not contain any ingredients on the Living Building Challenge's Red List and that all intentionally added ingredients have been disclosed. Packaging for the product range also now contains 50% recycled plastic content.

Declare.

GLOBAL GREEN TAG CERTIFIED

GLOBAL GREENTAG HEALTH RATE Platinum

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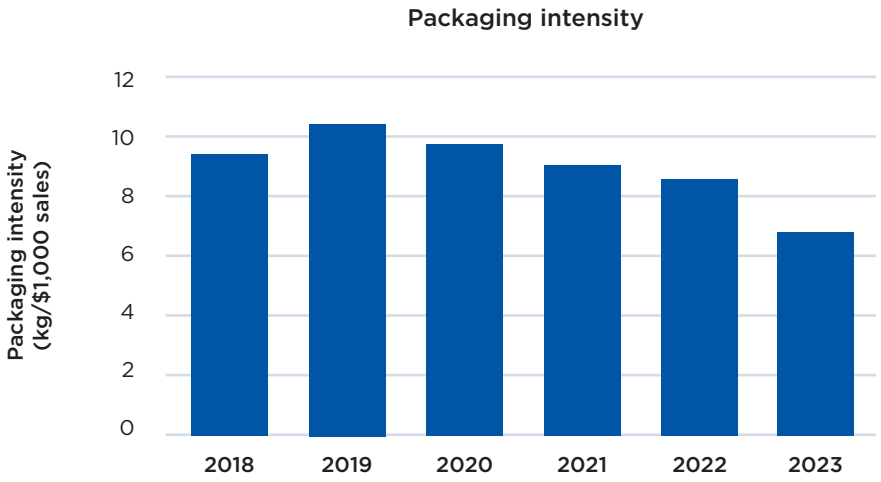
Packaging

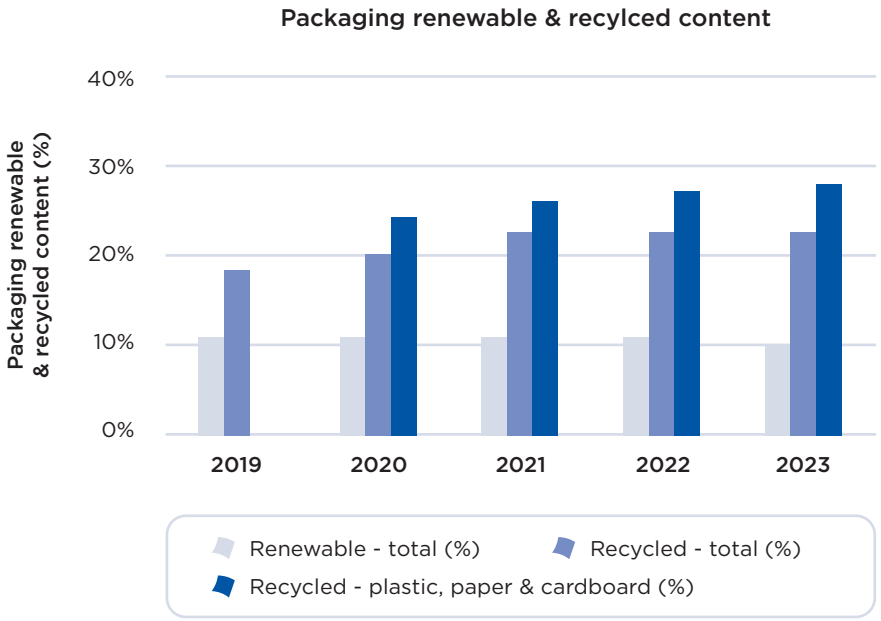
Reducing the sustainability impacts associated with new product packaging is a key priority, with good progress made over recent years in reducing our packaging intensity and increasing the recycled content of plastic, paper, and cardboard packaging. Our current target is to grow the recycled content of all packaging to 30% by 2025, from our current level of 22%. An in-depth analysis of opportunities and initiatives across our business units has been completed, from which we established a detailed action roadmap, and our businesses continued to make good progress in implementation of further packaging improvement initiatives during the year. This included:

- Dulux Australia maintained 50% recycled content in 15 litre plastic pails for the **envirO$_2$ product range** and continued a multi-year project to transition trade market paint pails to 50% recycled content. Dulux, and its' packaging partner Pact Group, was a Bronze award winner in the 2023 Australian Institute of Packaging's Packaging Innovation and Design Award (PIDA) for this initiative.
- Dulux New Zealand continued to **increase recycled content in packaging**, achieving 25% in white plastic pails, 20% in yellow plastic pails, and 50% in other selected lines.
- Dulux powder coatings **increased the recycled content of cardboard packing** for 20kg products to 63%, Dulux protective coatings introduced new plastic packaging for Roadmaster WB2 products with 50% recycled content, and Fosroc introduced plastic pails with 30% recycled content for the Emer Clad range.
- Yates fully implemented 60% recycled content in their large format LDPE bags for **Weed n Feed and Dynamic Lifter**, and successful trialled 50% recycled content in 2L hose-on bottles, which will be implemented in the coming year.
- DuluxGroup's annual report and action plan for the Australian Packaging Covenant was completed, with **our Advanced performance rating maintained**.

Yates Dynamic Lifter.

Total packaging intensity across the group decreased for the fifth consecutive year to 7.0 kg per $1,000 of sales, a 19% reduction on the prior year, while the recycled content of plastic, paper, and cardboard packaging increased for the fourth consecutive year to 28%. Our recycled content in total packaging remained steady at 22% for the third year, versus our target of 30% by 2025, and this performance has been driven by a reduction in the recycled content of tinplate steel packaging off-setting the increase achieved for other packaging types, where we currently have less control over specification due to variation in scrap metal supply and demand. Our tinplate consumption continues to reduce over time with the ongoing transition to plastic packaging for our paints and coatings products, while our good progress in intensity reduction and recycled content for other forms of packaging continues to be driven by initiatives across all businesses.





Increased recycled content

Continuing to grow the recycled content of packaging is a priority improvement initiative across all businesses and is key to achieving our current target of 30% recycled content in total packaging by 2025.

Successful implementation requires multiple elements to be addressed, including sourcing of quality recyclate, suitable packaging provider manufacturing capability, and product trials to ensure required packaging integrity and regulatory compliance requirements can be maintained. A number of businesses successfully launched packaging with increased recycled content during the year, including Yates LDPE plastic bags with 60% recycled content and Dulux plastic pails for road marking paint with 50% recycled content.

WA Yates team members planting 2000+ tulip bulbs in the lead up to the 'It's Yates Springtime at Araluen, using Dynamic Lifter.

Roadmaster WB2.

Post consumer waste

Improving recovery and reuse of post-consumer wastes is a significant opportunity for our businesses to improve their circularity outcomes and reduce the sustainability impacts associated with consumption of natural resources. A number of businesses have participated in recovery schemes for several years and this continued during 2023. Progress during the year included:

- Dulux Australia continued to be an active, **founding member of Paintback**, a joint industry recovery scheme for leftover paint and packaging from retail and trade markets established in 2016. Through the 169 permanent collection points now established across Australia, together with 58 mobile collection events, a total of 8.8 million kilograms was collected in the 2022/23 year. More than 47 million kilograms has been collected since the scheme was launched.
- Dulux Australia continued their **industry first closed loop recycling scheme** for the trade market established in 2022, that recovers used 15 litre plastic paint pails from large commercial building sites for reprocessing and manufacture into painting accessories (e.g. roller trays). Over 15 tonnes of plastic pails have been diverted from landfill since the scheme commenced.
- Dulux New Zealand continued their **Paint Take-Back recovery program** which first commenced in 2009, with over 100,000 kilograms of paint and 180,000 plastic and steel packages collected in the 2022/23 year. Bin collection yields increased 13%. Plastic recyclate from the scheme is incorporated into new white plastic pails at the rate of 25-50% and 20% in new yellow plastic pails.
- Organic Crop Protectants continued their participation in the voluntary product stewardship program, **drumMUSTER**, enabling used plastic containers from their commercial products in Australia to be recovered for reprocessing into secondary products (e.g. rubbish bins).
- Yates New Zealand continued to participate in the **Soft Plastics Recycling scheme** that enables consumers to return soft plastic packaging to bins in selected retail stores for use in manufacture of secondary products (e.g. fence posts).

Dulux ENVIROSOLUTIONS Pail, Roller Tray and Stirrer tool, made from recycled plastic paint buckets.

Carbon

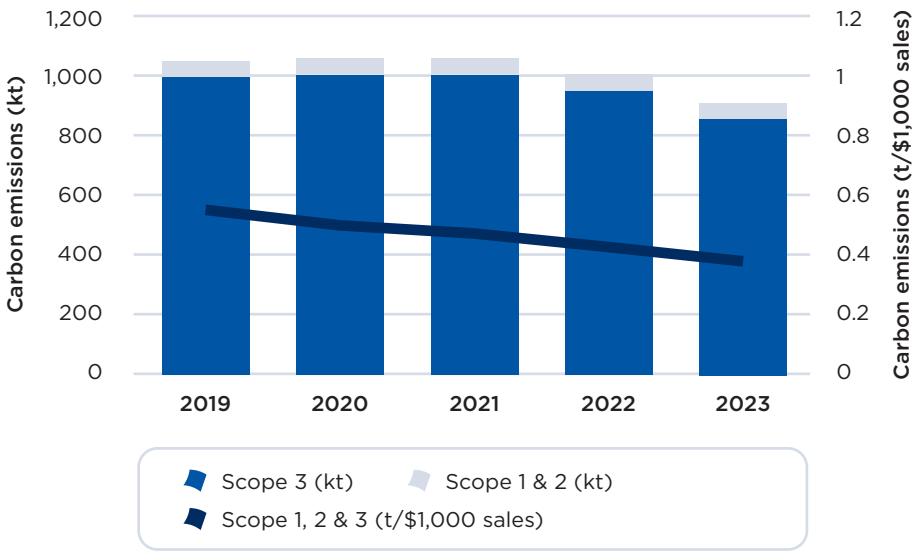
Adapting to climate change and a low-carbon future through management of climate-related risks and opportunities is a critical sustainability priority. Our carbon footprint comprises 3% from direct operations (Scope 1 and 2) and 97% from upstream and downstream activities (Scope 3), including over 70% from sourcing of raw materials and procured goods and services. The evolution of our product portfolios through growth in development of sustainable products and packaging will therefore be a significant part of our carbon and climate transition.

For Scope 1 and 2 emissions, good reduction progress has been achieved over the last few years through energy efficiency initiatives across our established operations, though this has been off-set more recently by new business acquisitions. In 2021 we established targets (from 2020 baselines) for Scope 1 and 2 greenhouse gas emissions reduction of 50% by 2030 and net zero by 2050, plus 50% renewable electricity consumption by 2030. Detailed action plans to ensure target achievement were finalised during 2022 and implementation has continued during this year. Further detail is provided in the Our Operations section of this report.

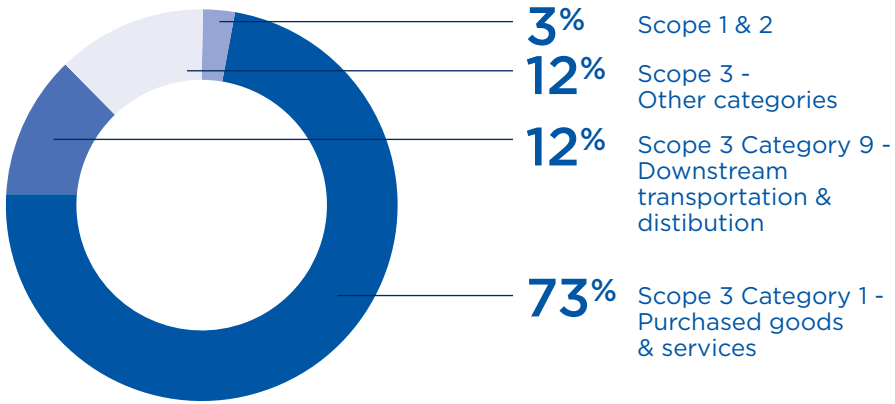
We have been calculating our Scope 3 carbon footprint annually for a number of years and have continued to refine the data, estimation methods, and assumptions to improve our confidence and understanding in the data. The footprint is calculated in accordance with the Greenhouse Gas (GHG) Protocol and all categories are included. During 2023 we commenced a detailed analysis of potential reduction opportunities and targets, with an initial focus on engagement with key suppliers to understand their Scope 1 and 2 carbon reduction plans. The analysis will be completed during 2024, along with finalisation of a proposed reduction target and action plan.

