



KIMBRIKI

Kimbriki Environmental Enterprises Pty Ltd
(KEE)

ESG *Report*

ENVIRONMENTAL
SOCIAL
GOVERNANCE

2023 – 2024

OUR VISION

Kimbriki Environmental Enterprises is a centre of excellence for the promotion and practice of sustainable resource and waste management services.

ABN 65 136 789 261





Environmental

2023 - 2024

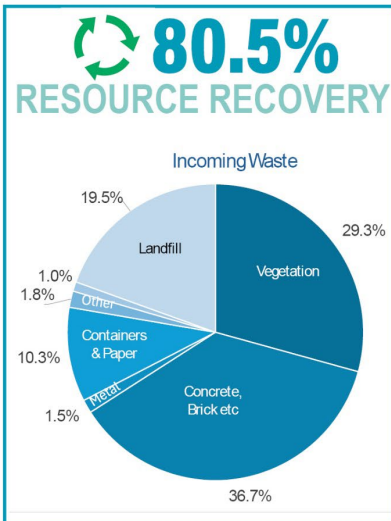



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Environmental *Key Metrics*

2023 - 2024



**HOUSEHOLD
PROBLEM WASTE
FREE TIPPING**
PAINT
HOUSEHOLD BATTERIES
e-WASTE
CLOTHING
TOYS
MOTOR OIL
LEAD ACID BATTERIES
PP5 PLASTIC POTS
METAL



**ENGINEERED
TIMBER RECYCLED
OVER 1200 TONNES
SAVED FROM LANDFILL**

**INBOUND
CUSTOMERS
366,931**

**280,706
TONNES OF
INBOUND WASTE**

**BUY BACK
CENTRE
184.35 t
Recycled & Re-used**

**TONNES TO
LANDFILL
(000'S)
54.7**

**EPA
EXCEEDANCES
WATER - 0 / ODOUR - 6**

**METHANE
CAPTURED
FROM LANDFILL
22,952 t CO2-e**

**101,713KL
LEACHATE
TREATED
(40 OLYMPIC SWIMMING POOLS)**

**SOLAR PANEL
CAPACITY**
88.2 KWP GENERATED
109,000 mwh of power supplemented
by 366 mwh of grey power
(100% carbon offset)

**1548 FRIDGE, FREEZER &
AIR CONS. DEGASSED**

**LANDFILL
LIFE AVAILABLE
24 years**

“ Sustainability is about ecology, economy and equity. ”
Ralph Bicknese

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Social

2023 - 2024

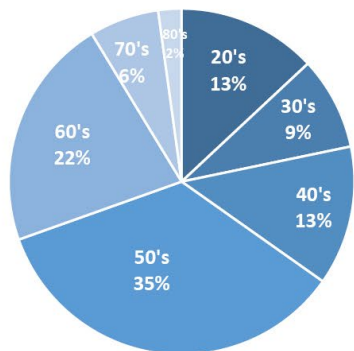




Social Key Metrics

2023 - 2024

Staff Age - All Employees



NUMBER OF SCHOOL CHILDREN ATTENDING WORKSHOPS

2307



\$14,571
COMMUNITY SUPPORT



NUMBER OF ADULTS ATTENDING ECO WORKSHOPS

415



Schools in Kimbriki Waste Reduction Program

5



NET PROMOTER SCORE
+84



45

Free Eco School Excursions for local Schools



CUSTOMER COMPLAINTS
24

KEE POLICIES & PROCEDURES

Bullying & Harrassment

Grievance procedure

Recruitment Policy

Whistleblower Hotline

Employee Assistance Program (EAO)

Wellness Program Staff

Training and Professional development opportunities

Flexible working opportunities for work life balance



HUB CHARITIES

1. Bikes4Life
2. Peninsula Seniors Toy Recylcers
3. Boomerang Bags Kimbriki



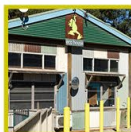
EVENTS 2023/24

Teacher Professional Dev. Days
Kimbriki Open Day
Tradie Breakfast
Net Zero Expo



ECO HOUSE AND GARDEN PROMOTES

1. WASTE EDUCATION
2. COMMUNITY WORKSHOPS
3. SCHOOL EXCURSIONS
4. GROUP EXCURSIONS



IMPLEMENTED
ECO WARRIOR
AWARDS



SPONSOR OF
Northern Beaches Council
ART & DESIGN PRIZE

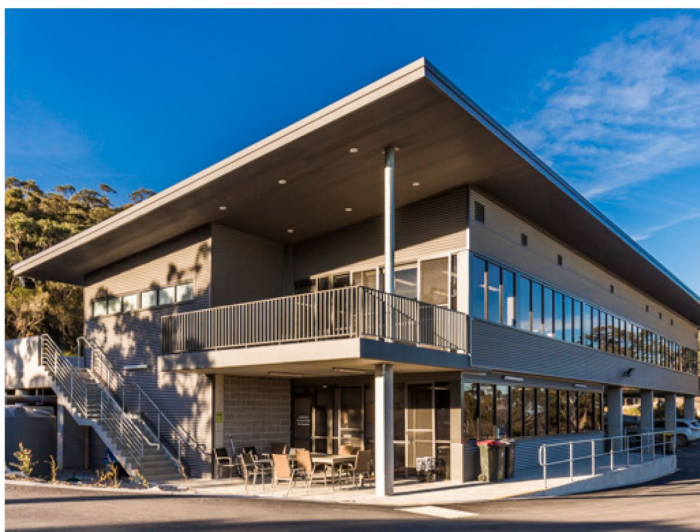
“ The time is always right to do what is right. ”
Martin Luther King Jr

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Governance

2023 - 2024



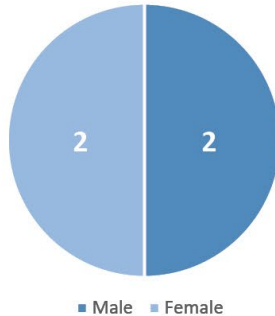
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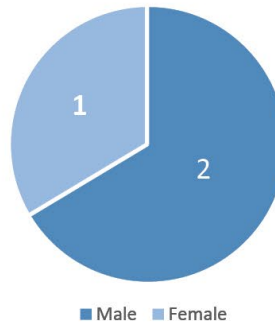
Governance *Key Metrics*

2023 - 2024

Senior Management



Board of Directors



ESG COMPLIANCE

No. of calls to Whistleblower Hotline	0
No. of incidents of Fraud	0
No. of incidents related to Business Integrity Policy	0
No. of rectifications required for regulatory breaches	0
No. of adverse findings in Financial Audit Report	0
Board & Director Assessments completed annually	✓
Directors meet CPD requirements as Members of AICD	✓
Maintain ISO Quality, Environment, EH&S Accreditations	✓
Risk Register monitored, reviewed & updated monthly	✓
Directors & Officers Declaration of interests	✓



100% Regulatory Reports/Requirements completed on time



COMMUNITY NEWSLETTERS
4 per year



INDEPENDENT BOARD OF THREE NON-EXECUTIVE DIRECTORS APPOINTED BY THE SHAREHOLDERS



KEE MAINTAINS 24HR COMPLAINT & WHISTLEBLOWER LINES



STAKEHOLDER ENGAGEMENT

Monthly meetings with shareholders, Annual meeting with NBC ARIC Committee, Monthly Reports and 10 Year Business Plan

“Transparency is the key to good governance”
Narendra Modi


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