

ESG REPORT FY25

ResourceCo 

# ACCELERATING CIRCULARITY: FROM VISION TO VALUE





REPORTING ENTITY	OUR BUSINESS	MESSAGE FROM THE MD AND HEAD OF ESG	OUR OPERATIONS	OUR EVOLVING MATERIALITY	PERFORMANCE SNAPSHOT FY25	OUR MATERIAL FLOWS
ResourceCo Holdings Pty Ltd ACN 107 343 288 Level 1, 162 Fullarton Road, Rose Park, SA 5067 <a href="http://www.resourceco.com.au">www.resourceco.com.au</a>	05	06	07	08	10	11
<b>REPORTING PERIOD</b> This report is prepared for the period beginning July 1 2024, concluding June 30 2025.	CIRCULAR ECONOMY	CHAIN OF CUSTODY AND TRACEABILITY	ENERGY AND EMISSIONS	HEALTH AND SAFETY	PEOPLE AND CULTURE & TALENT AND RETENTION	SUPPLIER DUE DILIGENCE
	12	21	24	28	30	33
	INDIGENOUS ENGAGEMENT	CONNECTING WITH COMMUNITY	INDUSTRY ENGAGEMENT	LOOKING FORWARD	RESOURCECO GROUP LOCATIONS	
	34	35	37	38	39	



# Our Business

As a leader in the recovery of primary resources, we extract maximum value from materials that would otherwise be destined for landfill.

ResourceCo's guiding principle is simple: the material we handle is not waste, rather a resource for reuse or remanufacturing into valuable products.

Our people are creative and agile, and together we're committed to turning innovation into best-practice. ResourceCo is at the forefront of advancing a circular economy. In doing so, we proudly deliver tomorrow's resource recovery solutions today.

## OUR VISION

A leader in resource recovery and commercial performance by using innovative technology to transform waste into usable products.

## OUR BRAND PROMISE

We have a responsibility to leave the planet in a better place than we found it.



I AM PLEASED TO REPORT THAT IN 2025 RESOURCECO RECOVERED OVER 5 MILLION TONNES OF RESOURCES, ADVANCING THE CIRCULAR ECONOMY AND DELIVERING ON OUR PROMISE TO LEAVE THE PLANET IN A BETTER PLACE THAN WE FOUND IT.

Simon Brown  
Managing Director, ResourceCo

# Our Values



## SUSTAINABLE

We are in the business of resource recovery — transforming waste into usable products. We are focused on preserving the planet's limited resources, both for today and future generations.



## COMMITTED

We are committed to consistently delivering on our brand promise and going the extra mile to get the job done, ensuring we leave a positive legacy.



## CREATIVE

Creativity is part of our DNA, embedded in the actions of our executive, employees and business partners. We challenge the way we operate to drive progress towards a circular economy.



## AGILE

We are dynamic and responsive, acting with speed and nimbleness in providing innovative solutions for our customers and stakeholders.

# Message from the Managing Director and Head of ESG



FY25 has been a landmark year for ResourceCo as we continue to lead the way in sustainable resource recovery and circular economy innovation. Across our diverse business pillars—Recycling & Waste, Energy, Soil Reuse & Recycling and Tyrecycle—we've made significant strides in reducing landfill dependency, increasing material recovery, and supporting our customers in achieving their sustainability goals. From achieving Green Star verification across six facilities to launching Australia's first dedicated OTR tyre recycling facility in Port Hedland, our commitment to environmental leadership has never been stronger. These milestones are a testament to the passion and dedication of our people, who continue to drive positive change across the industry.

We are proud to have deepened our partnerships with government, industry, and communities, delivering tangible environmental and social outcomes. Our investment in Environmental Product Declarations (EPDs) has enhanced transparency and empowered our customers to make informed, low-carbon choices. We've also taken bold steps to support the decarbonisation of heavy industry through our alternative fuels, with our new facility in Hemmant setting benchmarks in waste diversion and energy recovery. Importantly, we've continued to prioritise the health, safety, and wellbeing of our people, with a renewed focus on proactive safety leadership and innovation in fleet design to reduce manual handling risks.

Looking ahead, we remain focused on accelerating our ESG journey and I am confident that ResourceCo will continue to play a pivotal role in shaping a more sustainable future for Australia and beyond.

Simon Brown  
Managing Director, ResourceCo



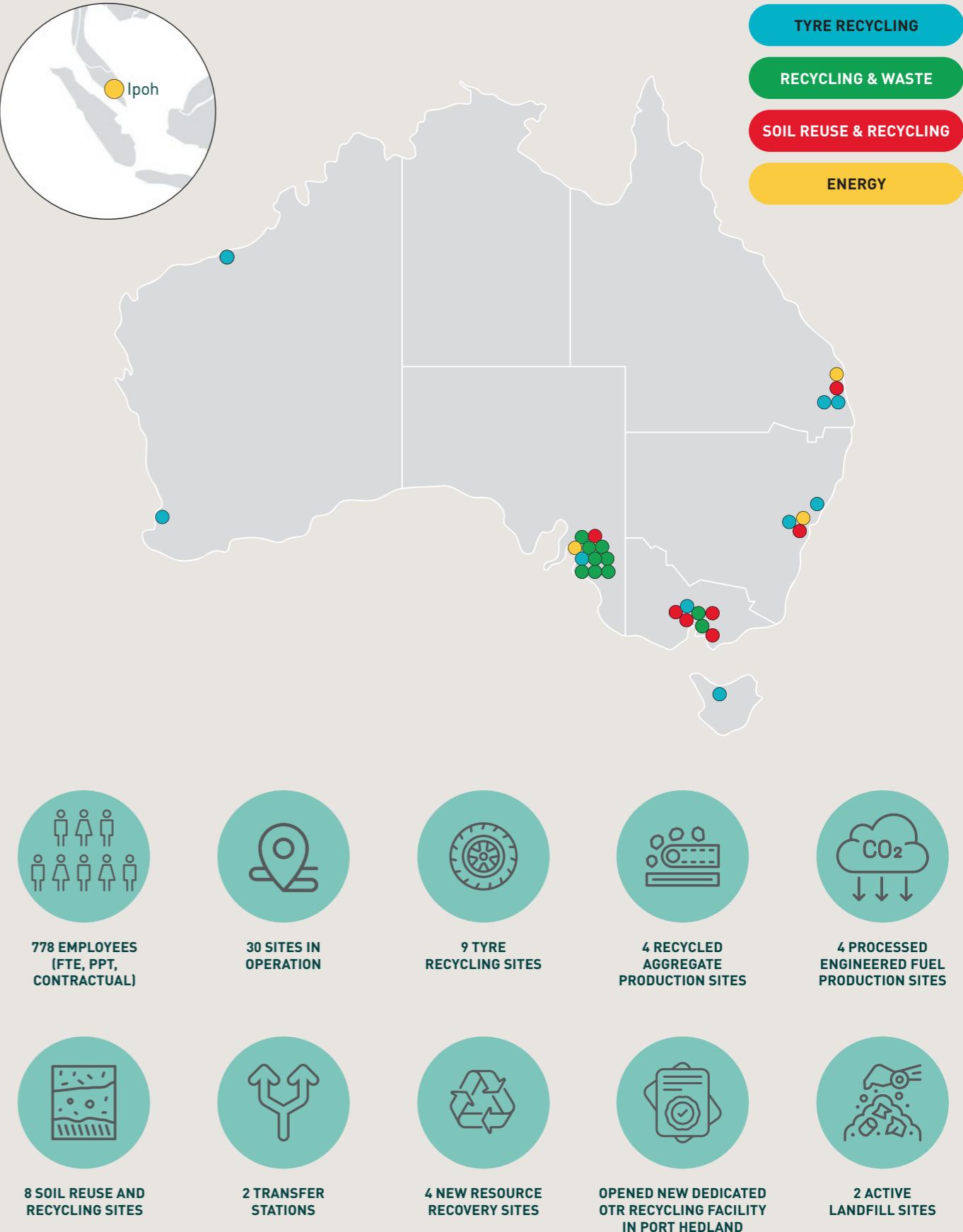
At ResourceCo, we are resolute in our goal to lead the transition to a circular, low-emissions economy. We've made strong progress - diverting millions of tonnes of waste from landfill and delivering recycled products that reframe thinking about material circularity. These achievements reflect our commitment to outcomes that benefit our customers, communities, and the environment.

As we enter our next phase of growth, our focus is on deepening decarbonisation across our operations, strengthening transparency for our customers and tackling emerging and complex waste streams. As always, we're focused on being part of the solution and we're doing this by investing in partnerships that accelerate progress - knowing that when we work together the impact we can have is compounded.

We want to set the benchmark for sustainable resource recovery in Australia and there is a confidence at ResourceCo that what sets us apart will be exactly what gets us there.

Nicole Bennett  
General Counsel/Head of ESG, ResourceCo

# Our Operations



# Our Evolving Materiality

Our operations have long supported the transition to a circular economy and emissions reduction throughout our customers' supply chains. More organisations are becoming aware of, and being required to report on, the greenhouse gas emissions associated with their operations and supply chains. As a result, we are experiencing increased demand for our services which utilise waste destined for landfill and create alternative, lower carbon products that we've been championing for years.

In FY25, we undertook an internal and external review of our materiality, to ensure we were still prioritising the most material topics for us and for our stakeholders. We engaged an external SME to review the materiality landscape and provide feedback into our internal Materiality Review, which was conducted via executive engagement and ratified by the Board. Consequently, the material topics have been updated in this report to reflect the current strategic ESG priority areas.