Our absolute total carbon footprint (Scope 1, 2 and 3) decreased 6% to 932 kilotonnes (kt) in 2023, while the footprint intensity decreased 11% to 0.39 tonnes (t) per $1,000 of net sales. Scope 3 emissions were 900 kt. Improved data capture and updated emissions factors has provided further refinements in the footprint calculation, including revisions for prior year estimates, plus we have changed from location-based to market-based reporting for electricity emissions. This has contributed to the further absolute and intensity reductions during the year, together with contributions from growth in sustainable products and packaging, changes in product sales mix and formulations, growth in renewable electricity consumption, a reduction in outsourced manufacture, and inclusion of recent acquisitions.

Carbon footprint - Scope 1, 2 & 3



Carbon footprint 2023 - Scope 1, 2 & 3



DuluxGroup Carbon Footprint (t, tonnes)			2021	2022	2023
Scope 1		Fleet, fuel, compost	7,798	8,961	8,399
Scope 2		Electricity	26,846	25,608	23,357
Scope 3	Category 1	Purchased goods and services	754,278	737,238	676,796
	Category 2	Capital goods	12,858	12,603	16,471
	Category 3	Fuel-and-energy-related activities	3,700	3,921	3,937
	Category 4	Upstream transportation and distribution	17,803	20,878	24,648
	Category 5	Waste generated in operations	3,972	4,618	3,884
	Category 6	Business travel	1,013	3,345	4,714
	Category 7	Employee commuting	16,715	16,620	12,361
	Category 8	Upstream leased assets	*Captured in other categories*		
	Category 9	Downstream transportation and distribution	133,841	115,670	110,763
	Category 10	Processing of sold products	*Captured in Category 11*		
	Category 11	Use of sold products	12,463	8,706	8,090
	Category 12	End-of-life treatment of sold products	9,337	8,373	7,076
	Category 13	Downstream leased assets	9,583	9,487	9,433
	Category 14	Franchises	-	-	2,843
	Category 15	Investments	13,885	16,313	19,217
Total – Scope 1, 2 & 3			**1,024,091**	**992,342**	**931,990**

Climate disclosure summary

Over recent years we have continued to develop and evolve our management of climate-related risks and opportunities and our climate-related disclosures in accordance with the established Taskforce on Climate-related and Financial Disclosures (TCFD) framework and the more recent emerging disclosure standards and regulations. This includes the International Sustainability Standards Board's IFRS Sustainability Disclosure Standards (S1 and S2), and the Australian Accounting Standards Board's draft Australian Sustainability Reporting Standards (ASRS Standards). Our current status against the core elements of climate disclosure requirements is summarised in the following table.

Governance	• Our Group Executive Safety and Sustainability Council meets three times per year for in-depth review of our strategies, objectives, and performance, with key outcomes presented to the Board. A new sustainability strategy, encompassing climate change, was approved in 2021 and implementation has continued to be monitored during the year.
Strategy	• Climate change, sustainable products, and circularity (resources, waste) are identified as the top three material impacts in the current sustainability strategy, with targets and action plans for each impact developed and implementation now in progress, as described throughout this report. • Identification of climate-related risks and opportunities has been completed, with further work required to evaluate under different climate-related scenarios. Key transition and physical risks include: - Supply chain disruption (company sites, suppliers). - Increased costs (suppliers, regulation). - Product, brand, market, and reputation impacts (product performance, warranty claims, demand variation, market evolution, competitor leadership, consumer preferences, emerging technology access). Key opportunities include growth in development and sales of sustainable products (products with improved sustainability impacts versus current alternatives), including those with lower carbon footprints and/or improved climate-related benefits. • Our product portfolios have been evaluated using the portfolio sustainability assessment (PSA) process to identify risks and opportunities, which has provided the basis of our current sustainable products growth target and associated business opportunity roadmaps. This provides the foundation for planned further evaluation of our portfolio climate-related risks and opportunities, including establishment of appropriate metrics (e.g. % of business activities vulnerable to climate risks).
Risk Management	• Implementation of the action plans established to achieve our current sustainability targets will address multiple aspects of the identified risks and opportunities. Progress against these plans is monitored and reviewed regularly by management. These targets and plans will continue to evolve as our knowledge develops further, including as we evaluate under different climate-related scenarios. • Business continuity plans are well established and reviewed regularly for key sites and supply chains. This includes one key company manufacturing site located in a flood risk zone, where significant planning has been undertaken and refined over time using direct experience from successful recovery and impact mitigation with previous major flood events.

Metrics and Targets	• Current targets (from 2020 baselines) include 50% renewable electricity consumption by 2030, 50% Scope 1 and 2 emissions reduction by 2030 and net zero by 2050, 50% reduction in landfill waste by 2030, 20% sales from best-in-class (premium) sustainable products by 2030, and 30% recycled content in packaging by 2025. Metrics for each target are established and reviewed with executive management regularly. • Scope 3 emissions are determined annually in accordance with the Greenhouse Gas Protocol. Development of a reduction target is currently in progress via detailed footprint analysis and will be finalised during 2024. • Metrics to be developed in the near to medium term include climate-related risk and opportunity indicators, including the proportions of assets and business activities vulnerable to risks (transition, physical) and those aligned with business opportunities, plus capital deployed towards risks and opportunities. • Delivery of the required action plans to ensure achievement of current targets is linked to executive management remuneration as a proportion of short-term incentives. This includes both sustainability lead (e.g. action implementation) and lag (e.g. performance outcomes) dimensions, with rigorous oversight applied to reported achievements and awarding of any incentives.

Sourcing

Ensuring our sourcing of raw materials, products, and services is conducted in an ethical and responsible manner, and that any associated risks are actively identified and managed, has been a key improvement priority over recent years.

Our sustainable procurement policy and standard aims to ensure that environmental, health, safety, modern slavery, labour, human rights, fraud, bribery, and corruption considerations are fully embedded in our procurement evaluation and engagement processes. Our goal is to identify any potential non-compliances with our requirements and to only work with suppliers that are transparent and committed to improvement where required.

Formal supplier evaluations commenced with outsourced manufacturers (>AUD10k p.a. spend) in 2016 and with other suppliers (>AUD100k p.a. spend) in 2018. The evaluation process involves supplier completion of questionnaires and provision of supporting evidence, followed by review by our procurement and safety and sustainability specialists. These reviews identify the need for any further evidence or verification via site visits, the priority of any required improvements, and ultimately an approval rating. Any suppliers unwilling to address significant priority improvements within a reasonable timeframe are prohibited from supply. Key improvement activities this year included:

- Completed new supplier evaluations and continued to work with conditionally approved suppliers to address identified agreed improvement actions.
- Finalised a review of our supplier risk assessment and qualification framework, including the risk assessment criteria used to identify high risk suppliers and the use of verification programs to improve supplier assessments, with these enhancements to be implemented over the coming year.
- Published our annual modern slavery statement and risk assessment, which encompasses the relevant aspects of sourcing risk management, together with risk management for our people and operations.

86 new evaluations were completed during the year, with 86% of significant spend suppliers now assessed and formally approved, up from 76% in 2022. One contract manufacturer remains prohibited and is no longer used for supply. Seven new improvement actions were identified during the year, with a total of 127 now identified over the last four years. The majority of these actions relate to ensuring conditionally approved suppliers have established modern slavery management controls for their operations and supply chain, together with completion of verification audits for some suppliers. 20% of these total actions have been satisfactorily completed to date, and we continue to work with the remaining suppliers to address the others on a prioritised basis.

OUR OPERATIONS

Our progress at a glance

SAFETY – DISASTER PREVENTION

- Completed new periodic hazard studies at Yates Mt Druitt and Dulux Lae, and implemented actions from prior year studies at other sites.
- Completed prevention protocol and lead indicator scorecard reviews and implemented improvements at each site that has process safety risks.
- More than 39 years since our last major process safety event (major solvent fire and fatality).

ENERGY AND CARBON

- Total energy consumption intensity decreased 8% to 0.91 gigajoules per tonne of production (GJ/t), our second lowest level on record, while operating sites consumption decreased to 0.58 GJ/t, our lowest level on record.
- Scope 1 and 2 greenhouse gas emissions intensity (carbon dioxide equivalent) decreased 15% to 122 kilograms per tonne of production (kg/t) and decreased 8% to 31.8 kilotonnes absolute (kt).
- Dulux's solar installation program, commenced in 2022, has so far installed systems at three Dulux factories, the Dulux Innovation Centre, and more than 50 Dulux Trade Centres. The Dulux Merrifield manufacturing site this year upgraded its solar electricity system to a total capacity of 1,000 kW, which delivers around 24% of the site's electricity consumption needs.

WASTE[1]

Waste recovered was two percentage points higher at the record high level of 51%, while waste to landfill was 9% and 2% lower on an intensity and absolute basis respectively, which is the best performance in the last five years.

[1]2021 is used as a comparator year due to the impact of the Queensland floods on our Dulux Rocklea factory making 2022 a non-typical year in terms of production and consumption.

WATER AND ENVIRONMENT[1]

- Our total water withdrawal and consumption was 12-14% higher on an intensity basis and 3-7% higher on an absolute basis compared with 2021 (which is a more typical comparison than the 2022 year).
- Compared with 2021 (as a more typical production year), our emissions this year were 19% lower on an intensity basis and 12% lower on an absolute basis.

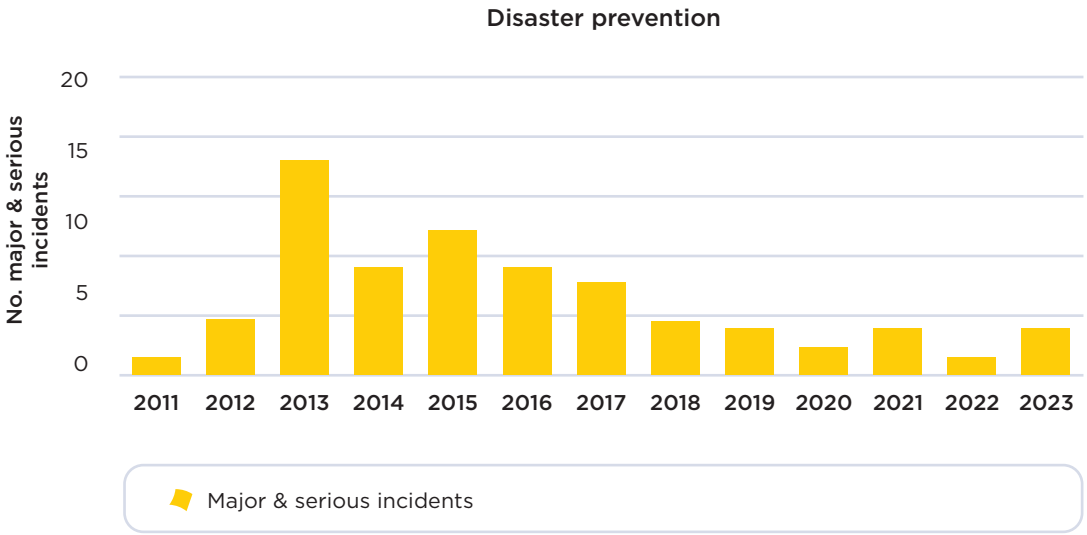
Safety – Disaster prevention

Prevention of disasters such as a major fire or explosion from manufacturing process safety risks (flammable solvents, combustible dusts) and handling of dangerous goods remains our first safety priority, to ensure protection of our people, assets, and supply continuity. More than 39 years has elapsed since our last major process safety event (major solvent fire and fatality), however we know that continuous focus is required due to the regular occurrence of similar high consequence events around the world.

