



KIMBRIKI

Kimbriki Environmental Enterprises Pty Ltd
(KEE)

ESG *Report*

ENVIRONMENTAL
SOCIAL
GOVERNANCE

2024 - 2025

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 *Key Metrics*

2024 - 2025



**ENGINEERED
TIMBER RECYCLED**
1243 TONNES
SAVED FROM LANDFILL
▲ +3.5%

**TONNES TO
LANDFILL**
(000'S)
48.2
▼ -11%

109,482KL
LEACHATE
TREATED
(43 OLYMPIC SWIMMING POOLS)
▲ +7.6%

**INBOUND
CUSTOMERS**
378,988

**EPA
EXCEEDANCES**
WATER - 0 / ODOUR - 2

**SOLAR PANEL
CAPACITY**
109.5 KWP (up 21.3KWP)
Generating 115mwh of power.
Supplemented by 360kwh of
accredited green power

- HOUSEHOLD PROBLEM WASTE
FREE RECYCLING TIPPING**
- ♻️ PAINT ♻️ MOTOR OIL ♻️ CLOTHING
 - ♻️ HOUSEHOLD BATTERIES
 - ♻️ TV'S & COMPUTERS
 - ♻️ GLOBES & FLUORESCENT TUBES
 - ♻️ MOBILE PHONES ♻️ TOYS
 - ♻️ LEAD ACID BATTERIES
 - ♻️ PP5 PLASTIC POTS ♻️ METAL
 - ♻️ EMBEDDED BATTERIES
- PAID RECYCLING TIPPING**
- ♻️ ENGINEERED TIMBER ♻️ VENM
 - ♻️ FRIDGE, FREEZERS & AIR CONS
 - ♻️ GAS BOTTLES (with/without valve)
 - ♻️ CAR TYRES ♻️ MATTRESSES (partially)

270,330
TONNES OF
INBOUND WASTE

**METHANE
CAPTURED
FROM LANDFILL**
24,057 t CO2-e
▲ +4.8%

**1778 FRIDGE, FREEZER &
AIR CONS. DEGASSED**
▲ +15%

**BUY BACK
CENTRE**
176.04 t
Recycled & Re-used
▼ -4.5%

**LANDFILL
LIFE AVAILABLE**
23 years

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





Social

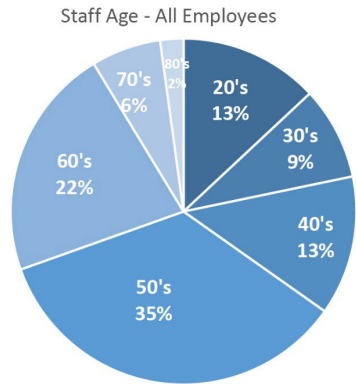
2024 - 2025





Social Key Metrics

2024 - 2025



NUMBER OF SCHOOL CHILDREN ATTENDING WORKSHOPS

3250

▲ +40%



\$19,548

COMMUNITY SUPPORT

▲ +34%



NUMBER OF ADULTS ATTENDING ECO WORKSHOPS

423

▲ +1.9%



Schools in Kimbriki Waste Reduction Program

6

▲ +1



NET PROMOTER SCORE

+84



45

Free Eco School Excursions for local Schools

0%



CUSTOMER COMPLAINTS

20

▼ -16%

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 2024/25

- Teacher Professional Dev. Days
- Early Childhood Educator Days
- Kimbriki 50th Anniversary Open Day
- Site Bus Tours
- Waste Conference



ECO HOUSE AND GARDEN PROMOTES

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



PRESENTED ECO WARRIOR AWARDS IN SCHOOLS



SPONSOR OF Northern Beaches Council ART & DESIGN PRIZE

“ The time is always right to do what is right. ”

Martin Luther King Jr





Governance

2024 - 2025

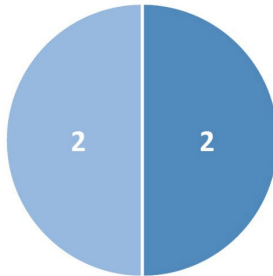




Governance *Key Metrics*

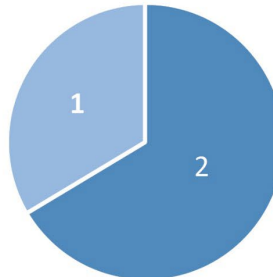
2024 - 2025

Senior Management



■ Male ■ Female

Board of Directors



■ Male ■ Female

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	✓



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



100% Regulatory Reports/Requirements completed on time



COMMUNITY NEWSLETTERS 4 per year

“ Transparency is the key to good governance ”
Narendra Modi

