

MaCher
— AUSTRALIA —

IMPACT REPORT 2025



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ABOUT US

MaCher Australia has over 40 years' experience designing, developing, sourcing, and manufacturing gift with purchase products and premium packaging for the wine, liquor, health, beauty, and FMCG industries.

With innovation, expertise, creativity, and global manufacturing capability, we're working towards driving impactful environmental change by creating premium packaging and custom products that are reusable, recyclable, and responsible.

Our supply chain strengths enable us to create solutions that are authentic to our clients' brands, strategically helping them increase sales, launch new products, gain and retain consumer loyalty, and raise brand awareness.

Through considered design, sustainable and ethical sourcing, and a strong understanding of our clients' business needs, we partner with clients to solve sustainability challenges using industry insights, data, and circular design principles.

ABOUT THIS REPORT

This is our fifth year reporting our environmental and social responsibility performance, including detailed reporting of our performance over time. It focuses on our work during the 2025 calendar year, providing visibility on how we've performed against our commitments.

Unless otherwise specified, the currency used is Australian Dollars (AUD). This report is authored in-house and endorsed by the MaCher Australia management team.



FROM OUR GROUP GENERAL MANAGER



It's been a year of achievement and change for our team throughout 2025. An exciting milestone was achieving B Corp Certification in July, a journey with a few pauses and restarts along the way. The B Impact Assessment and subsequent audit became an invaluable tool, prompting reflection, improvement, and accountability in all areas of our business.

As we proudly join B Lab's global community of businesses committed to balancing profit with purpose, we'll continue to support and exceed our clients' targets in the areas of innovation, responsible sourcing, supply chain transparency and reporting, now with independent, third-party verification validating the work we do.

In 2025, we also continued to rate in the top 1% of sustainable companies assessed by EcoVadis worldwide. Our EcoVadis Platinum Rating reflects our high performance across the pillars of Environment, Labour

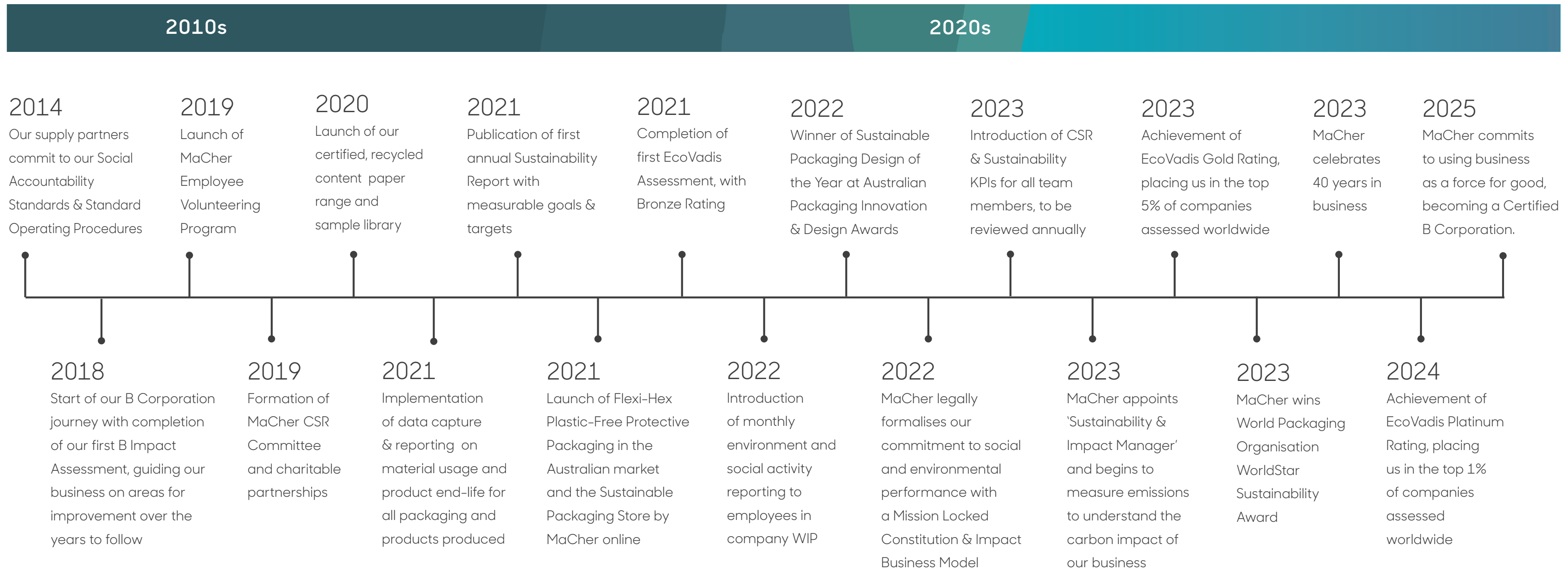
& Human Rights, and Ethics, a testament to the systems, policies and actions embedded throughout our operations.