The key improvement activity in this area is our periodic hazard study process, which involves deep process hazard analysis every five years at factories with process safety risks to ensure that effective critical risk controls are identified and implemented. This is supported by specialist reviews every six months using a tailored process safety lead indicator scorecard, plus annual reviews against our solvent and dust protocols that specify our minimum, basic risk controls. We have also focused on identification of best practice improvements, including an external specialist review of our process safety management framework in 2016 and specialist safety culture surveys, including process safety dimensions, at priority sites in 2018 and 2019. Key improvement activities this year included:

- Completed new periodic hazard studies at Yates Mt Druitt and Dulux Lae, plus implemented actions from prior year studies at other sites.
- Completed prevention protocol and lead indicator scorecard reviews and implemented improvements at each site with process safety risks.

Our performance remained relatively strong, with three major and serious high potential incidents (Category 4 and 3 respectively) involving process safety and/or dangerous goods risks, compared with one incident in the prior year. These incident categories include Tier 1 and 2 Process Safety Events, using API (American Petroleum Institute) reporting criteria, and we had one Tier 1 event (Category 4 incident) during the year involving a resin spill inside a factory. The spill was fully contained and recovered, and no harm occurred. A thorough investigation was completed to identify the root causes, learning insights, and required corrective actions to prevent a recurrence.



Energy & Carbon

Reducing our non-renewable energy consumption and Scope 1 and 2 greenhouse gas emissions, which account for 3% of our total carbon footprint, is a key priority and good progress has been made over recent years. This has been driven initially by construction of the efficient Dulux Merrifield factory, site LED lighting upgrades, and adoption of hybrid fleet vehicles, while our focus over the last two years has moved to execution of site energy efficiency improvement plans and solar system installations.

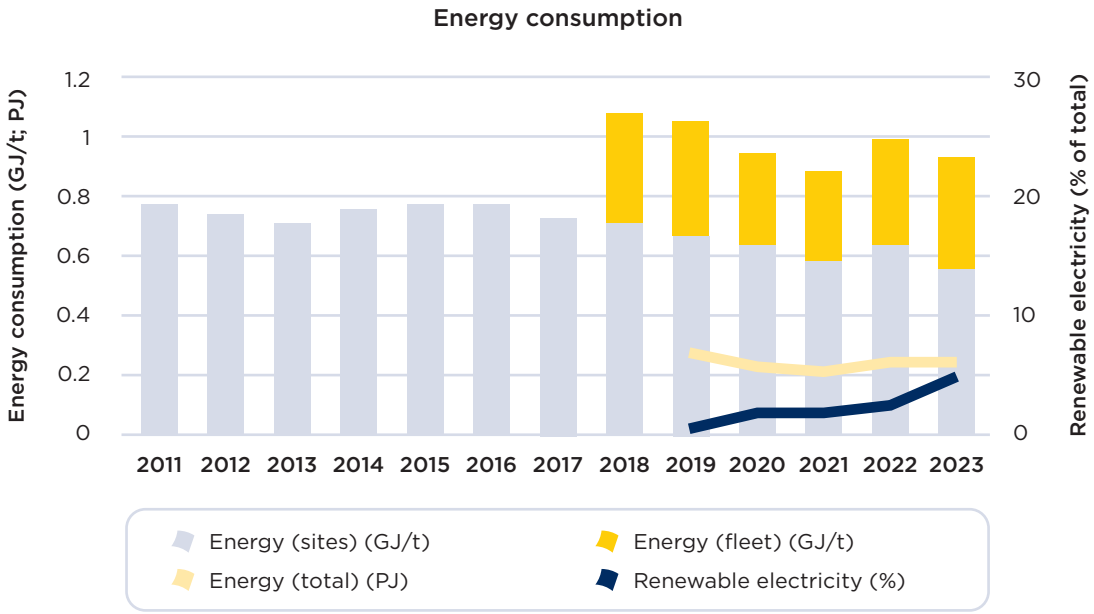
Our current long-term targets include Scope 1 and 2 greenhouse gas emissions reduction of 50% by 2030 (from 2020 baseline) and net zero by 2050, plus 50% renewable electricity consumption by 2030. Detailed action plans to ensure achievement of the targets were finalised in 2022, with identified actions encompassing energy efficiency, solar installations, renewable power purchase, and electric vehicles. Offsets may be required for <10% of our emissions as we approach the 2050 target, although future technology developments could provide alternatives.

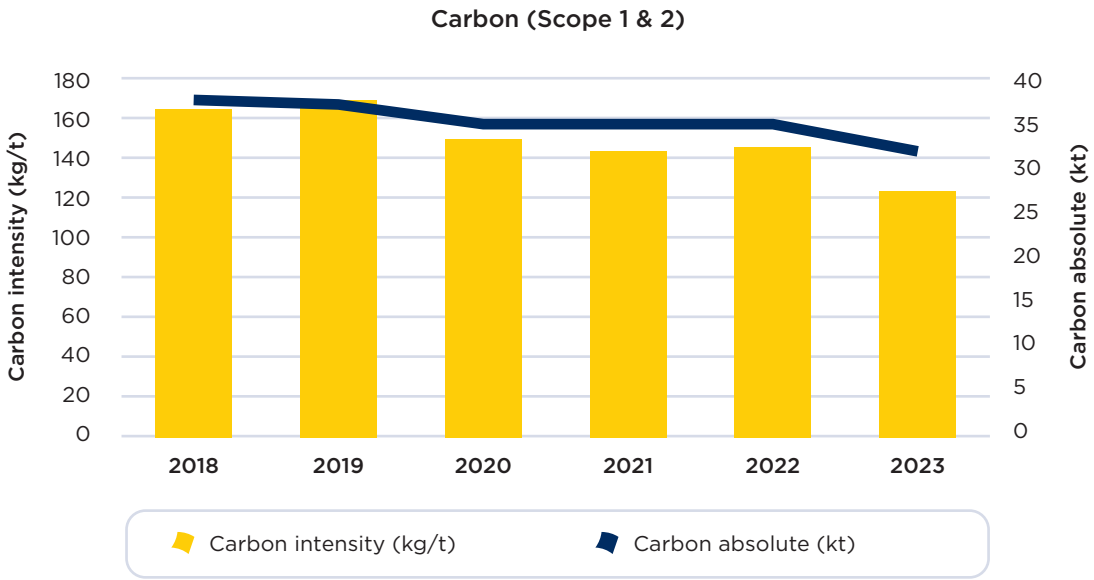
Action implementation continued during the year, with a primary focus on site energy efficiency improvements and solar system installations. Based on progress of current plans we expect to achieve around 20% renewable electricity consumption by the end of 2024. Key improvement activities this year included:

- Completed further site solar system installations, including Dulux Merrifield, Dulux Powder Coatings Dandenong South, Dulux Clayton Innovation, and additional Dulux Trade Centres in Australia, such that over 50 centres now have systems installed.
- Continued 100% renewable electricity power purchase across Dulux and Specialized Construction Products factories and offices in New Zealand.
- Developed and commenced implementation of energy efficiency improvement plans for all operating sites. Continued hybrid fleet vehicle adoption across Australia and New Zealand.

Total energy consumption intensity decreased 8% to 0.91 gigajoules per tonne of production (GJ/t), our second lowest level on record, while operating sites consumption decreased to 0.58 GJ/t, our lowest level on record. Absolute energy consumption was 237 terajoules (TJ) or 0.237 petajoules (PJ), the same as in the prior year. Renewable electricity consumption increased from 2% to 4.5%. These changes compare with a significant energy consumption intensity increase in 2022, primarily due to the Dulux Rocklea site flood event, while energy efficiency initiatives and multiple acquisitions since 2020 have both contributed to our performance outcomes over the last three years. These acquisitions accounted for 1% of our absolute energy consumption during the year, while the established businesses decreased 1%.

Scope 1 and 2 greenhouse gas emissions intensity (carbon dioxide equivalent) decreased 15% to 122 kilograms per tonne of production (kg/t) and decreased 8% to 31.8 kilotonnes absolute (kt), reflecting the changes in our energy consumption for the year. During the year we changed our reporting method for electricity emissions from location-based to market-based, and this included the updating of our performance for prior years. Compared with our 2020 reduction target baseline, the emissions intensity was 20% lower and absolute emissions were 9% lower. Acquisitions completed since 2020 accounted for 1% of our absolute emissions during the year, while the established businesses decreased 9% and were 10% below the 2020 baseline.





Dulux solar system installations

Solar system installations across multiple sites have been identified as one of the key actions for achieving our 2030 targets for Scope 1 and 2 greenhouse gas emissions reduction and renewable electricity consumption.

This work program commenced in 2022 and has so far installed systems at three Dulux factories, the Dulux Innovation Centre, and more than 50 Dulux Trade Centres. The Dulux Merrifield manufacturing site project completed during the year installed 700kW of capacity to complement an existing smaller system, bringing the total installed capacity to 1,000 kW. This delivers around 24% of the site's electricity consumption needs.

