



Sustainability Report FY24



To provide sustainable services
chosen by customers and
delivered for communities.

Contents

A message from the CEO	04 - 05
About our business	06 - 07
Our Mission & Delivery Model	08
Our Vision & Numbers	09
Our Approach to ESG	10
Environment	11
Energy and Emissions	12
Water & Waste	13
Social	14
Diversity, Inclusion & Equality	15
Auticon	16-17
Governance	18
HSEQ Risk & Governance	19
HSEQ Regulatory Compliance	20

A message from our CEO

TDG Environmental's Financial Year in Review

Dear Stakeholders,

The past financial year has been defined by increased competition and heightened customer expectations, prompting a decisive drive for greater business efficiency. In response, TDG Environmental (TDG) has remained unwavering in its commitment to sustainability, which we firmly believe is essential to our long-term success. Guided by our strategic vision, we strive to provide sustainable services that are not only chosen by our customers but also benefit the communities we serve.

Over the past 12 months, TDG has focused on three strategic pillars, each with sustainability at its core:

Customer Centricity: Our goal is to exceed customer expectations with a strong social and environmental ethos, enhancing not only our operations but also the value we provide to our customers.

Operational Excellence: We are committed to continuous improvement and prioritising safety by choice, ensuring ongoing sustainability and superior performance.

Our People and Purpose: We emphasise inclusive and equitable workforce recruitment and retention, which are fundamental to our business's continuity and success.

Key sustainability highlights over the past 12 months include:

Commitment to Safety: TDG has made significant progress towards becoming a leader in staff and customer safety. We have enhanced staff engagement, training, and accountability through a revamped safety approach and increased field audits and observations.

Customer and Community Engagement: We launched our first Reconciliation Action Plan to foster greater inclusivity within our Australian workforce and strengthen our engagement with the customers and communities we serve.

Environmental Impact: TDG has begun tracking its entire Scope 1 and 2 GHG emissions across all depots and fleet in Australia and New Zealand to identify and implement emission reduction opportunities. Furthermore, we have upgraded our fleet with new lower-emission vehicles, significantly reducing our environmental footprint. In addition, we are investing in solar panels across our main sites with the goal of transitioning to 100% renewable energy.

Recycling Capabilities: Our Mainstream Recycling business has achieved remarkable success by diverting an average of 98% from landfill of the stormwater and waste streams it processes, positioning TDG as a leader in sustainable waste management practices.

A Diverse Workplace: We have successfully launched a pilot program with Auticon to integrate neurodiverse talents into our organisation, reflecting our commitment to fostering a diverse and inclusive workplace.

As we look ahead, I am confident in TDG's continued growth and development. We will persist in our mission to innovate and lead in sustainable practices, ensuring that we remain a trusted partner to our customers and a responsible steward of the environment.

Best regards,
Jochen Behr





TDG Environmental is the leading provider of sustainable waste and stormwater management solutions in Australia and New Zealand.



Accreditations and Certifications

We are committed to operating our business in an efficient and sustainable manner, confirmed by our ISO-certified Management System. This ensures safety, supports our staff, and delivers high-quality, effective solutions with a focus on environmental sustainability.



Find out more at tdgenvironmental.com

Our Mission

TDG Environmental's objective is to provide innovative services and solutions for water authorities, energy providers as well as the civil, and construction sectors. Our focus on the ongoing delivery of sustainable environmental services is underpinned by our commitment to continuous improvement in our fleet, equipment, processes and investment in our people. TDG's unwavering commitment to safety, innovation, and exceptional environmental practices drives everything we do.



Why we do it

Everything we do is to maintain a sustainable and reliable environment for the people and communities of Australia and New Zealand



How we do it

With continuous improvement in mind and a laser focus on safety and sustainability, we provide our teams with access to the latest innovations in operating equipment, and training and development to allow the delivery of our services.



What we do

We offer a range of services from treatment and transport of liquid waste, to industrial services and total waste management for both liquid and solid waste streams. We strive to always be safe, innovative, operationally excellent, and environmentally responsible.

TDG in Numbers

TDG is committed to safety, quality and particularly environmental sustainability. We've been in business for more than 30 years, and with our highly professional and skilled team and investment in the latest technology and equipment, you can trust that we've got the experience you need to get the job done right the first time. Our track record and numbers show how we are committed to achieving sustainable success.