ENVIRONMENT

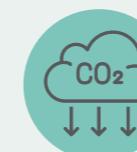
GOVERNANCE

SOCIAL



## CIRCULAR ECONOMY

Leading the way in the transformation of discarded materials.



## EMISSIONS MANAGEMENT

Enabling the decarbonisation of heavy industry with alternative fuels, and emissions reductions within our business.



## BIODIVERSITY

Improving biodiversity outcomes for the environments in which we operate.



## CLIMATE RISK AND RESILIENCE

Understanding and managing climate related risks and opportunities as we transition to a warmer world and a low carbon economy.



## CHAIN OF CUSTODY AND TRACEABILITY

Commitment to waste processing transparency from customer to end use.



## HEALTH AND SAFETY

Protecting the health and safety of our workers: the core of our business.



## INDIGENOUS ENGAGEMENT

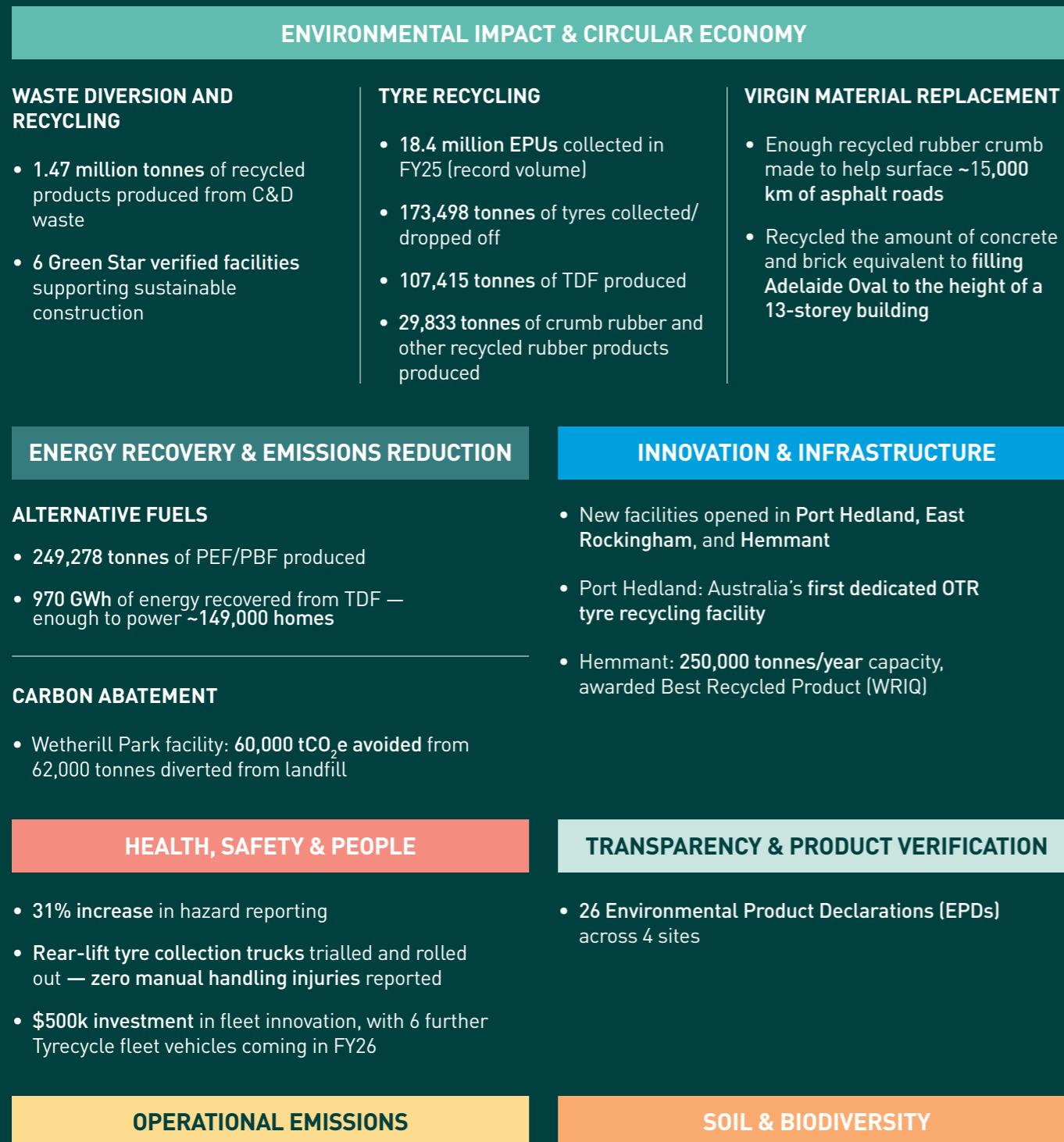
Supporting indigenous outcomes in the communities in which we operate.



## TALENT ATTRACTION, DEVELOPMENT AND RETENTION

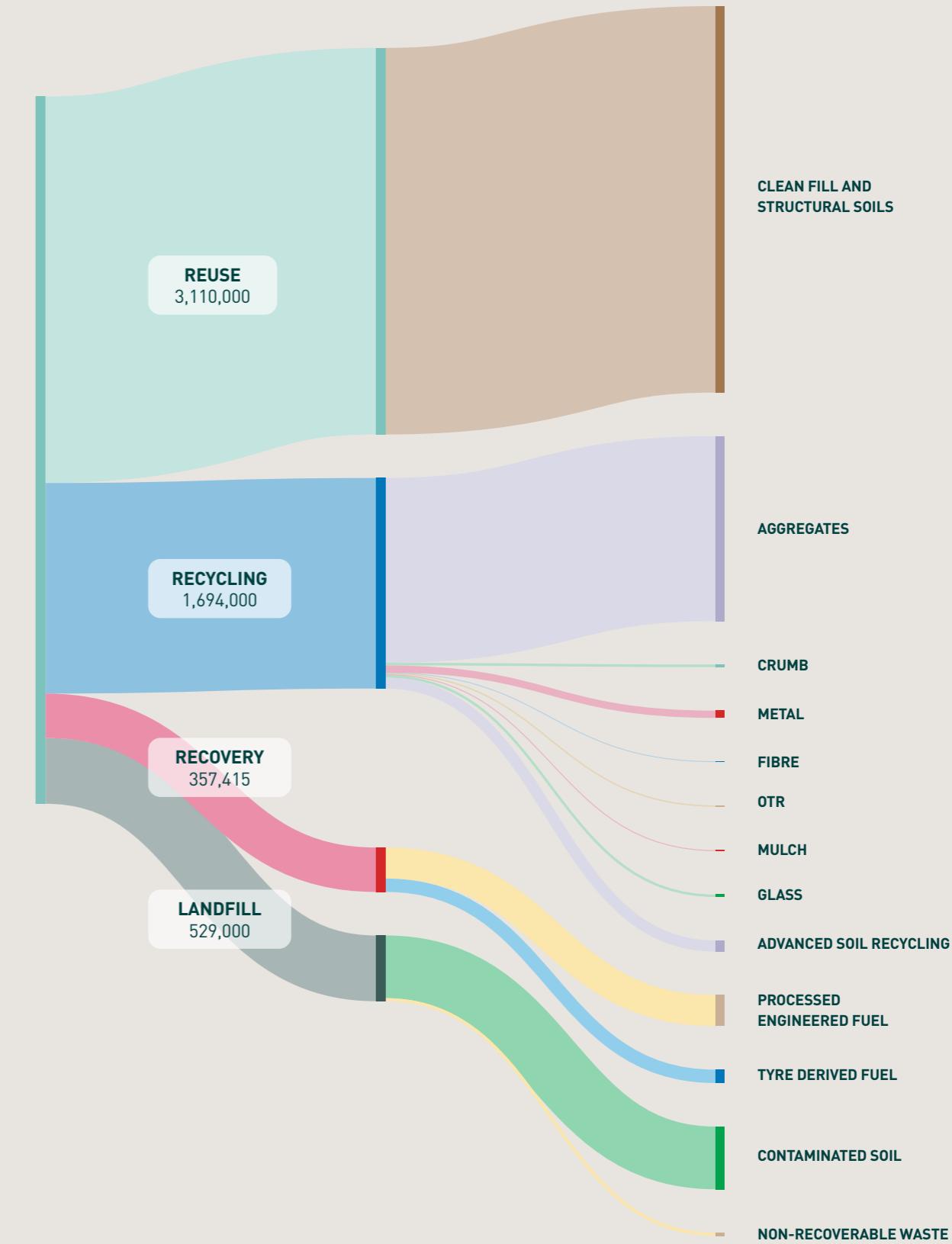
Sustaining our growth by supporting an aligned, well equipped and motivated workforce

# FY25 Performance Snapshot



# Our Material Flows

Using innovative technology to transform waste into valuable products, this year we achieved the following resource recovery outcomes.





# Circular Economy

Our business comprises four distinct but synergistic core resource recovery pillars; Recycling and Waste, Tyrecycle, Energy, and Soil Reuse and Recycling, supported by our Shared Services function. These pillars play a key role in driving the circular economy by transforming materials otherwise destined for landfill into valuable resources.

## Recycling & Waste

ResourceCo has its foundations in the recycling of Construction and Demolition waste (C&D), this is where it all began for us. Although ResourceCo is one of the most experienced in this industry, we know we need to remain agile and ready to provide our customers with additional value to support their sustainability goals.

## GREEN STAR VERIFICATION

Customer demand has continued to grow for assistance in achieving Green Star Building ratings for infrastructure projects. We have responded this financial year through obtaining Green Star certification for our two Victorian C&D recycling facilities. When coupled with our South Australian facilities, this increased ResourceCo's total to six Green Star verified facilities (including Wetherill Park RRF).