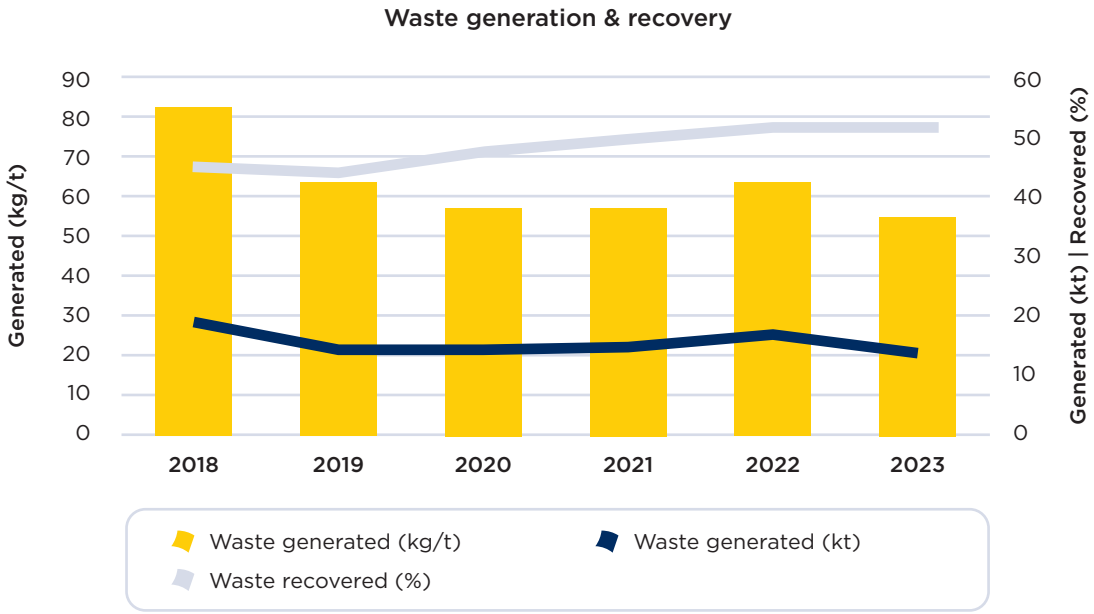
Waste

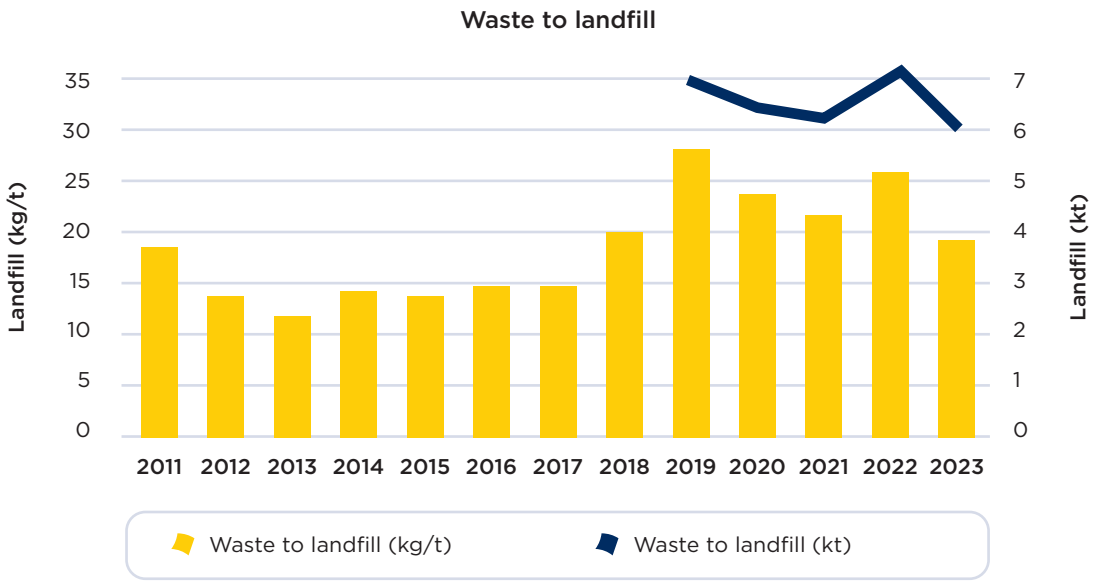
Improving our operational circularity through waste reduction and resource recovery and reuse is a material sustainability impact opportunity and priority. Our waste generation, recovery (reuse, recycling), and disposal to landfill have all been improving over recent years, though this trend was negatively impacted in 2022 due to a major flooding event and the associated cleanup at our Dulux Rocklea site. Our waste to landfill increased significantly from 2018 when we commissioned two on-site wastewater treatment plants to replace off-site treatment and disposal via third parties. Solid wastes account for >70% of our waste generated, with the largest waste stream being filter media and sludges from wastewater treatment, while other significant streams include raw materials packaging, and water and solvent wash wastes from equipment cleaning. Recognising that landfill waste is the least desired circularity outcome, our current improvement target is a 50% reduction by 2030 (from a 2020 baseline). Key improvement activities this year included:

- Continued implementation of a roadmap and action plan to achieve our target of a 50% reduction in waste to landfill by 2030, including establishment of targeted improvement plans for all sites.
- Continued a project to reduce Dulux Merrifield wastewater and filter media, the largest waste to landfill stream, including improved reuse of wash water in production and improved treatment plant efficiency.
- Continued to implement additional waste recovery opportunities across a number of sites. This included Dulux Powder Coatings Dandenong South working with a third party for recycling of production powder fines, and Yates Mt Druitt working with a third party for recycling of glassine label backings, both of which are major waste streams for these sites.

Concrete bar stools produced from Dulux Powder coatings waste material.

Waste generation intensity decreased 14% to 55 kilograms per tonne of production (kg/t) and absolute generation decreased 7% to 14.2 kilotonnes (kt). Waste recovery (reuse, recycling) remained steady at 51% of total waste generated, while waste disposal to landfill decreased 23% to 19.6 kilograms per tonne (kg/t) and decreased 16% to 5.1 kilotonnes (kt). These changes partially reflect the impact of increased waste from the Rocklea flood clean-up in 2022, whereas compared with 2021 as a more typical production year, our total waste generation was 5% lower on an intensity basis and 2% higher on an absolute basis. Waste recovered was 2 percentage points (pp) higher at the record high level of 51%, while waste to landfill was 9% and 2% lower on an intensity and absolute basis respectively, which is the best performance in the last five years. These changes reflect the continued improvement progress made across a number of sites, with some off-sets from inclusion of sites acquired since 2020 which currently account for 6% of absolute waste generation and 4% of absolute waste to landfill.

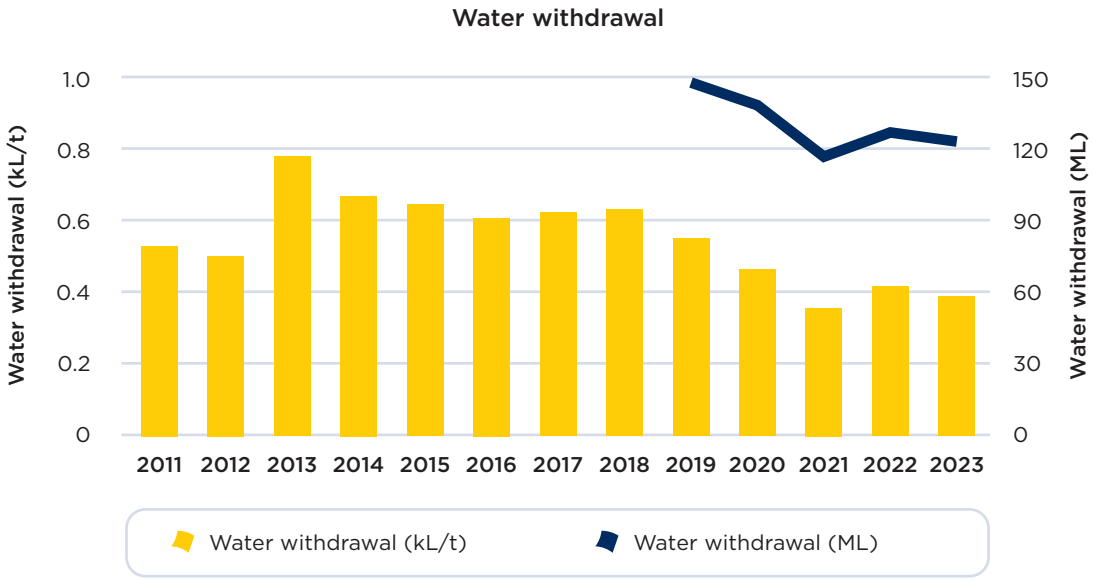


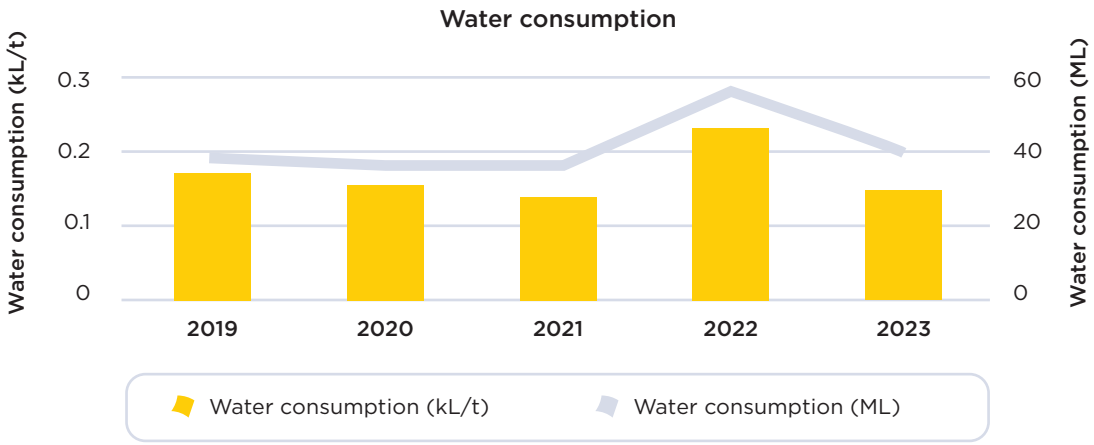


Water & Environment

Water withdrawal and consumption have both been improving over time and especially since 2018 following commissioning of the efficient Dulux Merrifield factory and subsequent wastewater treatment plant efficiency improvements. This trend was however negatively impacted in 2022 due to the major flooding event at our Dulux Rocklea site (where water was used in clean-up activities), while inclusion of new businesses acquired since 2020 and the growth in production of water-based products as we continue the transition away from solvent-based products in our established businesses are both driving increased water use more recently. Over half of our total water withdrawal and more than two-thirds of our water consumption is sourced within regions of high or extremely high-water stress. Ensuring sustainable withdrawal and consumption will be a future improvement priority, especially with climate change expected to further increase stress levels in many regions.

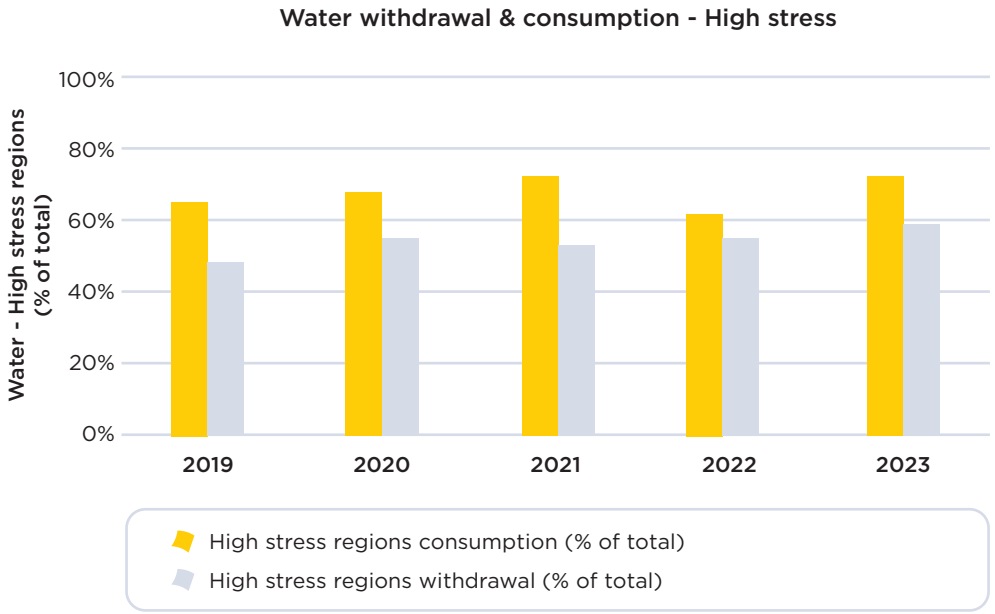
Water withdrawal intensity decreased 10% to 0.37 kilolitres per tonne of production (kL/t) and absolute withdrawal increased 3% to 96 megalitres (ML). Our water consumption intensity decreased 35% to 0.15 kilolitres per tonne of production (kL/t) and absolute consumption decreased 28% to 55 megalitres (ML). These changes reflect the impact of water use for Rocklea flood clean-up in 2022, whereas compared with 2021 as a more typical production year, our total withdrawal and consumption was 12-14% higher on an intensity basis and 3-7% higher on an absolute basis. This is due to a combination of acquisitions completed since 2020, which account for around 1% of our absolute water withdrawal and consumption, together with increased water-based production across our established businesses. 58% of total water withdrawn and 72% of water consumed across the group was sourced within water catchment regions of high or extremely highwater stress. Approximately one-third of water consumed is used as a raw material in formulation of water-based products.

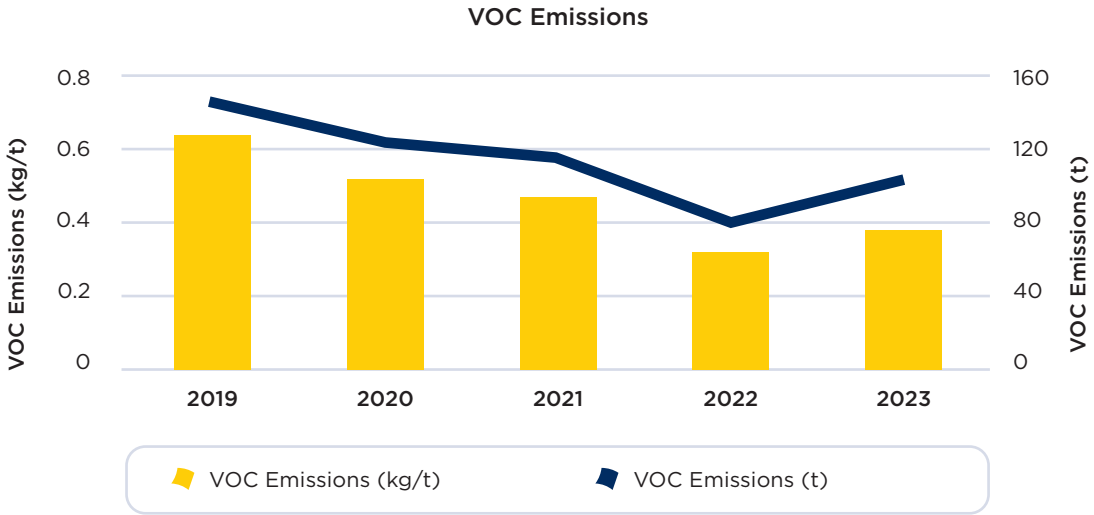




VOC emissions from our operating sites have continued to decrease over recent years, driven by our businesses continuing to grow their water-based product portfolios and eliminate chemicals of concern, including innovation in creation of ultra-low VOC products. Our total VOC emissions intensity increased 18% during the year to 0.39 kilograms per tonne of production (kg/t) and absolute emissions increased 28% to 101 tonnes (t). This increase reflects that emissions in 2022 were considerably lower due to reduced production at Dulux Rocklea following a major flood event. Compared with 2021 as a more typical production year, our emissions this year were 19% lower on an intensity basis and 12% lower on an absolute basis.