2 mil

Tonnes removed to reduce negative environmental impact

400+

Service vehicles across Australia & New Zealand

25+

Locations across Australia & New Zealand

4

Leading edge recycling plants supporting the circular economy

Our approach to sustainability

TDG's vision is to consistently provide sustainable services chosen by our customers and delivered to communities across Australia and New Zealand.

TDG has six main ESG goals that form the foundation of our business sustainability performance. These include:

1. To be a high performer in customer safety.
2. Having a positive impact on the customers and communities we serve.
3. Aiming to build and retain an inclusive and diverse workforce.
4. Providing services with a circular mindset.
5. Curbing our emissions with the ambition of being net zero by 2050.
6. Continue delivering sustainable and resilient field services by adopting smart and innovative products and services.

From a governance perspective, a permanent ESG Steering Committee has been in place for the past two years. The membership includes senior leaders across the business committed to TDG achieving its social and environmental objectives.



Update

The TDG Board receives monthly updates on the progress made regarding the key actions and deliverables in the current ESG plan. It also approves the overall ESG strategy on an annual basis. TDG retains its ISO accreditations 9001 (Quality), 14001 (Environment), and 45001 (Health and Safety) and will continue to demonstrate its commitment to sustainability as reflected in its ESG Strategy for FY25.

Environment

TDG provides services to the government, water, and power utilities as well as the infrastructure sectors. As these businesses begin to set emissions targets, TDG's progress and accountability in this area becomes increasingly important.

Environment: Energy & Emissions

As the world continues to shift towards a sustainability mindset, stakeholders want to see improvement in areas that matter to them such as reduction in emissions.

TDG Environmental is a leading provider of waterway and drain maintenance services in Australia and New Zealand. The company’s clients include major water authorities, Tier 1 contractors, as well as numerous local government authorities and government departments in both countries. Many of these clients are now establishing ambitious energy reduction targets over various timeframes. In response, TDC’s service delivery model will need to continually improve to meet and exceed customer and community expectations.

TDG serves the government, water, power utilities, and infrastructure sectors. As these sectors begin to set emissions targets, TDG’s progress and accountability in this area become increasingly important. As a company committed to responsible environmental management and the minimisation of environmental impact and pollution, TDG must continue to focus on this area to avoid reputational damage.

Status	Planned Actions / Milestones	Comments
✓	Engage an external provider to assist in the tracking and recording of all fleet emissions across all depots in Australia and New Zealand	In partnership with an external agency Successful recording of all Scope 1 and 2 GHG emissions for the entire fleet across Australia and New Zealand.
●	Similarly seek to track and record all electricity consumption across depots in Aust and New Zealand with a view to reducing consumption and by market testing seek to reduce overall cost.	Engaging with electricity providers to see the feasibility of a national provider.
●	Undertake a business case analysis of installing solar panels across identified sites with at least three sites to have solar panels this financial year.	Solar panel installs at Truganina booked for early FY25 install.
Status Key: ☒ Not feasible ● On track ● Delays ✓ Completed		

Key Initiatives

Develop a robust framework for the measurement and reporting of Scope 1 and 2 greenhouse (GHG) gas emissions

Updated Fleet management strategy to address in particular the potential introduction of "Green vehicles" into TDG fleet.

Energy procurement plan to be developed including consumption analysis and market testing.

Environment: Water and Waste

One of TDG’s core business tenets is, “articulating TDG’s environmental management of water and waste through consistent narrative and metrics is crucial to maintain its reputational basis in sustainability”.

TDG is committed to responsible environmental management of all our operations. To ensure our environmental performance remains strong we actively pursue opportunities in our operations to reduce, recover, recycle and where applicable re-use waste resources. TDG remains committed to sustainable waste management practices and will continue to develop waste minimisation strategies that divert the maximum amount of waste going to landfill.

Status	Planned Actions / Milestones	Comments
✓	Partner with local industries and businesses to create a network for exchanging recovered resources.Develop agreements for the mutual reuse of recovered materials.	Heads of Agreement executed with Orca Civil Products; Mainstream to be an exclusive supplier of recycled materials for clients including Yarra Trams, Melbourne Water, and Geelong Council.
✓	Engage and participate in research for including recovered materials into manufacturing processes.	Research and Development Agreement signed with Deakin University for research into alternative uses of recovered waste in manufacturing and construction.
Status Key: ☒ Not feasible ● On track ● Delays ✓ Completed		

Key Initiatives

Circular Product Development. Inc Street furniture, landscaping blends, or other applications that promote circular use.