The Green Building Council of Australia's Green Star Rating recognises infrastructure projects that demonstrate responsible waste management through the use of verified waste processing facilities. Both our Victorian and South Australian C&D recycling facilities are now verified to receive waste from projects pursuing Green Star certification, supporting responsible resource recovery across construction, renovation, and deconstruction activities.

As part of this verification, independent third-party auditors assessed and confirmed the end use of all materials processed through our facilities. This provides assurance that 99% of waste materials entering our Victorian and South Australian C&D recycling facilities are diverted from landfill and repurposed, contributing to the circular economy.

Through achieving Green Star verification for additional facilities, we've strengthened our partnership with the construction industry by helping customers achieve their sustainability objectives. Our commitment extends beyond compliance, we are dedicated to increasing transparency, reducing emissions, and driving circularity and innovation within the construction industry.

## CREATING OPPORTUNITY, NOT WASTE

In FY25, we experienced a substantial increase in the amount of material received at our facilities. Across all Recycling and Waste facilities (incorporating our heavy construction and demolition waste recycling facilities, our two landfills and our transfer station) we processed 1.63 million tonnes of material (excluding contaminated soil), resulting in the sale of 1.47 million tonnes of recycled products, with less than 1% of all material received ending up in landfill.

## A NATIONAL LEADER IN ENVIRONMENTAL PRODUCT DECLARATIONS

As part of our ongoing effort to increase transparency in the recycled products market, we developed Environmental Product Declarations (EPDs) for our recycled glass sand product and 11 products manufactured at our Brooklyn and Hampton Park sites.

Each EPD provides independently verified, quantified data on the environmental impacts associated with our products across their entire life cycle. Beyond measuring greenhouse gas emissions, our EPDs capture a broader range of environmental indicators, including mineral resource depletion, eutrophication, and acidification potential.

ResourceCo now boasts a full suite of EPDs, covering four sites and all 26 aggregate and pavement materials. We are one of the first organisations in Australia to have developed EPDs for recycled aggregate and pavement products, helping our customers quantify the embodied carbon in their projects.

C&D RECYCLING FACILITIES	FY23	FY24	FY25
C&D Waste (incoming) (t)	1.12m	1.07m	1.56m
Other Waste (incoming) (t)	89,321	61,756	67,321
Recycled Products (outgoing) (t)	1.19m	1.27m	1.47m
Mulch (outgoing) (t)	3,600	5,700	7,000
Scrap Metal Recovered (outgoing) (t)	7,000	6,400	7,600



SCAN HERE  
TO VIEW  
OUR EPDS

## PROJECT PROFILE: RESOURCECO'S RECYCLED GLASS'S INNOVATIVE INFRASTRUCTURE INCLUSION

A pioneering collaboration between SA Water, John Holland Guidera O'Connor Joint Venture (JHGO JV) and ResourceCo has led to South Australia's water utility using ResourceCo's recycled glass sand as pipe bedding at a groundbreaking project in Adelaide's western suburbs.

ResourceCo Environmental Development Manager Mitchell Bacon said the use of recycled glass sand can significantly reduce the reliance on finite traditional materials, while also diverting waste glass from landfill, contributing to a more circular economy.

"The use of recycled glass sand minimises the reliance on raw quarry material, reducing the need for further excavation and preserving natural resources," he said.

"This shift towards using recycled materials also promotes a circular economy by diverting over 20,000t of unrecyclable kerbside glass from landfills each year and giving it a new purpose in construction projects.

"This initiative also brings a new product into the local market, supporting the growth of the recycling industry."

John Holland Environment and Sustainability Manager – Water Solutions, Nicole Argent, said the goal for the project goes beyond obtaining a one-off dispensation to use recycled glass sand.

"Our aim is to work with infrastructure partners to develop technical standards that permit the use of this recycled material in all projects," she said.

"This aligns with the growing global focus on sustainable construction practices and the importance of incorporating recycled materials into infrastructure projects.

"The adoption of recycled glass sand in the Water Solutions Project and advocating for its use in all projects, is driving positive change and influencing the industry's approach to sustainability in SA."

Bacon said the use of recycled glass sand can also contribute to reducing scope 3 emissions and reducing environmental impacts related to land use.

"Scope 3 emissions are indirect emissions that occur as a result of a company's activities but are generated from sources not owned or controlled by the company," he said.

"By minimising the need for new quarry materials through the use of recycled glass sand, the project can reduce the carbon and environmental footprint associated with sourcing and transporting traditional construction materials."

"As part of the project ResourceCo has also developed an Environmental Product Declaration which is an independently verified set of environmental data, demonstrating the environmental impacts of the product, enabling end users to be provided data for their emissions and impacts tracking and be confident in the veracity of the information.

"By actively promoting the use of recycled materials and reducing scope 3 emissions, infrastructure development leaders like SA Water are demonstrating their dedication to environmental stewardship and sustainable construction practices.

"By incorporating recycled glass sand into the project, the Water South Project takes a significant step towards achieving sustainability goals, minimising environmental impact, and promoting the circular economy."

Bacon commended the commitment from all partners in this project, with ResourceCo, JHGO JV and SA Water overcoming a key challenge for recycled products, material procurement.

"SA Water's willingness to prepare draft standards for the use of the material is a testament to their commitment to sustainability," he said.

"One of the initial challenges often faced with new recycled products is working with 'first mover' partner. It involves extensive research and evaluation of product performance and assessment against technical standards.

"This partnership has meant that we've been able to work together to develop a recycled product that is of a suitable quality and sustainable standard. It's fantastic to now be at the point where this material is being used in SA for the first time."

This project was made possible thanks to a Circular Economy Market Development Grant from Green Industries SA.



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THE USE OF RECYCLED GLASS SAND MINIMISES THE RELIANCE ON RAW QUARRY MATERIAL, REDUCING THE NEED FOR FURTHER EXCAVATION AND PRESERVING NATURAL RESOURCES.

Mitchell Bacon  
Environmental Development Manager, ResourceCo

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THE ADOPTION OF RECYCLED GLASS SAND IN THE WATER SOLUTIONS PROJECT AND ADVOCATING FOR ITS USE IN ALL PROJECTS IS DRIVING POSITIVE CHANGE.

Nicole Argent  
Environment and Sustainability Manager – Water Solutions, JHGO JV

## PROJECT PROFILE: RESOURCECO BOOSTS ADELAIDE CROWS' GREEN STAR GOALS

ResourceCo's Green Star-verified recycling facility at Wingfield has played a key role in the Adelaide Football Club's new Thebarton headquarters achieving Green Star Building status.

Effective management of demolition waste and the integration of recycled materials in new civil works are critical aspects of sustainable infrastructure projects, both of which are integral to the high-profile Thebarton Oval redevelopment.

ResourceCo collaborated closely with McMahon Services, under the guidance of project leaders Tandem Building Group, to recover and recycle demolition waste and soil, alongside using recycled products in the civil works development of the new building.

Brad Lemmon, Recycling & Waste CEO at ResourceCo highlighted the benefits of an integrated approach to resource recovery and recycled product supply, particularly in this prominent project.

"The Thebarton Oval redevelopment will reshape the future of the Adelaide Football Club, along with the local community. This project is demonstrating how material circularity can be both efficient and contribute to achieving sustainable development objectives," he said.

"Over 6,000 tonnes of demolition material have been recovered from this site, including bitumen, concrete, brick, topsoil and structural soils. ResourceCo's integrated approach to resource recovery means that we've also supplied at least that volume of recycled products back into the project in the form of high-quality civil construction material for the new building works."

McMahon Services Senior Project Manager, Luke Luey, expressed excitement about contributing to the Crows' new facility striving for Green Star status.

"Delivering sustainable infrastructure projects require partnerships where everyone looks to maximise resources, he said.

"We took the demolition waste to ResourceCo, where it was remanufactured into a new product. We then integrated ResourceCo's recycled PM2 20 product

into the new build, which is a great outcome for the project."

"There's close to 20,000 tonnes of recycled product being included throughout this project, most of that will sit under the new building pad and roads.

"It's great to see the Crows putting their faith our leading SA businesses, enabling us to do what we do best, particularly with a project focused Green Star accreditation."

Lemmon said this project was a perfect example of ResourceCo's work pioneering diverse resource recovery solutions.

"We see waste as a resource, wherever possible we seek to create integrated circular solutions, particularly when they are efficiency opportunities to leverage by handling different waste materials amongst the supply of high-quality recycled products," he said.

"From redevelopments like Thebarton through to hospitals, roads, tunnels, ResourceCo is pleased to play a really important role through creating circular outcomes and providing high quality products across all of our facilities."

THE THEBARTON OVAL REDEVELOPMENT WILL RESHAPE THE FUTURE OF THE ADELAIDE FOOTBALL CLUB, ALONG WITH THE LOCAL COMMUNITY.

Brad Lemmon  
Recycling & Waste CEO, ResourceCo





## Tyrecycle

Tyrecycle continued its industry leading retail service while making investments into new markets and services, including building our capacity to tackle mining tyres and conveyor belts.

As Australia's leading tyre recycler, receiving a record 18.4 million EPUs over the year, we never take our customers for granted. We are constantly working with our retail customers to ensure quality of service is at the forefront of everything we do. This year saw us engage with many of our retail customers on their sustainability ambitions, to ensure our services directly align with, and make it easier for our customers to achieve, their goals.