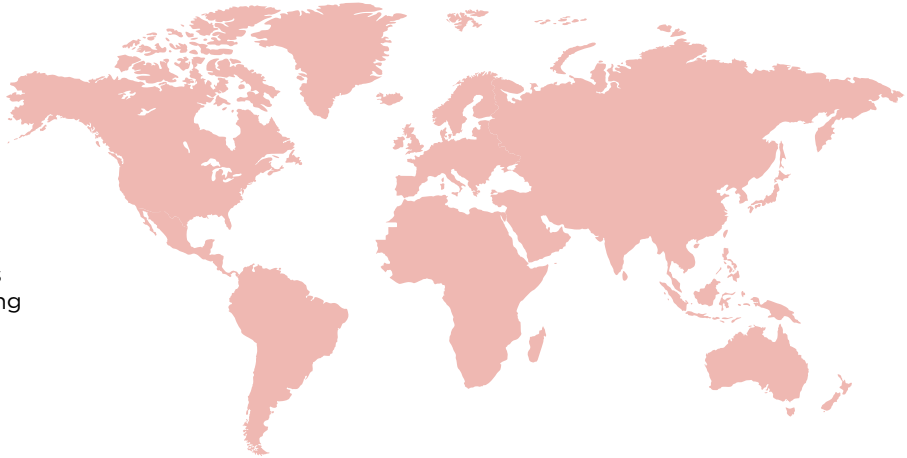
There were no other significant environmental impacts associated with our operating sites during the year. Ongoing routine soil and groundwater monitoring and management actions for historic contamination contained within sites was completed, and no new significant contamination issues with off-site impacts requiring current intervention or remediation works were identified. There were also no major or serious (Category 4 and 3) community or environmental incidents during the year, consistent with the prior six years.



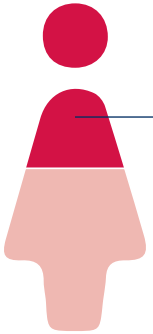


OUR PEOPLE

2023 at a glance



8773
employees across the globe, including **4387 in ANZ**.



Of our most senior 200 leaders,
35% **are women**
compared with 15% ten years ago.

50
graduates across our three-year graduate program.

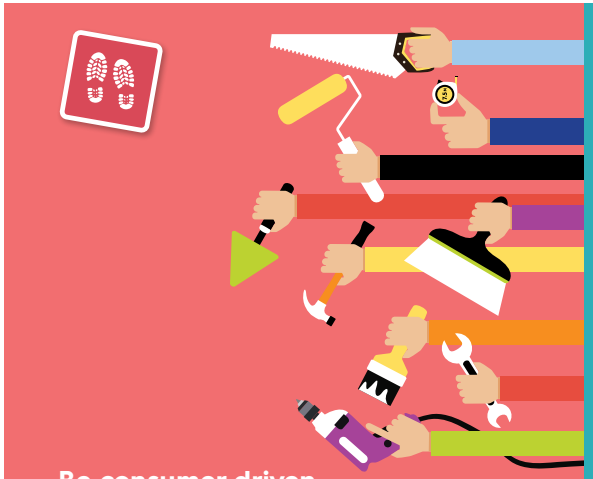
Our levels of total hazard and near miss reporting (Total General Learning Incidents)
increased 3%
to a positive, record high of 7.2 per employee, the 17th consecutive year of increased reporting.

29 years
fatality free

It's who we are

Our Values and Behaviours underpin how we operate.

We are a business built on diverse expertise, experience and skills across a range of professional disciplines. We span geographies, cultural backgrounds and life experiences but we are united by a shared set of Values and Behaviours. These principles guide how we meet our strategic objectives and, ultimately, deliver our core purpose. Driven by these Values, we continue to find smarter, market leading solutions to delight and inspire consumers and our retail and professional trade customers.



Be consumer driven, customer focused.

- Walk in the shoes of our consumers & customers
- Ask, listen, learn and act
- Help your customers win
- Use and understand our products
- Think like tomorrow's consumer

Unleash your imagination.

- Challenge the status quo – imagine 'what if'
- Seek, encourage and support new ideas
- Fight for good ideas and don't give up
- Embrace change and get on board
- Be brave – make it happen

Value people, work safely and respect the environment.

- Protect yourself and others - work safe, home safe
- Work as a team, win as a team for DuluxGroup
- Behave with respect and integrity, embrace diversity
- Lead, recognise, help others succeed
- Strive to leave our environment better than we found it
- Participate in our communities

Run the business as your own.

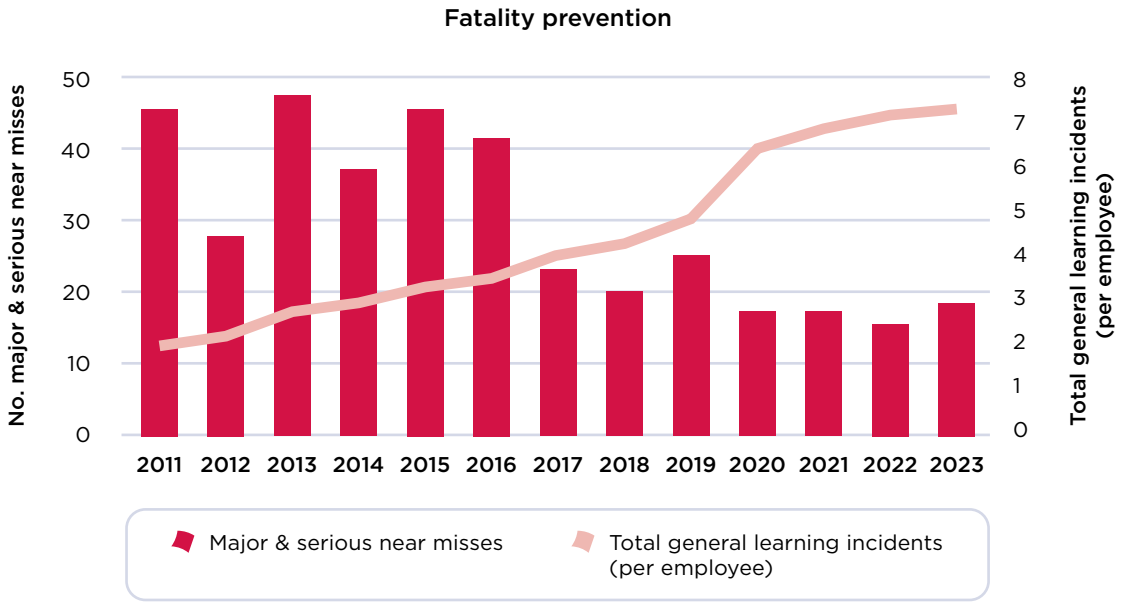
- Know your role, be accountable & deliver
- Take a responsible approach to costs
- Plan for tomorrow, act today
- Build partnerships that add value
- Be decisive

Safety – Fatality and injury prevention

We have been fatality-free for over 29 years, however we know that constant focus is required to ensure that fatality risks (e.g. forklifts, work at heights, driving) are effectively controlled. Our prevention approach is based on hazard and near miss reporting, significant risk audits, risk management basics (e.g. permit to work), protocols that prescribe mandatory risk controls, and more recently, lead indicator scorecards. Hazard and near miss reporting is a foundation of our approach and pleasingly these reporting levels have continued to increase while our serious near miss (high potential) incidents have declined. Key improvement activities during the year included:

- Completed fatality risk lead indicator scorecard reviews at all factories and warehouses and implemented improvements to ensure that critical controls are effective and sustained.
- Completed significant risk audits and implemented targeted integration plans for recent acquisitions, with a particular focus on improved fatality risk controls.

Major and serious near miss, or high potential, incidents (Category 4 and 3) involving fatality risks increased 27% from our lowest level on record in 2022. None of the incidents were Category 4 events, our third consecutive year free from a major near miss event. 37% of the incidents came from recent acquisitions, highlighting continued strong performance across our heritage businesses, plus an encouraging start to development of near miss reporting cultures within our newer business. Our levels of total hazard and near miss reporting (Total General Learning Incidents) increased 3% to a positive, record high of 7.2 per employee, which represents the 17th consecutive year of increased reporting since our focus first commenced.

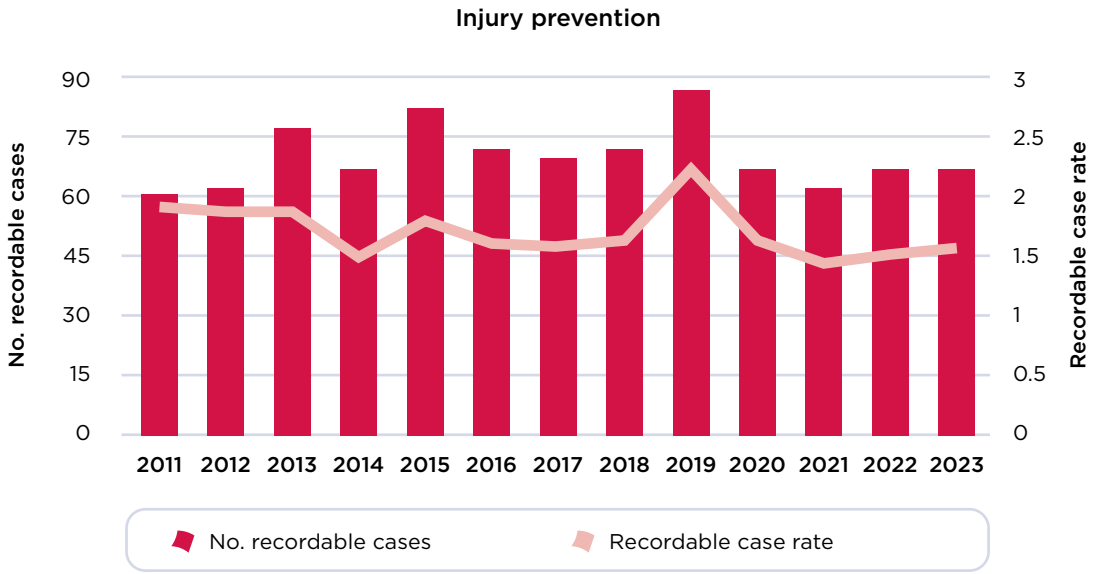


Our injuries and illnesses almost universally involve non-fatal safety risks such as strains from manual handling, cuts, slips and trips, and chemical exposures. Our management approach continues to include risk reduction via changes to workplace and equipment design, risk assessments and training in standard operating procedures, health assessments and monitoring, hazard reporting, and early injury management intervention.

Key improvement activities during the year included:

- Completed a business wide review of psychosocial risks management and commenced implementation of an improvement plan to further enhance our effectiveness.
- Continued a review of best practice risk management for hazardous manual handling tasks, including piloting of new risk evaluation tools.
- Continued a multi-year improvement program focused on best practice task risk management (risk assessments, operating procedures, competency).
- Continued to deliver a range of health and well-being initiatives, such as mental health awareness, healthy heart checks, influenza vaccinations, and participation in related fund-raising activities.