Product buy-back programs and initiatives. Integration into tender process.

Certification for circular economy practices and Compliance of recovered materials





Social

Our people are at the heart of TDG Environmental’s success, propelling us toward a sustainable future through their commitment and shared vision.

Social: Diversity, Inclusion & Equality

TDG Environmental is committed to ensuring our people feel valued, supported, and respected by living our organisational values. We promote and celebrate different perspectives and ensure equal access for everyone. We’ve partnered with Auticon, experts in neurodiverse workplaces, to trial the advantages of hiring autistic employees. We’re also working on initiatives to hire more Indigenous people to strengthen

our connection with First Nations People. Additionally, we’re improving communication by creating a company-wide cultural calendar to expand our reach on social media and celebrate events like NAIDOC week. We’re providing training for all Supervisors to update and reinforce their understanding of Unconscious Bias and to support Diverse Hiring principles.

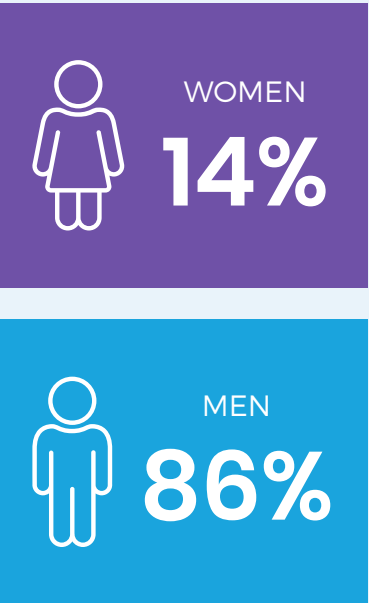
Status	Planned Actions / Milestones	Comments
✔	Sign up and commence journey for Reconciliation Action Plan	RAP is an ongoing process to continue into FY25.
●	Unconscious Bias Training to be rolled out to all employees	Reporting to be transferred to HR
✔	Set up and commence Auticon Pilot	Pilot completed with positive outcomes, review underway for potential integration into diverse hiring plan.
●	Review Bullying & Harassment Policy & support networks for reporting, investigation & resolution	Policy review complete, communication via CPO message to 1) remind employees of the policy and grievance process 2) ensure P&C are a point of referral.

Status Key: ☒ Not feasible ● On track ● Delays ✔ Completed

- Key Initiatives
- Indigenous employment Initiative aligned to First Nations commitment for Australia.
- Recruitment training – Manager unconscious bias
- Diversity Initiative with Auticon aligned to diverse hires
- Improve discrimination and harassment complaints system

Status Update

The ratio of women and men employees in TDG Environmental



auticon

Social: Auticon

To meet a business need and contribute to our diverse hiring focus, TDG has partnered with Auticon, a global social enterprise that creates and supports employment opportunities for individuals with autism.

Autistic adults are three times more likely to be unemployed or underemployed compared to people with other conditions, and six times more likely to be unemployed or underemployed compared to their peers without disabilities. Autism is a lifelong neurodevelopmental condition that affects about 1.5% of the population, while neurodiversity affects 15-20% of the population. Partnering with Auticon brings strong social, cultural, and productivity benefits

Our Objective

TDG aims to promptly and effectively offer high-quality recommendations to stakeholders for their asset lifecycle programs.

The Solution

We collaborated with Auticon to identify and hire a Senior Consultant with relevant qualifications to utilise our UtilityTrack platform for the swift and efficient analysis of the data collected by our field crews. By establishing a support network involving both Auticon and TDG Environmental, we empowered this individual, who might typically struggle in a team environment, to work efficiently and enhance the turnaround times from identification to remediation.

The Result

Our clients receive recommendations promptly, leading to more efficient asset management for the benefit of all stakeholders and the general public. TDG cultivates improved business relationships, and the consultant is able to thrive in a team environment.

auticon





Governance

In light of TDG’s rapid expansion, which now includes operations across 4 Australian states and New Zealand, it is crucial to have a centralised governance function based on compliance standards and unified policies and practices.

The function is led by the Group General Manager Legal and Governance and is supported by a team of specialists across HR, Finance, and HSEQ functions. These specialists provide the necessary frameworks and expertise to support TDG’s business as it continues to grow and evolve.

Governance: HSEQ Risk & Governance

Over the past few years, TDG has undergone significant organisational changes, acquiring new entities such as ESG, RSP, Bartlett’s, and most recently HydroTech Group.