### OFF-THE-ROAD TYRES

In FY24, less than 5% of Australia's mining off-the-road (OTR) tyres were recovered, with over 100,000 tonnes estimated to be buried at mines (Tyre Stewardship Australia)<sup>1</sup>. In the context of 150,000t of OTR tyre waste generated every year, recovery of Australia's mining tyres is a paltry 1%, and only 9% for all Australia's OTR tyres. In FY25, Tyrecycle opened its new tyre recycling facility in Port Hedland, strategically situated in one of Australia's largest mining regions. Its location in Port Hedland makes it possible to recover OTR tyres via reverse logistics. Trucks returning from remote mines, that would otherwise be empty, are utilised to bring tyres to our facility for recycling. This reduces carbon emissions and transport related costs. This facility is key to our commitment to maximising the recovery of the valuable materials contained in mining tyres.

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AS A MARKET LEADER WE ARE PROUD TO SEE THIS FIRST FACILITY OF ITS KIND IN THE COUNTRY UP AND RUNNING.

Jim Fairweather  
CEO, Tyrecycle

<sup>1</sup> Are We There Yet? Australia's Journey Towards a Circular Economy on Tyres (Tyre Stewardship Australia)

### QUANTIFYING RECYCLING BENEFITS

During this period, Inti APAC Pty Ltd (Inti) was commissioned by Tyrecycle to evaluate the carbon benefit calculations derived from the recycling of steel and rubber recovered from end-of-life (EOL) off-the-road (OTR) tyres.

To quantify the net greenhouse gas (GHG) impact from recycling activities, Inti applied AusLCI (Australian Life Cycle Inventory) data, with a focus on Module D modelling. This module evaluates the net benefits and burdens from secondary materials, such as steel and rubber, at the end-of-waste state. End-of-waste state is post-recycling and prior to substitution in downstream applications.

#### SUMMARY OF FINDINGS:



##### Per Tonne Carbon Benefit

2.01 tonnes CO<sub>2</sub>-equivalent (tCO<sub>2</sub>e)

The carbon benefit realised from recycling both steel and rubber per tonne of EOL OTR tyres is **-2.01 tonnes CO<sub>2</sub>-equivalent (tCO<sub>2</sub>e)**. This negative value indicates a net reduction in greenhouse gas emissions.



##### Per Tyre Carbon Benefit

-6.85 tCO<sub>2</sub>e

For a representative 50/80R57 OTR tyre, the calculated carbon benefit from recycling its steel and rubber components is **-6.85 tCO<sub>2</sub>e**.



**The 900 kg of steel recovered from this reference tyre is enough to make a small car.**

These results reflect the potential for material recovery and recycling processes to significantly reduce carbon emissions, supporting broader sustainability and circular economy objectives within the mining and heavy equipment sectors.

### PROJECT PROFILE:

#### TYRECYCLE TACKLING MINING CONVEYOR BELT WASTE

Tyrecycle has expanded its service offering to mining companies, with the ability to now recycle conveyor belts, including at its East Rockingham and Port Hedland facilities in Western Australia.

Alongside its work with the mining industry to recycle its end-of-life tyres, Tyrecycle is also able to tackle another once-problematic waste stream – conveyor belts – providing sustainable outcomes and a convenient service for mining companies.

Tyrecycle Head of Trading, Mining & Strategic Development Ashley Battilana said it was exciting to now be providing efficient pathways for the sustainable management of conveyor belts from Australia's mining industry.

"Our team has worked really closely with the mining industry to develop a pathway to efficiently and sustainably manage their end-of-life conveyor belts," he said.

"When you consider the sheer amount of conveyor belts mining companies go through, it makes sense to collaborate on developing sustainable options for disposal.

"We look forward to continuing to grow this service offering for mining companies to ensure this challenging waste stream is safely managed."

Battilana highlighted the mining industry's willingness to work with Tyrecycle in driving the push for more sustainable outcomes for conveyor belt waste.

"Mining companies recognise the importance of managing their waste streams responsibly, and we're here to work alongside them to deliver sustainable outcomes," he said.

"They know that responsible management of conveyor belt waste, like their end-of-life tyres is an important part of best practice operations.

## PROJECT PROFILE:

### MINING TYRES MEETING THEIR RECYCLED FUTURE AT TYRECYCLE

Tyrecycle and Alcoa Australia have joined forces in a milestone agreement to give a new life to old mining truck tyres.

In October 2024, Tyrecycle's state-of-the-art recycling facility in East Rockingham (40 km south of Perth) welcomed its first load of used off the road (OTR) tyres from Alcoa.

To mark the occasion, Tyrecycle and Alcoa teams joined with representatives from the resource recovery industry, and the Western Australian Government, as the first load of huge tyres arrived at the facility.

"The partnership with Alcoa marks our first contracted agreement with a mining operator from the South West of WA to recycle OTR tyres. This is a significant milestone for both Australia's mining and recycling industries", said Tyrecycle CEO, Jim Fairweather.

Sourced from Alcoa's bauxite mines in the Peel and South West regions, Tyrecycle processes the huge 57-inch tyres into crumb rubber, a core component in sustainable road surfaces and soft-

surface applications such as athletics tracks and playgrounds.

"Every tonne of crumb rubber used in asphalt mixes represents a potential greenhouse gas saving of 2,463kg of CO2-e. Knowing your mining tyres took that path instead of being buried is a fantastic outcome for stakeholders and the environment alike," said Fairweather.

Alcoa Global Program Manager – Water and Waste, Nicole King highlighted that quality processes and sustainable outcomes as being a shared value in the partnership.

"We wanted to be sure our end-of-life OTR tyres were being managed and generating products that support our waste management objectives," said King.

"We have set ourselves the global goal of a 25 per cent reduction in landfilled waste by 2030 from a 2015 baseline. OTR tyres are a significant material stream for our WA mining operations, and recycling end-of-life tyres will make a contribution towards achieving our goal."

## Chain of Custody and Traceability

We are acutely aware that when customers send their waste to us, they want certainty that the materials are managed in an environmentally sound manner and appropriately manufactured into the products we have told them we will create.

On the other end of the supply chain, customers who buy our products want to know that the products have come from reputable sources, meet their technical and environmental requirements and have been produced in a safe, quality-controlled manner.

Chain of custody is particularly pertinent in the tyre recycling industry where a history of substandard practice within Australia and around the world has led to scepticism of recycling practices.

To demonstrate our commitment to chain of custody and transparency, we engaged international supply chain experts from Intertek to conduct an independent audit of our operations and supply chain management.

This audit applies a tailored methodology based on the internationally recognised International Sustainability & Carbon Certification (ISCC) PLUS certification framework. It is designed to verify the

sustainable sourcing and traceability of raw materials, particularly in complex flows such as end-of-life (EOL) tyres.

The objective of the assessment is to independently review Tyrecycle's chain of custody systems, with a focus on traceability, process control and the accuracy of sustainability-related claims. It seeks to evaluate the robustness of current practices, identify opportunities to improve material tracking and data accuracy, and verify how Equivalent Passenger Units (EPUs) are accounted for in relation to tyre tonnage.

The results of the assessment and actions will be summarised in future reports, with findings communicated across the business for implementation.



## Energy

The opening of our new Resource Recovery Facility (RRF) in Hemmant (QLD) marked an exciting step in expanding ResourceCo's footprint in a growing market. This new facility, capable of processing up to 250,000 tonnes of local waste each year, provides Queensland with a critical alternative to landfill.

With the addition of this facility, ResourceCo's Energy business is now capable of diverting around 500,000 tonnes of dry combustible material every year away from landfill where it would be a wasted resource, degrade and cause the release of over half a million tonnes of carbon equivalent to the atmosphere\*.

Shortly after its opening, the Hemmant facility was awarded Best Recycled Product for our Process Engineered Fuel (PEF) at the Waste & Recycling Industry Association of Queensland awards.

Our resource recovery facilities receive primarily unrecyclable, non-putrescible, combustible waste materials including plastics, timber, textiles, and light C&D materials. Recyclable material is recovered from these mixed loads, such as scrap metal, rock, brick and concrete, the remaining material is manufactured into an alternative fuel product. This product is used to reduce reliance on fossil fuels such as coal and gas in the operation of cement kilns. Further details on the resource recovery benefits of our alternative fuel products are outlined in the Energy and Emissions section of this report.

## AWARDS AT HEMMANT

At the first annual Waste and Recycling Industry Association of Queensland Awards, and the Australian Freight Industry Awards in Melbourne, ResourceCo's performance was recognised:

- ✓ ResourceCo won Best Recycled Product for our Process Engineered Fuel.
- ✓ Te Whare Smith received a Highly Commended in the Trainee or Apprentice of the Year category.
- ✓ Clint Everingham was a finalist for Maintenance Employee of the Year.
- ✓ Our new Brisbane Resource Recovery Facility was a finalist for Environmental Innovation of the Year.

While we narrowly missed out on the Best Practice Safety award, the Brooklyn Recycling Group — which we're part of — took home a Greenstar Award.

## SOIL REUSE AND RECYCLING

Our Soil Reuse and Recycling (SRR) division is at the forefront of providing the materials required to support sustainable development. This is achieved by repurposing soil for reuse as structural soils to infrastructure and development projects and providing land rehabilitation services from soils excess to project needs.

Our proven capability comes from more than 30 years of experience in earthworks projects. We have strong relationships with Australia's largest bulk fill producers and movers and can work to the most complex material specifications and fill placement plans.

We are proud to partner with a national network of government and Tier 1 companies to deliver social and environmental outcomes.

## QUALITY SERVICES

ResourceCo is able to demonstrate transparency and chain of custody at every step of the material movements. With our proprietary software, our customers are provided with material assessment records, real-time traceability of material movements and other traceability data using our client dashboard.