Our Recordable Case Rate, or total number of employee and contractor injuries and illnesses requiring time off work, restricted duties, or medical treatment (per 200,000 hours), increased 3% to 1.54 (representing 66 recordable cases). Recent acquisitions accounted for 12% of the total cases, while the underlying performance of our heritage businesses decreased 5% to their equal lowest level on record.



Safety culture improvement remains a critical enabler for success in our differentiated focus on disaster, fatality, and injury risk reduction and management. This has been a key focus since 2012 when we first introduced an externally facilitated safety and sustainability (S&S) leadership development program for senior leaders and an internally facilitated S&S risk management development program for leaders across all organisational levels. We continue to deliver these development programs annually, while in more recent years we have also introduced specialist safety culture assessment tools. These tools provide insights for our individual sites and businesses relative to global best practice, enabling implementation of targeted safety culture development and improvement programs. During the year this included the ongoing delivery of B&D's Care program and the Dulux, Selleys, Yates, and Lincoln Sentry distribution centres' Safe Care Culture program.

Safety risk management – Acquisitions

Several business acquisitions have continued to be completed over recent years and have included factories, warehouses, and stores.

A key priority post-acquisition is to establish a targeted safety audit and improvement program to ensure effective management of significant risks and share best practice. The program involves completion of significant risk audits and development of prioritised improvement action plans, with a primary focus on high-consequence disaster and fatality risks. During the year, this audit and improvement program included sites belonging to the Seasol, Specialized, Inspirations, and Render Texture Panels businesses.

Realise your full potential with DuluxGroup

Where trusted market-leading brands, genuine care for people, and diverse career possibilities come together.

This year we refreshed our Employment Value Proposition and spent time asking our people what they love about working for DuluxGroup. Our culture and commitment to developing our people featured strongly across the business, confirming the DuluxGroup working environment to be one that promotes opportunity and growth. This results in rewarding careers which allow our people to realise their full potential.

Flexible about Flexibility

We know and understand the importance of flexibility in creating an inclusive environment, where people are empowered to bring the best version of themselves to work.

Working flexibly enables our people to have a work-life balance that suits their needs and promotes long term wellbeing. That's why offering a range of flexible work options to our people is important to us which is outlined in our recently updated policy and guidelines.

This year we were proudly recognised by Prosple/Grad. Australia for **Best in Industry** for the Retail, Sales and Consumer Goods Industry with Work-Life Balance.

DuluxGroup graduates celebrating our Top Work Places award.

Flexibility in non-traditional roles

We believe that there are options for flexibility across our business, including in roles where this may not have traditionally occurred.

Daphnie Christodoulou, Warehouse Operations Manager at Lincoln Sentry, met with NAWO and the Victorian Government Office for Women this year to discuss the ways her site in Bayswater, Victoria has successfully offered flexible working arrangements within operational roles. By altering shift patterns to be more family-friendly, Daphnie has been rewarded with increased productivity, engagement and retention on site, along with decreased absenteeism.

> *We're one big family, and just like within a family, you've got people at different stages, and everyone needs different things. So, it's the same concept. You apply that to your team, and if you can look at flexibility from that lens, everyone can understand where each other is at, and that creates support, inclusion, and belonging.*
> – Daphnie Christodoulou.

To read the report, click here.

From cover of the NAWO Case Study with Daphnie Christodoulou.

Health & Wellbeing

In keeping with ensuring a culture that values people, fosters inclusivity and supports our people to thrive, we remain committed to the health and wellbeing of our people.

At DuluxGroup, we are committed to providing comprehensive health and wellbeing support for our employees and their families when they need it, recognising the importance of good mental health in coping with challenges and thriving in life. Our CARE culture promotes employees to prioritise mental health and hold open CARE discussions in our workplace community.

Stepping up this year and talking about mental health within the DuluxGroup community were Steve Crossman from Dulux Trade in SA, and Leigh Walsh from Cabot's in VIC.

A meaningful month for Leigh

Prostate cancer is the most commonly diagnosed cancer in Australia, claiming the lives of ten men every single day. Determined to make a change to these statistics is employee Leigh Walsh from Cabot's.

After being diagnosed with prostate cancer last year, Leigh has been promoting and supporting the health and wellbeing of employees in our workplace since his return to work.

> *Get your health tested yearly and don't ignore symptoms, not just for yourself but also your family and friends," says Leigh "take care".*

By openly talking about his experience and encouraging his colleagues to get health checks, Leigh is making a meaningful impact on those around him.

Getting the support I need, and stronger for doing so

This year on **World Mental Health Day**, Steve Crossman, Trade Territory Manager in South Australia, got the conversation started and opened up about his own mental health journey with his team.

After noticing the loud TradeMutt work shirts promoting mental health awareness at work sites, trade events and the DuluxGroup mental health awareness training session 'Fit for Life', Steve ordered some for himself and his team in SA.

> *If I am going through some stuff, then it is likely others are too. So, I decided to 'start the conversation' and order some TradeMutt shirts for myself and team.*

By opening up about his own mental health journey with his team and wearing his TradeMutt shirt, Steve is encouraging conversations about mental health and challenging the stigma surrounding it.

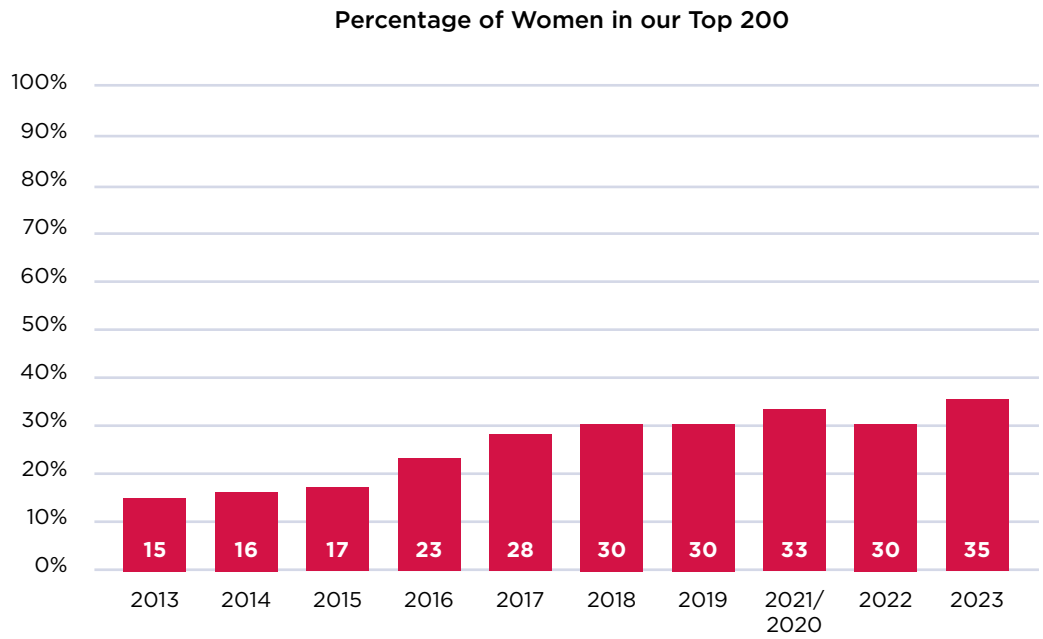
Towards balance

A gender balanced future.

DuluxGroup's commitment to gender balance is part of our broader commitment to employing a diverse workforce and creating an environment where everyone belongs and can do their best work.

Women form nearly half of the Australian workforce. Through a focused effort by our leaders to recruit and develop talented women, we have increased female representation at all levels of the organisation, but particularly in leadership, where we have more than doubled the percentage of women in our Top 200 leaders in the last 10 years (from 15-35%).

We aspire to be an organisation with 40:40:20 gender balance (40% men; 40% women; 20% of any gender), particularly in leadership roles, and continue to work toward this.



Promoting gender balance in manufacturing

40:40:20 at Yates.

Yates Mt Druitt's manufacturing team takes pride in its diversity. Our team comprises 22 different nationalities, with 43% being females.

In 2023, Yates again, proudly maintains a 40:40:20 gender balance.

Lina and Kim from Yates Mt Druitt.

International Womens Day – Cracking the Code

An interactive live stream.

Employees all over Australia and New Zealand came together for a thought-provoking live panel discussion, to collectively discuss innovation for a gender equal future.

We think that cracking the code involves gender balance.

We are proud that at DuluxGroup, women hold approximately 50% of our Research and Development roles compared to 20% globally in STEM roles.

Live Panel: Helen Fitzpatrick, Kay Shafi-Roden, Madeline Alway, Mariana Roldan, Paul Murphy.

Get Skilled Access + The.Field Jobs Partnerships

Proudly levelling the playing field.

We continued to partner with Get Skilled Access to provide disability awareness and inclusive hiring training for our leaders and people throughout 2023.

Taking this a step further and helping us to provide a platform where our leaders can attract a diverse range of candidates was our newly formed partnership with Australia's most disability inclusive website; The.Field Jobs. The.Field Jobs aligns with our values and beliefs at DuluxGroup that equality and inclusivity enhance value. We agree that there is unrealised potential in all of us and everyone deserves the right to meaningful employment. These newly formed partnerships allows us to call people in, rather than call them out.

Employment pathways

Passionate leaders at DuluxGroup removing barriers to employment.

Passionate about being inclusive for people living with disability, in both his personal and work life, Andrew Holmes, Operations Manager, proactively sought out an opportunity to embrace the community and remove barriers for employment. Working with our Engagement Support Manager at WISE Employment, Andrew created an opportunity for Andrew Firth to join our team to learn valuable workplace skills with the support of the whole team.

It was heartening to hear from our Engagement Support Manager, Janelle Williamson that she has *"been so fortunate to come across and be inspired by such a professional, engaged and driven employer as DuluxGroup".*

Andrew Firth with new work colleagues at Cabot's, Dandenong South.

Reconciliation Working Group

Indigenous Reconciliation.

DuluxGroup is committed to reflecting the communities in which we live and work. In recognition of indigenous Australians, we celebrated National Reconciliation Week and NAIDOC week with a call to action for our people to engage with local events and increase their awareness.

This led to our first ever reconciliation working group being formed.

Connection to Country

Selleys, Padstow.

Our Padstow site engaged Koreena Leverett, a proud Worimi Woman and artist, to commission artwork that represents the land on which our Padstow site is based.

In presenting us with her artwork, she spoke to us about what her art represents, and we learnt more about the Bediagal clan, helping us to greater acknowledge the Dharug people, the traditional owners of the land.

In recognition of **National Reconciliation Week** in 2023, Koreena's art, along with an Acknowledgment to Country plaque, was proudly installed in the entrance of our Padstow site, providing a voice, to all who visit for generations to come.

Olga Paravagna, Jemma Carrison, Lindy Visagie, Koreena Leverett and Martin Ward. Selleys Production Operators with Koreena Leverett.

Own your own growth

Brisbane team.

Our team in QLD got creative with how they owned their own growth this year, by getting together to host a *DuluxGroup Careers Night* for current employees.

DuluxGroup, being made up of iconic brands such as Dulux, Yates, Selleys, Cabot's and Seasol, opens a broad range of career opportunities for our employees. The intent of the evening was to highlight these career opportunities, encourage our people to look for their next career move internally, and provide a safe space to ask questions, hear about other businesses and build relationships across the state.

The event was driven and coordinated by a cross-business team from the state, and was a huge success, being attended by approximately 60 people in person and 17 virtually from regional QLD, including leaders from all our business units.

Brisbane team and leaders coming together at the mid-year career development night.

Our future leaders

2023 Graduate Cohort.

In 2023, we welcomed 16 new graduates to DuluxGroup, bringing the total to 50 graduates across the three year program in 2023.

Maggie Osmundsen has recently completed the program and is now in a leadership role as a Research & Development Team Leader.