Each of these entities has its own systems, standards, and controls, leading TDG to recognise the need for centralised and consistent governance as well as minimum HSEQ standards across all its entities. As a result, TDG is finalising a centralised framework, software systems, and a national system manager to oversee HSEQ.

Status	Planned Actions / Milestones	Comments
✓	Pronto (ERP) implementation	Pronto (ERP) implementation and SQE Certification integration has been implemented.
•	Implement Kronos (centralised HR/workforce management) by July 22	Kronos implementation complete for AU, NZ integration under review
✓	Finalise the update and integration of Assignar scheduling system with Pronto (centralised ERP) commencing Sept 22	Assignar has been rolled out Australia wide, the scheduling system for NZ is currently being reviewed.
•	Enable all TDG team members to ensure an open digital democracy, empowering everyone to use our digital solutions equally.	All Team members have been enabled to access core IT functions and systems collateral. This will continue to grow as more capability is mobilised to smart devices.
•	Beakon SQE incident reporting module training.	The production of training modules is complete, and there is a plan in place to implement them early in FY25 to the group.
Status Key: ☒ Not feasible • On track • Delays ✓ Completed		



Governance: HSEQ Regulatory Compliance

TDG is committed to ensuring the wellbeing and safety of our teams, to delivering high quality reliable services, sustainably. We recognise that we operate in dynamic high-risk environments including, confined space, heavy vehicle, high pressure water, psychosocial and other highly regulated risk areas.

The risk of high impact activities is significant, particularly within the Waste Management and Transportation industries in Australia.

- Model WHS Act
- Work Health and Safety Acts & Regulations
- Occupational Health and Safety Acts & Regulations
- Environment Protection Acts & Regulations
- Planning and Development Acts & Regulations
- Waste Minimisation Acts & Regulations
- Water and Sewerage Acts & Regulations
- Water Resources Acts & Regulations
- Codes of practices

ISO Standards

- ISO 9001 Quality Management System
- ISO 45001 OHS Management System
- AS/NZS 4801 OHS Management System
- ISO 14001 Environment Management System



Failure to comply under any of the required legislative and regulatory requirements may result in significant fines and reputational damage to the business.

TDC's assurance programs are critical in proactively monitoring regulatory compliance.

Status	Planned Actions / Milestones	Comments
✓	Finalisation of BSI Reaccreditation Process and Close Out of Key Recommendations	The annual renewal and re-certification commences in October with business units in South Australia and New Zealand being audited this year. The program continues to ensure an external discipline and internal reflection point.
✓	TDG Portfolio of Safe Work Method Statements (SWMS) to be prepared and communicated across all Aust/NZ depots	Completed with all SWMS renewed. This library of SWMS is an evolving intellectual asset which continues to be refined and improved.
✓	Incident and Injury Escalation and Reporting Framework to be reviewed and improved in part through a greater focus on audit activities and lead indicators	Completed a total restructure and refresh of incident reporting which has now been implemented across the Group.
✓	Appointment of External Agency to provide random drug and alcohol training	TDDA appointed with active random testing conducted each month.
✓	Health and Safety Training (including roll out of Life Saving Rules) to be provided to PMs and Supervisors across Aust/NZ	In progress program, with training content delivered face to face and digitally.

Status Key: <input checked="" type="checkbox"/> Not feasible <input checked="" type="checkbox"/> On track <input checked="" type="checkbox"/> Delays <input checked="" type="checkbox"/> Completed	
Key Initiatives	Results / Trends
Annual Audit Program to be broadened to include a greater number and quality of audit observations and reporting.	The Monitoring & Improvement procedure has been revised and the design of our audit regime changed to reflect a heavy focus on positive field Interactions by all leaders and supporting Compliance Audits
Provide Training Modules for high-risk activities to all relevant staff	High-risk activities are mitigated through targeted safety training in confined space entry, working at heights, and operator skill set . We ensure operators are well-prepared to work safely and meet industry standards, with regular refreshers for ongoing compliance.



Servicing Australia and New Zealand.

Australian Locations

VICTORIA

Truganina
Dandenong South
Geelong
Bendigo
Ballarat

QUEENSLAND

Brisbane
Gold Coast
Ipswich
Sunshine Coast

NEW SOUTH WALES

Wetherill Park
Unanderra
Wyong

SOUTH AUSTRALIA

Lonsdale

New Zealand Locations

AUCKLAND

WELLINGTON

WHANGAREI

BLLENHEIM



**Sustainable
Success.**