With operations spanning across SA, NSW, VIC and QLD, SRR offers a range of solutions that contribute to sustainable redevelopment outcomes, including:

- Transport and supply of reusable structural soil materials for development.
- Partnering with major industry participants to facilitate the application of reusable fill for quarry rehabilitation.
- Treatment of hazardous soils.
- Advanced soil recycling, including the screening, sorting, and recycling of mixed fill into soil products.

## QUALITY PRODUCTS

In FY25, the SRR team focused on developing our advanced recycled soil products, producing high quality soils for a wide range of applications. From screened soils to a mid-range blended soil, high-grade sandy loams and AS4419 compliant soils — these new products are supporting growth across the country.

**Screened Soil:** Used predominantly by landscapers, builders and civil contractors, our screened soil is an ideal sub-soil and in-fill applications.

**Mid-range blended soil:** Used as a layer under a higher-grade soil, this product offers a cost-effective option to build up land below growing/landscaped levels before a high-grade product would then be used (such as our Sandy Loam or AS4419 products).

**Sandy Loam:** Landscapers and sports field constructors make the most of our naturally sandy soil. This screened product is used in high-end applications including throughout turfed areas, sporting fields and golf courses.

**RM Blend:** Our Reclaimed Material Blend (RM Blend) combines recycled soils and sands with additional additives to improve the quality of the soil. This makes it ideal for use in gardens and as landscaping soil.

**AS4419:** Used in civil landscaping and government projects, along with reinstating growth on highways and other roadways, AS4419 meets the Australian standard for civil landscapers, VicRoads projects and other government projects.

## BIODIVERSITY

In FY25, ResourceCo grew the land rehabilitation capabilities within the business, including vegetation maintenance works at our land rehabilitation and nature enhancement project in Oaklands, Victoria. This project, which ResourceCo has been operating since August 2023, has seen the planting of more than 3,300 native plants, along with more than 320,000m<sup>3</sup> of fill being added to rehabilitate the landscape. ResourceCo provides land improvement and rehabilitation services to properties with limited land usability, depleted quarries, inadequate drainage and flood affected land. With our highly experienced team managing the placement of over 2 million m<sup>3</sup> of clean fill material annually across Australia, we're proud to be offering services that sustainably improve our environment.

\*via methane and other greenhouse gases



# Energy and Emissions

During FY25, ResourceCo undertook a detailed analysis of our carbon emissions. The analysis included emissions produced while undertaking our operations and those we abate via our activities, such as landfill diversion and recycling. This provided a better understanding of the most impactful actions we can take to manage our emissions.

This analysis is assisting in addressing knowledge gaps and increasing energy awareness across the business, with an eye to reducing our consumption of fuel and electricity.

ResourceCo is a unique business as the carbon abatement we provide via our recycling, reuse and energy recovery activities are far greater than the direct emissions created in our operations.

This means that for every tonne of carbon emitted in our operations from diesel and electricity consumption, many more tonnes of carbon emissions are avoided by diverting materials from landfill. This is also not considering the significant emissions benefits received by our customers where our alternative fuels replace fossil fuels.

## SUPPORTING THE DECARBONISATION OF HEAVY INDUSTRY

As the world transitions to a low carbon economy, and away from landfill dependence, solid and liquid fuels from waste feedstocks will have an increased role in decarbonisation. ResourceCo is proud to be one of Australia's leaders in this area and is well placed to help deliver on Australia's ambitions to maximise economic opportunities from this transition.

Our alternative fuels are made and tested under strict quality control procedures. This ensures that our customers, and the communities in which they operate, can be confident they are both fit for purpose and environmentally sound.

Our products are made from unrecyclable resources from which we manufacture products to meet the technical and environmental requirements of our customers.

At our Wetherill Park and Hemmant Resource Recovery Facilities we produce two types of alternative fuels:

- Processed engineered fuel (PEF) which is >85% biomass (C&D/C&I Timber predominantly)
- Processed Biomass Fuel (PBF) which is >90% biomass

When PEF is used as an alternative to fossil fuels, such as natural gas and coal, additional carbon abatement is achieved.

## HEAVY INDUSTRY LOW CARBON TRANSITION CRC



ResourceCo continued its partnership with the Heavy Industry Low Carbon Transition (HILT). This included the completion of one of the first research projects in the program, titled "Utilisation of refuse-derived fuel in industrial processes: understanding the value proposition, risks and supply chains". This project delivered a better understanding of the potential scale, costs and emissions contributions that waste derived fuels may contribute to the decarbonisation of heavy industry. In FY25, a second project was initiated focusing on the technical elements of gasification of PEF feedstock, including collaboration with CSIRO's Energy business unit.

ResourceCo's partnership with the HILT CRC is part of our commitment to the decarbonisation of heavy industry. Importantly, this is not limited to known technologies and includes our investment in solutions for the future.

## CLIMATE RELATED RISKS AND OPPORTUNITIES

In FY25, preparation for mandatory sustainability reporting continued, with an initial climate risk and opportunity assessment undertaken. A gap analysis of status versus the requirements, as described by Australian Sustainability Reporting Standards 2 Climate-related Financial Disclosures, was also undertaken to facilitate business-wide readiness.

ResourceCo is now well prepared to deliver its first Sustainability Report in accordance with the Australian Sustainability Reporting Standards and as required under the Corporations Act, in FY26.

## RESOURCECO OPERATIONAL EMISSIONS

FY25 was a productive year in assessing our carbon data and establishing FY24 as our baseline year for corporate reporting. FY24 was chosen as the baseline year as it represented the most complete and reliable dataset for the business. This milestone is a reflection of significant efforts in prior reporting periods to collate and track key datasets within the business.

Emissions resulting from the operation of the Veolia-ResourceCo Alternative Fuels Pty Ltd Joint venture have not been included in this assessment, as Veolia maintain operational control of the entity. This data has been removed from FY24 and FY25 dataset.

SCOPE 1 EMISSIONS	FY24	FY25	% CHANGE
Landfill Emissions (tCO <sub>2</sub> e)	45,131	43,037	-4.64%
Solid Waste Disposal (non-inert) (t)	19,785	12,744	-35.59%
Fuel Emissions (tCO <sub>2</sub> e)	43,340	37,109	-14.38%
Diesel (kL)	15,901	13,609	-14.42
LPG (kL)	79	80	1.01%
<b>Total Scope 1 Emissions (tCO<sub>2</sub>e)</b>	<b>88,471</b>	<b>80,147</b>	<b>-9.41%</b>
SCOPE 2 EMISSIONS			
Electricity	12,916	15,017	16.26%
kWh	18,802,093	23,303,742	23.94%
<b>Total Scope 2 Emissions (tCO<sub>2</sub>e)</b>	<b>12,916</b>	<b>15,017</b>	<b>16.26%</b>
<b>Total Scope 1 and 2 Emissions (tCO<sub>2</sub>e)</b>	<b>101,388</b>	<b>95,164</b>	<b>-6.14</b>

\*Minor amendments were made to the FY24 dataset due to updated data becoming available.

\*\*Dataset includes Malaysian Operations.

## ELECTRICITY

Electricity consumption across the business increased by 24% during FY25, predominantly due to three new high consumption facilities beginning operations. Namely, Port Hedland (Tyrecycle), East Rockingham (Tyrecycle), Hemmant (ResourceCo, Energy). The East Rockingham facility alone represented 16% of overall electricity consumption. Most production sites saw an increase in electricity production; this is consistent with the increased tonnage of material processed during the reporting period. Consumption at the Malaysian Energy facility also increased by 50%, consistent with a significant increase in material throughput at the facility.

The associated carbon emission increases (+16%) related to the rise of electricity consumption (+22%) was partially offset by reductions in the carbon intensity of electricity generation in the electricity network.

During FY26, ResourceCo will undertake a review of all electricity procurement arrangements across the business. This will enable identification and optimisation of the cost and carbon intensity of supply.

An energy awareness and audit schedule has been developed to assist in finding opportunities to reduce electricity and fuel consumption across all sites.

## FUEL

Emissions associated with fuel consumption across the business reduced by 15% during FY25, driven by a reduction in consumption across subcontractors and the ResourceCo fleet.

LPG consumption increased during the year due to the addition of the East Rockingham facility.

A detailed analysis of all mobile plant, fleet vehicles and collections trucks was undertaken to better understand the efficiency of use (e.g. tyres collected per L of fuel used). This analysis will serve as the baseline to review the outcomes of reduction initiatives implemented within the business.

For example, Tyrecycle has recently replaced part of their collections fleet with rear lift vehicles. This reduces pickup times and manual handling for staff, and results in more tyres collected per trip. This is expected to reduce diesel consumption for the collections fleet and having this detailed baseline will enable an accurate assessment of the impact.

## SCOPE 3 EMISSIONS

ResourceCo's Scope 3 emissions have not yet been fully calculated. However, initial assessment of the FY23 and FY24 datasets has enabled elucidation of which categories are likely to represent the biggest Scope 3 impact.

The initial assessment undertaken showed Scope 3 emissions based on general ledger spend to be between 5-15% of the business's overall emissions.

The categories which represented the highest Scope 3 emissions included:

- Fuel
- Electricity
- Employee Travel
- ICT
- Motor Vehicle consumables

Additionally, Scope 3 emissions for the business will necessarily include emissions from the use of sold products such as PEF and TDF.

Work in FY26 will include defining the Scope 3 boundaries and reviewing data collection methodologies.