Maggie has had the opportunity to work in many parts of the R&D function. She began in Premium Exterior as a development chemist, then transitioned to Research and Innovation as a product leader. The graduate program equipped her with essential tools and mentorship, fostering her leadership growth at critical junctures in her career and enabled her to step up into her current role as the R&D Team Leader for Trade in our Decorative business.

The seven 2023 third-year graduates at their celebration dinner.
Maggie Osmundsen, R&D Team Leader.

The Future is Now

The Fifth DuluxGroup Learning Festival.

We believe that ongoing learning and building of skills is future-proofing our people with the required skills they need to be successful. This year, it formed the theme for our annual Learning Festival, which returned for the fifth year in a row. Research has shown that 54% of people will need to re-skill in the next 3-5 years as AI takes over routine work. The Learning Festival challenged employees to discover what re-skilling they need to future-proof their careers by being invited to over 30 sessions, over the three day learning festival.

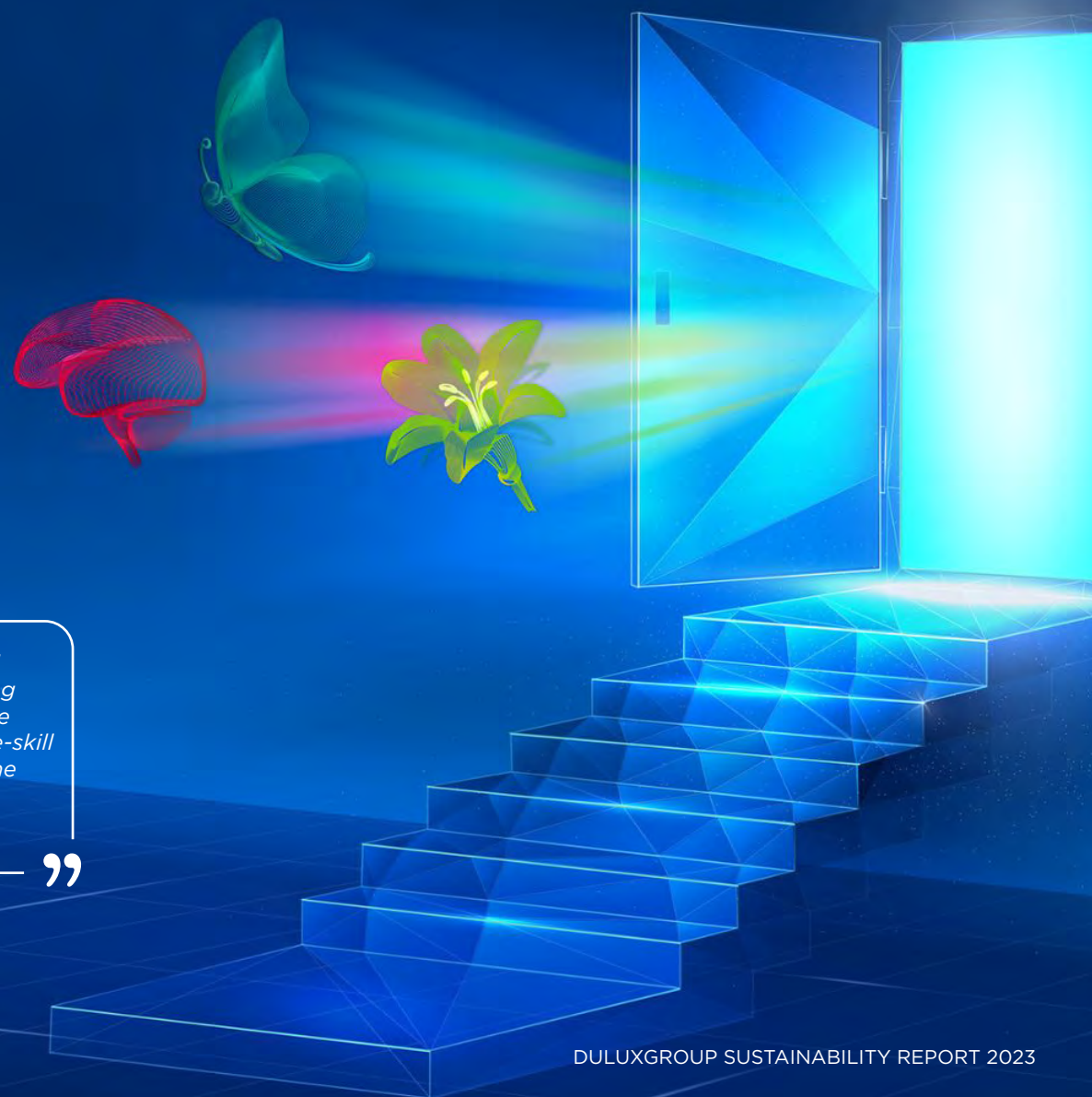
Speakers included Pat Houlihan discussing how the Values and Behaviours support the culture of DuluxGroup, which was the most popular session of the festival. Other successful internal projects were shared, plus a range of sessions devoted to the theme of wellbeing. Thought leadership was presented by a mix of internal and external presenters on topics ranging from navigating our digital workplace to macro trends which are influencing our lives in a myriad of ways. The future really is now.

Our people responded to this event:

> *We put a lot of effort into our people... these three days are proof of that, expecting and allowing staff to take time out of their busy schedules to attend.*

> *The future is changing, and we need to adapt – felt like it was the key message across all sessions.*

> *The world is changing rapidly; we need to re-skill to be in the game.*



Celebrating long service

This year, we celebrated just over 1250 people who achieved service milestones of 10+ years with DuluxGroup, including Ron Mur, who reached an inspirational 50 years service.

We are thrilled to celebrate the remarkable achievements of our employees and proud to employ so many long serving employees at DuluxGroup. Our market leading products are a testament to the dedication, skill and talent of our team, including those who have been with us for an extended period.

We believe in honouring and acknowledging the significant contributions of our employees, which includes celebrating their service milestones.

Ron Mur's extraordinary achievement of 50 years with DuluxGroup is particularly remarkable, and we are incredibly proud to have him as part of our organisation.

From making the paint the old-fashioned way - 50 years on.

Currently the Distribution Manager in Vic, SA and Tas, Ron recounts how on his first day *"he started making paint the old-fashioned way".* Over his career with us he has held a diverse range of roles including production, warehousing, retail, sales and distribution. Ron's vast experience has allowed him to continue to make an ongoing impact 50 years on.

"For me it does not seem that long" shares Ron, "as I have enjoyed every bit of it. I have met so many people along the way and I am lucky to have had so many great leaders during this time".

When asked what he has enjoyed about working for DuluxGroup all these years, Ron shares how he loves *"being part of a large company, which in the day to day, feels like a small company. I get to work with so many talented, smart and ambitious people that want the same thing that I want – to do the best we can and satisfy our customers."*

Ron Mur with Brad Hodern, EGM – Supply Chain, at the 2023 Long Service Recognition Lunch.

Partnerships

NAWO
Balancing Gender in Operations

At NAWO (National Association of Women in Operations), their vision is to see gender diversity valued and balanced at every level in operations. In our pursuit and commitment to gender balance at DuluxGroup, we are proud to partner with NAWO to help remove real and perceived barriers to female career progression.

NAWIC
THE NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION

The National Association of Women in Construction (NAWIC) are passionate about empowering women to enter the construction and related industries and in creating an environment where they are included, respected and able to realise their full potential. Partnering with NAWIC for the first time in 2023 was an initiative led by our Trade National Sales Managers to support women in trade facing roles at DuluxGroup.

Freestyle

You can't be what you can't see.

In our exciting collaboration with the North Melbourne Football Club and our commitment to promoting trade painting as a viable career option for women, Dulux is excited to join the Freestyle – Women in Trades program.

Traditionally, the painting industry has been male-dominated, but as a brand, we are passionate about leading the change and extending a warm welcome of support to more women and non-binary individuals in this field!

Freestyle is a pathways program to help raise awareness, consideration and action for women and non-binary people who are interested in exploring a rewarding career in the building and construction industry. The program is a joint initiative between the North Melbourne Football Club, Tradeswomen Australia Group and Empowered Women in Trade who combine their resources and experience to create safe pathways for young people in industries that have traditionally been male-dominated.

Young women at a freestyle event using Dulux products.

FUTURE OF THE INDUSTRY

Women in Industry Awards

This year, B&D Garage Doors and Openers had the incredible honor of attending the prestigious Women in Industry Awards to support Brenda Denbesten, Operations Manager – B&D.

Brenda was a finalist for the esteemed **Excellence in Manufacturing Award**, which recognises her outstanding contributions and achievements in the manufacturing sector.

Brenda's dedication, expertise, and unwavering commitment to excellence have been instrumental in driving our manufacturing operations at B&D to new heights. Her innovative thinking, leadership skills, and passion for delivering exceptional outcomes for our business have not only made a significant impact on our organisation but also inspired other individuals in the industry.

The Women in Industry Awards serve as a testament to the remarkable women who continue to break barriers and thrive in predominately male industries. It was an inspiring night, surrounded by industry leaders who are shaping the future and reminding us of the importance of diversity and inclusion in driving innovation and success.

B&D team supporting Brenda at the Women in Industry Awards, 2023.

OUR COMMUNITIES

Our progress at a glance

$530,000 in **products donated** (paint, accessories, garden and other products).

$460,000 in **cash contributions** including direct donations, employee fundraising and targeted program funding.

More than **200** **community projects** and partnerships undertaken.

24,000 paint litres **donated**.

330 days of employee **volunteering**.

DuluxGroup aims to be a welcome and positive participant in all of the communities in which we operate. This includes creating products and services in a sustainable way to help our consumers to *'Imagine a Better Place'* and contributing to our local communities by:

- giving back to our local communities by donating products, funds and employee volunteer hours;
- manufacturing locally, employing thousands of local people and supporting thousands of local businesses throughout our operations and supply chain;
- contributing positively to public policy debate to best represent the interests of our customers, employees and the broader community;
- supporting the development of science and innovation through collaboration and investment;

and

- paying our fair share of taxes in all regions in which we operate.

2023 Performance

During 2023, our businesses and employees at our sites around the world helped more than 200 local community organisations, schools and charities through fundraising, volunteering, provision of products, direct donations and sponsorships.

Some of the organisations that benefited during the year were:

- Surf Life Saving Australia
- Men's Shed
- The Inclusion Foundation
- Camp Quality
- Developing East Arnhem Limited
- Habitat for Humanity
- Kids go Gardening
- National Kiwi Hatchery
- One Tree at a Time
- Royal Brisbane & Women's Hospital
- Suva Hospital, Fiji
- The Royal Flying Doctor Service

Strong community partnerships

Alongside supporting the tremendous community work that our employees are encouraged and empowered to undertake at their own initiative, DuluxGroup's businesses have formal partnerships to support community , public institutions and professional associations. These include:

- The **Dulux Colour Awards**, which celebrate the most creative and considered use of colour in residential, commercial and student architecture and interior design. Over 38 years these highly coveted awards have grown in prestige, and in 2023 attracted a record 527 entries.
- The **Dulux Study Tour**, which supports Australia's next generation of talented architects.
- Dulux is helping to paint **every Surf Life Saving Club in Australia and New Zealand** – helping to protect the assets that protect and support our community.
- The **Dulux 'Colour your Club'** initiative partnered with the Geelong Cats and North Melbourne Kangaroos AFL Clubs to reach out to local sports clubs and help them with a repaint and refresh of their clubrooms.
- Yates partnered with **Headspace National Youth Mental Health Foundation** to support the mental health benefits of gardening and 'green up' Headspace locations.
- Dulux provides paint to help the **National Gallery of Victoria** showcase permanent and temporary exhibitions in colour perfect surroundings.
- Dulux New Zealand sponsors the **Department of Conservation walking trail huts throughout New Zealand**, ensuring they are restored and protected in Dulux Weathershield using the 'Colours of New Zealand' colour range.
- Every year Yates donates a generous amount of growing media and seeds to **hundreds of community gardening clubs** throughout Australia and New Zealand, to support community greening.
- For more than 15 years Yates has partnered with **'Trees for Survival'** in New Zealand, supplying it with seeds, fertilisers and other products to support its work with 150 schools and communities to grow & plant native trees alongside waterways and on erosion prone hillsides.

DuluxGroup in the community

Woodworkers and Dulux bring a little joy & colour to Christmas.

During the year Dulux donated more than 24,000 litres of paint to community projects across Australia and New Zealand. Recipients included schools, emergency services organisations, not-for-profit community groups, domestic violence shelters, surf lifesaving clubs and individual community members affected by natural disasters. Here are just some of those.

The Woodworkers of the Southern Peninsula with just some of the 600+ handmade wooden toys they created to brighten the lives of families and children in need at Christmas as part of the annual 'Toy Handover', which supports local charities on Victoria's Mornington Peninsula. Dulux donated all of the paint, providing pops of colour everywhere including Pink Gin, Dandelion Yellow, Garden Pond, Monastic and Template Half.

Dulux and Dulux Accredited Painters from CityPoint Painters support Barnardos Australia in its quest to help children, young people and families to break the cycle of disadvantage and to create safe and stable homes. Dulux donated paint to upgrade Barnardos' head office in Sydney.

Barnardos Australia

Dulux brings a fresh look to Barnardos HQ.

Monash Vale Early Learning Centre gets a spruce up courtesy of the Cabot's 'yellow army' volunteers.

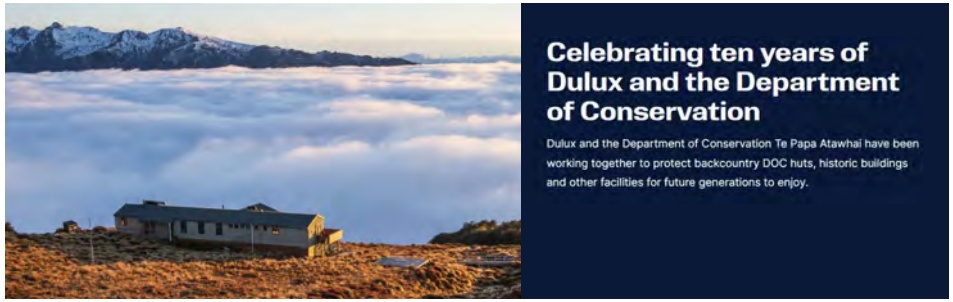
The Dulux NZ team give a fresh coat to Plunket Tauranga Community Centre.

The Dulux NZ Team gathers to give the Rotorua Youth Centre a fresh new look with the Dulux 'Colours of New Zealand'.

Dulux and Selleys team up to upgrade the Whitmore Square Men's Crisis Centre.

Protecting our treasured community assets

The New Zealand Department of Conservation manages a network of more than 950 huts of all shapes and sizes, many are more than a century old. They provide unique places to stay, refuge from bad weather, or rest and recover for people out exploring the outdoors. Dulux and the Department of Conservation Te Papa Atawhai have been working together to protect backcountry DOC huts, historic buildings and other facilities for future generations to enjoy. The partnership has been going strong for 10 years. In 2023, Dulux donated more than 3,000 litres of paint.



Built in 1916, 'Red Hut' in the Canterbury region's Ruataniwha Conservation Park gets a freshen up courtesy of Dulux, which for more than a decade has been donating all of the paint for upkeep of the DOC huts and other NZ heritage buildings.

Dulux 'Colour Your Club'

Commencing in 2023, the Dulux 'Colour your Club' initiative, sees Dulux partner with the Geelong Cats and North Melbourne AFL Clubs to support local community sporting clubs to upgrade club rooms and facilities, through the donation of Dulux paints. Thousands of suburban and regional sporting clubs throughout Australia rely on volunteers, donations and fundraising to keep going.

Dulux is lending a hand by offering up to 100 litres of paint to eligible clubs so they can upgrade facilities, to benefit their local community for years to come.

The Portland Football, Netball, Cricket Club rooms get a fresh new look, with help from Dulux and Geelong Cats AFLW players Nina Morrison, Brooke Plummer and Rebecca Webster.

DuluxGroup graduates give back

As a part of the 3rd year Graduate Development Program, all DuluxGroup graduates are asked to identify, lead and complete a project to help our local communities.

Addison Road Community Organisation

Laura Tierney, Trade Stores support officer for NSW, chose the Addison Road Community Organisation, an independent not-for-profit community organisation that runs a variety of programs spanning across human rights, arts & culture and sustainability. The organisation was very happy to be approached by the graduates, as Addison Road does a lot of great work, including providing food for people in need and operating a community garden. They rely on volunteers and donations and do not receive any government funding. Along with Dulux employees from our trade stores and sales teams, the exterior of the Addison Road Community Arts Centre building was repainted, using Dulux Weathershield.

The Dulux crew give Addison Rd Community Arts Centre a refresh.

Second Chance Animal Rescue

Eleanor Wilcock, Assistant Product Manager for Dulux Trade, identified The Second Chance Animal Rescue (SCAR) Centre as her chosen community project, a not-for-profit organisation that rescues and rehabilitates cats and dogs sadly due to be euthanised at pounds and shelters, across Victoria.

Eleanor organised a small group of Dulux employees to donate their time for a day and do some good in the local community. SCAR relies on community donations, along with some of the revenue earnt from their Veterinary clinic. The weathered and deteriorated walls have now been transformed with new colour throughout and its concrete floors newly coated and restored. As an additional gift to SCAR, a custom painting, matching existing artwork in the centre, was created featuring the Dulux dog.

Dulux 3rd Year Graduate Eleanor Wilcox helping the repaint of the Second Chance Animal Rescue Centre.

Yates supports One Tree Per Child

Yates has partnered with One Tree Per Child to plant native trees to support local communities and improve climate resilience. One Tree Per Child is a not-for-profit organisation established by Olivia Newton-John and Jon Dee that has seen hundreds-of-thousands of trees planted in ten countries.

One Tree Per Child aims to have every child planting one tree as part of a primary school activity. Together with One Tree Per Child, Yates helped primary school children plant more than 4,115 trees, with site locations including the City of Greater Dandenong and Adelaide.

Yates - One Tree Per Child.

Yates NZ and 'Magic Beans' creating community gardens

After major flooding in Hawke's Bay, a new community vegetable garden is sprouting at Creative Arts Napier providing free vegetables for visitors and local residents. Community gardening group Magic Beans, has partnered with Yates to create the gardens, an extension of Magic Beans' Cyclone Gabrielle recovery programme which has seen 10,000 flower and vegetable seedlings grown from seeds donated by Yates and other businesses and individuals given away to affected communities in the last seven months.

Yates NZ - Hawkes Bay Community Garden.

Yates is partnering with Headspace to support young people's mental health, including funding research into the role of gardening on mental health and helping to green the garden spaces at Headspace centres.

GROW YOUR mental health

headspace

Yates

Selleys supporting Brisbane Ranges Landcare Group

In conjunction with **Brisbane Ranges Landcare Group** (BRLG), the **Selleys Team in Victoria** donned their work boots and shovels to plant trees at a 100-acre property at Staughton Vale, at the foot of the Brisbane Ranges in southwest Victoria.

Selleys funded the 500 native trees and shrubs to support a local landowner, contributing to improving local properties, environment, waterways and communities. The trees and shrubs will assist in the prevention of erosion of widespread grassy woodlands and grassland plains catchment areas and waterways.

The Selleys team set for a big day of tree-planting.

DuluxGroup's Help & Advice Team get busy on 'Clean-up Australia Day' in Sydney.

The Selleys Team from Padstow ran Sydney's 14km City2Surf, raising money for the Starlight Foundation.

Loving the beauty of timber, Cabot's is helping with reforestation efforts through Planet Ark, getting out to plant more than 90 Stringybark Eucalyptus trees

Dulux PNG employees walked the biannual 42.1km 'Walk for Cancer' to raise funds to treat patients at ANGAU Memorial Provincial Hospital.

Dulux PNG partners with Lae City Council to support unemployed men & women through the 'The Hand up Program'.

Supporting Australian science and innovation

Staying at the forefront of technology and innovation is fundamental to building a sustainable business.

DuluxGroup takes fundamental enabling science and, through marketing and innovation, develops it into market leading brands, products and services.

DuluxGroup employs more than 130 scientists and technologists across its operations in the Pacific, and a number of our businesses, including Dulux, Yates and Selleys have ongoing collaboration with a range of tertiary institutions. During 2023, our businesses worked with Melbourne University, the University of Sydney and Monash University.

DuluxGroup employs more than 130 scientists and technologists across its businesses and is one of Australia's largest employers of industrial chemists. DuluxGroup currently employs 16 graduates in science, engineering and information technology as part of its three-year graduate program. In addition to its formal graduate program, DuluxGroup has long-standing collaborations to support university students through industry projects, placements, guest lectures and scholarships.

DuluxGroup is one of Australia's largest employers of industrial chemists.

The Dulux Chemistry Prize

Each year Dulux funds a monetary scholarship awarded to the best third year chemistry student at the University of Melbourne to help support them in their post-graduate studies. In 2023 the prize was awarded to Master of Science (Chemistry) student Erica Giudici. As part of the award, Erica visited the Dulux Innovation & Technology centre at its headquarters in Melbourne and presented her work on computational quantum chemistry to Dulux's team of chemists.

"As a student, this prize will greatly supplement my income and allow me to work less, thus reducing stress and the possibility of burn out and allowing me to focus on my current project," said Erica on receiving the Prize.

> *"I'd like to thank Dulux once again for the generous donation and emphasis that these sorts of prizes have a huge impact on the students who receive them. Your contribution directly results in higher quality student research and incentivises students to remain in Chemistry as a career."*

University of Melbourne 2023 Dulux Chemistry Prize winner Erica Giudici (Centre) with Dulux Research & Innovation Manager Dr Priya Subramanian, Dulux Senior Coatings Specialist Siew Fong Cheong (right), Professor Uta Wille, Deputy Head of School of Chemistry (left) and Associate Professor Anastasios Polyzos (far left). Dulux has sponsored the award since 1987, to foster academic excellence in chemistry.

Celebrating architecture's rising stars

The Dulux Study Tour, in partnership with the Australian Institute of Architects, fosters the next generation of architectural talent, with an annual tour awarded to five emerging architects who have demonstrated outstanding contribution to the architectural community. Founded in 2008, the tour celebrates the importance of Australia's most promising early-career architects experiencing architecture firsthand. Barry Whitemore, Australian Institute of Architects Interim CEO thanked Dulux for the ongoing support of the Dulux Study Tour stating that the "contribution to the emerging demographic of our profession is incredible."

This year's winners were chosen from a very competitive field of applicants to participate in the 15th Australian Institute of Architects' Dulux Study Tour, with the ten day study tour taking them to Helsinki, Lisbon, Zurich and the Venice Architecture Biennale.

> *Thank you to Dulux, for your invaluable and generous investment in an emerging architect from the Deep North. For the opportunity to stretch and step outside of the island of architecture, to be flawed and awed for 10 days straight. The learnings from this trip will be with me for my career to come."*
> - 2023 AIA Dulux Study Tour participant Ellen Buttrose.

Image: Casey Horsfield

The winners of the 2023 Australian Institute of Architects' Dulux Study Tour, L–R: Tiffany Liew, Edwina Brisbane, Bradley Kerr, Sarah Lebner and Ellen Buttrose.

Recognising our valued partners

DuluxGroup and its businesses partner with thousands of suppliers throughout our supply chain, and approximately sixty per cent of expenditure on raw materials is with local Australian suppliers, with all of DuluxGroup's packaging locally sourced. Each year, we celebrate the very best of our valued supply chain partners at the Annual DuluxGroup Supplier of the Year Awards. Now in their 33rd year, the awards are highly regarded. This year's overall winner was Indorama Ventures, which supplies materials from its Australian operations.

INDORAMA VENTURES

DuluxGroup Chairman and CEO Patrick Houlihan with Angela Romagnino (middle) and Elizabeth Tasdelen (right) from Indorama, the overall 2023 DuluxGroup Supplier of the Year winner.

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