## LANDFILL

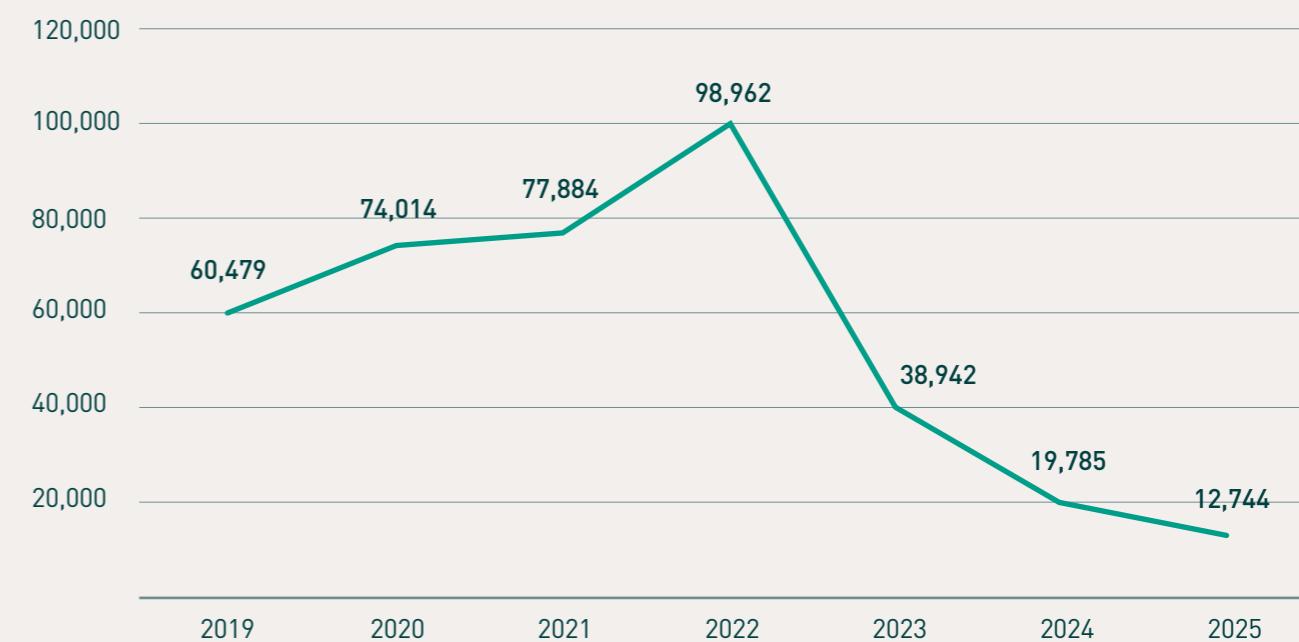
Emissions from landfill reduced by over 4% during FY25, driven by an ongoing reduction in the tonnage of non-inert (i.e. land-gas-generating) material going into landfill (down 35% from FY24).

In 2022 ResourceCo made a critical management decision to stop receiving municipal solid waste into the landfill and focus on unrecoverable soils. This had the dual effect of preserving valuable landfill space and reducing the generation of landfill gas emissions.

In addition to reducing the amount of material going to landfill, ResourceCo maintains a Landfill Gas Capture Network. This network captured and flared 348,285 m<sup>3</sup> of fugitive methane emissions, resulting in the avoidance of 6,631.47 tCO<sub>2</sub>e during FY25.

A plot demonstrating this significant reduction is provided below.

## Tonnes of Degradable Waste to Landfill





# Health and Safety

## HEALTH AND SAFETY

The focus for the business in FY25 was on improving worker engagement in health and safety and increasing our focus on proactive reporting and lead metrics.

Our felt safety leadership program prioritised and reinforced with workers the importance of feeling safe to report hazards and incidents. As a result, we observed a 31% increase in the number of hazards reported. There was also an improvement in the hazards/near misses to incidents ratio from 57% to 63%. This indicates our workers are becoming increasingly engaged in proactively reporting hazards when they are found.

We expect this increased focus on lead metrics and prioritising accurate and effective incident reporting will result in material reductions in incidents and injuries across the business.

While the substantial increase in hazard reporting was positive, injury metrics in FY25 fell short of the expectations of the business. As a result, ResourceCo undertook a Health and Safety intervention. This included Safety Stand Downs across the business, where operations were halted to enable the business to regroup and reaffirm safety expectations. Senior leaders across the business took an active role in felt leadership by increasing the frequency of safety walks and speaking directly with site employees about their day-to-day work, and how it could be made safer. Part of these safety discussions were to highlight the importance of raising hazards and closing them out, to reduce hazardous situations which could lead to injury or incident.

In addition to these immediate actions, a consolidated approach to workplace inspections was implemented with updated workplace inspection schedules, and greater scope of review to ensure a more effective inspection process is achieved. A redevelopment of the group safety, environmental and quality incident management system, Skytrust, was initiated to

improve the efficiency, efficacy and ease of reporting and rectifying hazards and non-conformances. A review of the effectiveness of the critical risk framework was also undertaken, leading to renewal and standardisation of the Critical Risk Program across the business to ensure a minimum standard is set.

### Other health and safety initiatives for the year included:

- ✓ **Action closeouts:** reducing the number of open actions and closing actions which have been open for an extended period.
- ✓ **Training Compliance:** improving the quality of health and safety training packages and improving safety training completion rates.
- ✓ **Integration and regular meetings:** of the Group HSQ Committee with a view to aligning the HSQ Strategy at a group level.
- ✓ **Redevelopment and improvement:** of Job Safety and Environmental Analyses (JSEAs).



## RESOURCECO GROUP HEALTH AND SAFETY PERFORMANCE FY25

FY	LOST TIME INJURIES (LTI)	LOST TIME INJURY FREQUENCY RATE (LTIFR)	TOTAL RECORDABLE INJURIES (TRIs)	TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR)	HOURS WORKED
FY24	6	3.24	26	14.04	1,850,989
FY25	10	5.57	44	22.85	1,794,576

Injury frequency rates are measured per million hours worked and include employee incidents and hours worked, and contractor incidents and hours provided to ResourceCo.

## RESPONSE TO ENGINEERED STONE BANS

July 2024 saw the implementation of a nationwide ban on the manufacture, supply, processing and installation of engineered stone due to concerns around silica dust inhalation. This led to the construction and recycling industries grappling with how to manage silica-based materials and protect the health of their workers.

ResourceCo undertook a comprehensive review into controls and management procedures to ensure our workers remain protected. This review resulted in the implementation of several initiatives across the business, including:

- **Engineering Control:** improved dust controls across our operations, including the addition of further misting systems.
- **Engineering Control:** HEPA filtered vacuum systems.
- **PPE Control:** the introduction of powered air supplied respirators, fit testing for wearers of tight-fitting respirators.
- **Administrative Control:** improved training for team members.

## REDUCING INJURIES THROUGH FLEET INNOVATION

Manual handling of tyres is a necessary component of tyre recycling operations and has been overrepresented in injury statistics (8 manual handling injuries in FY24). During FY25 Tyrecycle rolled out a trial fleet of state-of-the-art rear lift compaction collection trucks. The trucks eliminate the need for workers to lift tyres above waist height, reducing manual handling of each tyre by 50% on pickup, and eliminating manual handling of tyres when unloading.

Since the implementation of the new rear lift compaction trucks, there have been no musculoskeletal injuries or manual handling injuries reported for any employees using these trucks. These results are promising, and we will continue to monitor fleet effectiveness for the purposes of assessing additional future investment in this space. The initial investment into the new fleet represents approximately \$500,000 initial investment with investment into a further 6 vehicles occurring in FY26.

# People and Culture & Talent Attraction and Retention

FY25 was an exciting year for the People and Culture team with several strategic and operational developments aligning with ResourceCo's growth and strategic priorities.

2025 had a greater focus on bringing employees together across business pillars to strengthen collaboration, knowledge-sharing, and connectivity. This included the design of initiatives such as the Mentorship Program, which fosters structured cross-team learning and relationship building.

## LEARNING AND DEVELOPMENT

In FY25 hundreds of ResourceCo employees took part in a range of formal training courses. All participants reported gaining new skills, insights and tools to support them professionally. The new feedback process implemented during FY25 has proved an effective way of improving course content and delivery methods. It also provides our Learning and Development lead with data to further develop programs to support professional growth.

New programs were introduced, such as Negotiating Effectively and a personalised program on Conflict, Negotiation and Effective Communication for specific teams. As well as the continued excellent engagement in our leadership programs: Emerging Leaders; and Mate to Manager, our Learning and Development portfolio now boasts a balanced mix of programs spanning leadership, management, technical and business skills, and soft skills.

FY25 also saw a shift towards new methodologies for Learning and Development. This included:

- **Introduction of a tailored skills program:** providing customised pathways that directly respond to employee needs and feedback.
- **In-house facilitation for specific training courses:** showcasing internal capability and building credibility across the organisation.
- **Partnership with AIM:** strengthening opportunities for employees to access targeted external learning by investing in an Australian Institute of Management (AIM) "Partner Pack". This secured bulk access to a wide range of short courses, empowering employees to choose learning most relevant to their roles and career goals.

“

FY25 WAS A YEAR OF CONNECTION AND GROWTH FOR RESOURCECO. WE INVESTED IN PROGRAMS THAT EMPOWER EMPLOYEES TO THRIVE—BUILDING A STRONG FOUNDATION FOR A FUTURE-READY WORKFORCE. WITNESSING THE GROWTH AND CALIBRE OF OUR EMERGING LEADERS HAS BEEN TRULY REWARDING, AND IT REFLECTS THE STRENGTH OF OUR COMMITMENT TO DEVELOPMENT.

Carly Brown  
Head of People and Culture, ResourceCo

THE COURSE WAS WELL PLANNED, TIMED, AND EXCELLENT CONTENT. EVERY SECTION WAS USEFUL.

Program Participant  
ResourceCo

FANTASTIC SESSION WITH SOME REALLY HANDY PRACTICAL TIPS TO IMPLEMENT ON A DAY-TO-DAY BASIS.

Program Participant  
ResourceCo

## ELMO IMPLEMENTATION

During FY25, the new Human Resources Information System, ELMO, was implemented. This included the successful rollout of engagement surveys, performance appraisals and training record management, providing a centralised platform for employee data and insights. The next phase will see the introduction of recruitment module and the Learning Management System (LMS), creating a best-practice tool to streamline onboarding, enhancing employee engagement, and supporting ongoing professional development.

## GUIDING THE NEXT GENERATION

As part of ResourceCo's commitment to developing talent and fostering internal growth, the Mentorship Program has created valuable opportunities for employees to learn, lead, and thrive. One standout example from FY25 is the mentoring partnership between Sales Manager Andrew Jeffery (AJ) and Danni Wilson (pictured right). Danni has progressed from Operations Controller to Internal Sales to Business Development Manager, all within just two years.

Through the program, Danni received structured guidance and ongoing support from AJ, who encouraged her to take ownership of her learning and development. Together, they built a strong foundation for success — developing processes, fostering communication excellence, and building customer trust.

With AJ's mentorship, Danni gained hands-on experience in the field — shadowing projects, developing client connections, and building confidence through real-world learning. Her journey exemplifies the impact of strong leadership, collaboration, and a culture that empowers employees to grow within the business.

This mentorship success story highlights how ResourceCo's investment in people not only supports career progression but also strengthens capability, engagement, and leadership diversity across the organisation.



## APPRENTICESHIPS

In FY25, we had three apprentices in maintenance fitter roles, each completing a Certificate III in Engineering – Mechanical Trade. These apprenticeships are an important part of our workforce development, providing structured support and clear pathways for early-career employees. We plan to continue supporting these roles and explore opportunities to expand the program in the future.

Building on our earlier identification of critical roles and individuals within the business, we are now implementing targeted professional development plans to support those selected, inclusive of strategic succession planning. This strategic approach not only enhances individual capability but also strengthens our overall talent pipeline. By investing in the growth and retention of key team members, we are fostering a resilient and future-ready workforce—ensuring long-term sustainability and continuity across the organisation.

## EMPLOYEE ENGAGEMENT SURVEY

In FY25 our first company-wide employee engagement survey was released, giving us crucial insights into how our employees see the business and providing an opportunity for constructive feedback. In FY26, we will consolidate and action the feedback with management across the business to inform development priorities and improve the employee experience.

## UNDERSTANDING OUR DEMOGRAPHIC PROFILE

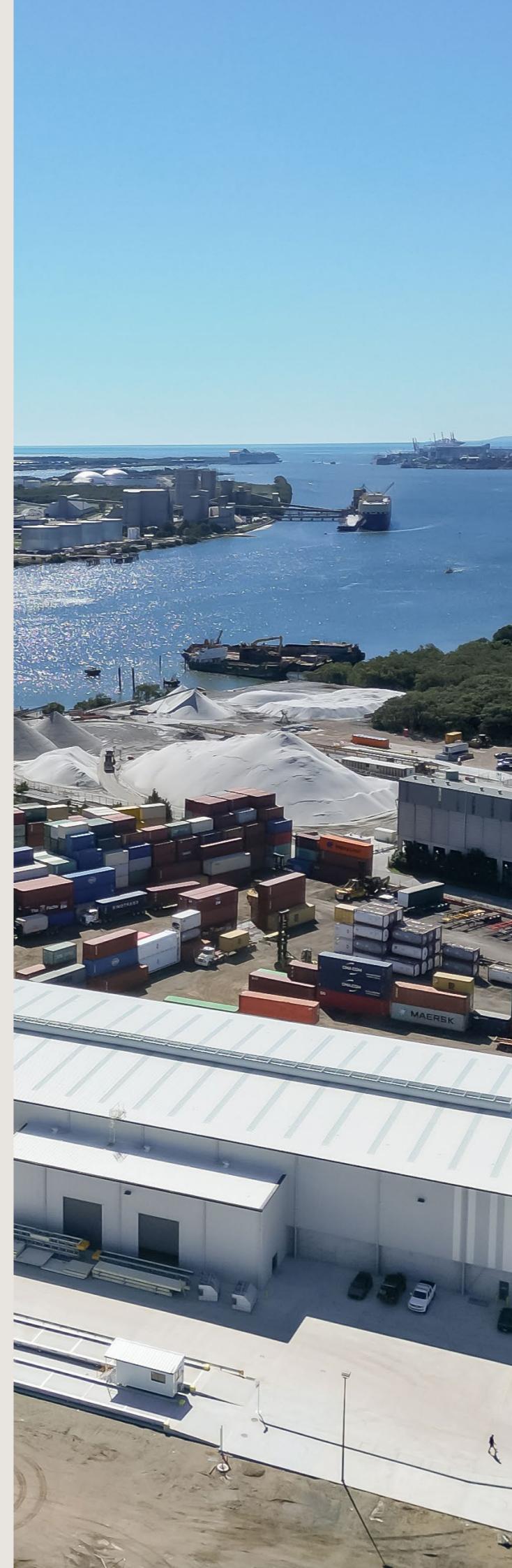
GENDER DIVERSITY	FY24		FY25	
	%Female	%Male	%Female	%Male
All Employees	18%	82%	15%	85%
New Employees	20%	80%	12%	88%
New Employees in SA	60%	40%	13%	87%

During the year there was an improvement in fidelity of data able to be retrieved from business systems, enabling greater insights to be gleaned from the aggregated employee data. Positively, this has led to greater interrogation of trends in our data to enable effective people and culture strategies to be developed.

For example, in FY25 there was a decrease in female representation in the business, a review of the data found that this was representative of the type of roles recruited for during the year, i.e. roles which generally have lower female representation. ResourceCo's new mentoring and focused apprenticeship programs are targeted programs which, in part, aim to improve female representation in these non-traditional roles.

AGE	FY24	FY25	TREND
Under 30	21.5%	26%	Increase
30-55	65%	59%	Decrease
Over 55	13.5%	15%	Increase

During the year the business saw an increase in the number of employees under 30 demonstrating our focus on developing and employing the next generation of ResourceCo employees has been successful. This increase was attributed to an increase in employees in the cadetship program, and a shift in focus in how roles are advertised to social media platforms which has attracted a younger demographic.



## Supplier Due Diligence on Environmental and Modern Slavery Risks

ResourceCo applies a structured due diligence framework to identify, assess, and manage environmental and modern slavery risks across its supply chains. This framework is embedded into our day-to-day procurement practices and continues to evolve as our operations grow. During FY25 we have matured the due diligence and assessment processes including the following:

- Implemented a risk based due diligence threshold to direct our due diligence efforts towards the highest risk suppliers.
- Conducted risk screenings on 2,265 suppliers across ESG risk areas.
- 510 risk matrix assessments were conducted on new suppliers.
- Issued 53 modern slavery questionnaires in accordance with the ResourceCo due diligence threshold.
- As a result of refining the supply chain tracing tools developed in FY24, we issued two targeted supply chain tracing exercises to increase transparency beyond our Tier 1 (direct) suppliers and gain insight into Tier 2 (indirect) suppliers.

In FY26 the focus will shift to undertaking deeper dives into our high risk supply chains, assessing supplier onboarding practices across our Asian operations, and upskilling our employees with targeted and refreshed modern slavery awareness training.



# Indigenous Engagement

## NGUTU COLLEGE: A VISIONARY SCHOOL REDESIGNING EDUCATION IN ADELAIDE

Ngutu College is unique educational environment where Aboriginal perspectives are woven into every lesson, where creativity is celebrated, and where young people are empowered to learn in ways that honour their identity and spark their curiosity.

Since opening in February 2021 in Adelaide, Ngutu College has grown from a cohort of Reception to Year 7 young people into a vibrant, inclusive learning environment now reaching Year 11, including more than 250 students, with Year 12 set to launch in 2026.

The college provides a powerful example of how opening the doors to business, the community and specialised support providers can markedly improve student outcomes.

As part of Ngutu's campus development, ResourceCo provided support in removing and treating contaminated soil and recycling asphalt, which helped create safe, sustainable spaces for students to learn and play.

By recycling materials and helping to rehabilitate the site, and enabling the children to help design their environment the college with students learning through outdoor classrooms, cultural immersion, and hands-on projects that foster leadership, empathy, and creativity. They play a part in designing their learning environments both inside the classroom and in the natural spaces on the campus. By recycling materials from the site, ResourceCo is proud to play a small part in making the campus such a great place to learn.

# Connecting with Community

## SUPPORTING A BRIGHT FUTURE WITH SUMSHINE KIDS LEARNING CENTRE

Connecting with community and supporting positive social outcomes is a real strength of ResourceCo's Asia Malaysia team.

From clearing local waterways of waste, developing local composting programs and supporting disadvantaged children with learning material – the ResourceCo team is deeply committed to connecting with community and making a positive difference.

For over six years ResourceCo Asia Malaysia has proudly supported Sumshine Kids Learning Centre in Malaysia, donating critical learning resource material.

A humbling collaboration, Sumshine Kids Learning Centre has provided inhouse and home-based tuition services to disadvantaged children.

ResourceCo Asia Malaysia Managing Director Pavel Cech said ResourceCo's support initially helped with the creation of the centre, making this five-year milestone all the more important.

"I was listening to the radio and they were talking about the lack of affordable opportunities for children with special learning needs, especially in the provincial areas," he said.

"That gave us the orientation regarding the possible direction of our corporate social responsibility efforts towards something that could be truly a life-changer for these underprivileged kids.

"It is special to see the benefits of their work in providing equal opportunity for emerging generations of disadvantaged children.

"The feedback we often receive from parents is very heartwarming.

"This focused, attention dedicated to individual learning issues of each child is very effective and yields results in a relatively short time."



With assistance from ResourceCo Asia Malaysia's ongoing donations of learning materials including books, stationaries, and individual student sponsorships, the Learning Centre has seen firsthand the growth in the students it has supported over the years.

“

I HAVE WITNESSED REMARKABLE  
CHANGES IN CHILDREN WHO RECEIVED  
SUITABLE LESSON PLAN WITH PROPER  
LEARNING MATERIALS.

Sumathy Manogharan  
Founder, Sumshine Kids Learning Centre

## MOTORSPORT AUSTRALIA'S TYRE RECYCLING PILOT A SUCCESS

Tyrecycle partnered with Motorsport Australia and the Shell V-Power Motorsport Park to launch a tyre recycling pilot program in South Australia.

Tyrecycle CEO Jim Fairweather said that working with Motorsport Australia will help to raise awareness about the opportunities and benefits of adopting sustainable practices across all levels of the motorsport industry.

"By having Tyrecycle's nation-leading used tyre collection and recycling expertise trackside, we were able to offer racing competitors and motorsport administrators a convenient and safe way to manage end-of-life tyres," he said.

"Effective sustainability strategies require accurate, event-specific data. This tyre recycling pilot was designed not only to divert waste but also to generate insights into the types and volumes of tyres used, logistical considerations for on-site collection, and the viability of downstream recycling processes."

Sunil Vohra, CEO of Motorsport Australia notes that tyres are a significant waste product for motorsport, and the ability to recycle race tyres post event at scale is a shared goal for the motorsport community.

"The success and learnings from the pilot event inform the feasibility of integrating tyre recycling logistics into motorsport events," he said.

"By partnering with Tyrecycle we're leveraging industry-leading expertise in resource recovery to trial practical, sustainable solutions tailored to the unique demands of motorsport events."

The pilot saw 168 tyres recycled during the three-day event at the Shell V-Power Motorsport Park.

“

BY PARTNERING WITH TYRECYCLE  
WE'RE LEVERAGING INDUSTRY-LEADING  
EXPERTISE IN RESOURCE RECOVERY  
TO TRIAL PRACTICAL, SUSTAINABLE  
SOLUTIONS TAILORED TO THE UNIQUE  
DEMANDS OF MOTORSPORT EVENTS.

Sunil Vohra  
CEO, Motorsport Australia



## KOROROIT CREEK PLANTING DAY SUCCESS

A team from various parts of ResourceCo's operations came together to contribute to the Friends of Lower Kororoit Creek Tree Planting Day along Old Geelong Road in Brooklyn, Victoria.

Located around the corner from ResourceCo's Brooklyn site, the Kororoit Creek is an important waterway in Melbourne's inner west.

The planting day was part of a long-term nature improvement program of works, coordinated by the Friends of Lower Kororoit Creek.

As a member of the Brooklyn Recycling Group, ResourceCo is committed to operational best practice in the Brooklyn Industrial Precinct, which includes being signatories of the state's first Better Environment Plan.

# Industry Engagement

During the year we maintained our industry memberships through which we contribute to shaping policy and practice across our industry.

## NATIONAL

### ACOR

Australian Council of Recycling

### AFPA

Australian Flexible Pavement Association

### ARRC

Australian Resources Recovery Council

### ATRA

Australian Tyre Recyclers Association  
President, Board member

### BIOENERGY AUSTRALIA

Accelerating Australia's energy transformation to bio-based solutions.  
Chairman, Board Member

### EPD AUSTRALASIA

Regional Program operator for the International Environmental Product Declaration System

### FMM

Federation of Malaysian Manufacturers

### HILT CRC

Heavy Industry Low Carbon Transition Cooperative Research Centre

### ISCA

Infrastructure Sustainability Council Australia

### SEAMLESS

National Clothing Product Stewardship Scheme

### WMAM

Waste Management Association of Malaysia

### WMRR

Waste Management and Resource Recovery Association

## STATE

### CCF NSW

Civil Contractors Federation, New South Wales

### CCF SA

Civil Contractors Federation, South Australia

### VTA

Victorian Transport Association

### VWMA

Victorian Waste Management Association

### WCRA

Waste Contractors and Recyclers Association of NSW

### WRIQ

Waste Recycling Industry Association of Queensland

### WRISA

Waste and Recycling Association of South Australia

### WRIWA

Waste and Recycling Industry Association of Western Australia

### WRINT

Waste and Recycling Industry Association of Northern Territory



# Looking Forward

As ResourceCo's approach to ESG matures, we are cognisant that our rate of progress is a direct by-product of where we deploy our efforts and our energy. As we look forward, our continued success will be achieved by ensuring we are holding ourselves accountable for our performance and implementing deliberate strategies to ensure that momentum builds in a way that creates focused and lasting change.

## KEY ESG FOCUSES FOR FY26 INCLUDE:

- Finalisation of our FY26-28 ESG Strategy and development a **roadmap for its implementation**.
- Continued prioritisation of **independent verification** of our products and services, with a strong focus on chain of custody and transparency.
- Further embedding of the ELMO integrated people management system including leveraging the system to drive **improved data-driven decision-making** in key social priority areas.
- Finalisation and implementation of **emissions reduction strategy**.
- Continued **innovation in product offering and quality**, incorporating improvements to quality and operational systems and progressing feasibility assessments into challenging new waste streams.
- Formalisation of a **diversity and inclusion strategy**, with a prioritisation on Indigenous engagement, employment and procurement outcomes.
- Finalisation of **HSQ Critical Risk program** and standardisation across the business, and prioritisation of lead metrics.

# ResourceCo Group Locations

## Head Office

Level 1,  
162 Fullarton Road,  
Rose Park SA 5067

## Tyrecycle

**MELBOURNE**  
30-56 Encore Avenue,  
Somerton VIC 3062

**ADELAIDE**  
8 Meyer Road,  
Lonsdale SA 5160

**BRISBANE**  
Lot 1, Gypsum Drive,  
Redbank Plains QLD 4301  
776-800 Redbank  
Plains Road,  
Redbank Plains QLD 4301

**HOBART**  
3 Weily Park Road,  
Bridgewater TAS 7030

**PERTH**  
367 Mandurah Road,  
East Rockingham WA 6168

**PORT HEDLAND**  
20-22 Moorambine St,  
Wedgefield WA 6721

**SYDNEY**  
36 Stenhouse Drive,  
Cameron Park NSW 2285  
1/21 Grady Crescent  
Erskine Park NSW 2759

**Company  
Collections**  
(Australia-wide)

1300 489 732

## Recycling & Waste

**WINGFIELD**  
144-150 Wingfield  
Road North,  
Wingfield SA 5013

**LONSDALE**  
Lot 6 & 6B Meyer Road,  
Lonsdale SA 5160  
Onkaparinga Eco Precinct,  
19 Christies Road,  
Lonsdale SA 5160

**DRY CREEK**  
Waste Derived Fill Site  
Hanson Road Extension,  
Dry Creek SA 5094

**BROOKLYN**  
125 Bunting Road,  
Brooklyn VIC 3012

**BROOKLYN**  
125 Bunting Road,  
Brooklyn VIC 3012

**MCLAREN VALE**  
2605 Main South Road,  
McLaren Vale SA 5171

**HARTLEY**  
North Bremer Road,  
Hartley SA 5255

**MT COMPASS**  
Pambula Road,  
Hindmarsh Valley SA 5211

**TATACHILLA**  
Southern Corner of  
Tatachilla &  
Main South Roads,  
McLaren Vale SA 5171

**HAMPTON PARK**  
Hampton Park Resource  
Recovery Facility,  
274 Hallam Road,  
Hampton Park VIC 3976

## Soil Reuse & Recycling

**MULGRAVE**  
Level 7, 1 Peters Avenue,  
Mulgrave VIC 3170

**ALEXANDRIA**  
86 Bourke Road,  
Alexandria NSW 2015

**HEMMANT**  
126 Anton Road,  
Hemmant QLD 4174

**BROOKLYN**  
125 Bunting Road,  
Brooklyn VIC 3012

**LANGWARRIN**  
150 Quarry Road,  
Langwarrin VIC 3910

**BACCHUS MARSH**  
1 Bonnie Vale Road  
Bacchus Marsh VIC 3340

**OAKLANDS**  
345 Oaklands Rd,  
Oaklands Junction VIC 3063

## ResourceCo Asia

**MALAYSIA PEF PLANT**  
Lot 149522 Lebuh  
Perusahaan Klebang 10,  
IGB Industrial Park  
30010, Ipoh  
Perak Malaysia

**KUALA LUMPUR OFFICE**  
Sdn Bhd (KL)  
A-2-15 Plaza  
Damas 3, Block A  
Jalan Sri Hartamas  
50480 Kuala Lumpur

**IPOH OFFICE**  
(M) Sdn Bhd (Ipoh),  
165A, Persiaran Kawasan  
Perusahaan IGB,  
31200 Chemor, Perak

## Energy

**HEMMANT**  
126 Anton Road,  
Hemmant QLD 4174

**WINGFIELD**  
Veolia-ResourceCo  
Lot 246 Wilkins Road,  
Wingfield SA 5013

**WETHERILL PARK**  
35-37 Frank Street,  
Wetherill Park NSW 2164



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**FIND OUT WHAT  
WE CAN DO FOR YOU**

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 [resourceco.com.au](http://resourceco.com.au)