The second half of the year marked another important change, as we relocated our Sydney office after 10 years in our previous home. The move presented an opportunity to reimagine our workspace to improve energy efficiency, waste management, IT systems, and ergonomics. As our team continue to settle into our new space, we look forward to measuring the outcomes these improvements will deliver in the year ahead.

Together, these milestones represent more than 'change', they reflect our ongoing commitment to responsible growth and lasting impact.

Simon Back
Group General Manager, MaCher Australia

12 YEARS OF COMMITMENT - OUR JOURNEY SO FAR



2025 HIGHLIGHTS

ENVIRONMENT

- 98%**
of total products reusable or recyclable*, an increase from 96% in 2024
- 52%**
of total products recyclable*, an increase from 46% in 2024
- 98%**
of packaging recyclable or reusable*, an increase from 94% in 2024
- 24%**
of total products made with recycled content, an increase from 21% in 2024
- 62%**
of paper products made with FSC or recycled content*, a decrease from 66% in 2024
- 4%**
of textile products made with recycled content*, a decrease from 29% in 2024

SOCIAL

- 63% full-time employees
37% part-time employees
- 74% employees female identifying
- 89%**
employee retention
- 655 hrs**
of staff training†, an increase from 640 hrs in 2024
- 13 yrs**
average employee tenure
- \$21,816 financial & in-kind charity donations by MaCher, a decrease from \$22,235 in 2024
- 172 hrs**
employee social responsibility initiatives, a decrease from 207 hrs in 2024

GOVERNANCE

- ecovadis**
PLATINUM Top 1%
Sustainability Rating
- Certified **Sedex**
Corporation
- 95%**
2025 supplier spend was with suppliers with third party audits on quality & risk management, and social & environmental reporting.
- 100%**
Tier 1 supply partners committed to MaCher's Social Accountability Standards & Standard Operating Procedures

We report our *Impact Performance* under three pillars - *Environment, Social, and Governance.*

† Excludes onboarding training hours.
* % based on annual revenue, 2025 calendar year.

WHAT OUR CUSTOMERS SAY

"Glad to see that MaCher got a very high score in the EcoVadis assessment...impressive! [You are] a very high CSR standard supplier."

Supplier Sustainability Assessment & Audit Manager
Lindt & Sprüngli (International)

"In its first month, the [MaCher] Cloud Pouch helped increase our average order value from £59 to £65, with the Starter Kit accounting for 22% of total monthly revenue. This rose to 41% of revenue in the following month, demonstrating strong customer uptake and repeat appeal."

Head of Design & Operations, Underdays

"Every single detail has added to the premium quality of this packaging.. from the custom textured card to the ribbon puller and everything in between. Our orders from international partners are already outperforming forecast...Thank you to you everyone at Macher, such a team effort and it's been such a pleasure."

Brand and Campaign Manager, Ultraceuticals

"Achieving [EcoVadis] Platinum status again and improving [your] score...is truly impressive."

Procurement Analyst, TWE Global

ENVIRONMENT



INTRODUCTION

MaCher's environmental performance is a priority for our stakeholders, particularly our employees, clients, and management team.

Our goal remains to be a source of continual 'best-practice' information and solutions for our clients and partners, while challenging ourselves individually and collectively to play our roles in being part of a sustainable future.

This is a constant learning process. With our ability to harness our team's knowledge, passion, skill, and commitment in the areas of design, product development, and manufacturing, we are uniquely positioned to help our clients, whilst striving to improve the environmental performance of our own operations.

WE DIVIDE OUR ENVIRONMENTAL PILLAR INTO TWO CATEGORIES:

OUR WORK

Product stewardship for the packaging and custom products created for our clients.

OUR WORLD

MaCher's office site, supply chain, and operations that enable us to excel in our work.

OUR SUSTAINABILITY STRATEGY

1. Embed our CRAFT* values in all relationships and decisions we make as a business.
2. Consider product end-life throughout the product development phase, designing products that are easily recyclable or intended for reuse (with a high perceived value by the end user).
3. Design product and packaging solutions with a considered use of raw materials, using responsibly sourced and/or recycled content where possible.
4. Reduce unnecessary materials as part of our product and packaging design process, minimising end consumer waste.
5. Maintain a diligent QC process throughout all stages of production, minimising fault rates and waste.
6. Select suppliers that are committed to adhering to our Social Accountability Standards (SAS), Standard Operating Procedures (SOP), and the UN Sustainable Development Goals.
7. Measure, assess, and report our ongoing performance to specified sustainability targets in our publicly available, annual 'Impact Report'.
8. Integrate social and environmental performance principles and practices into management and employee training, performance goals and reviews.
9. Maintain ongoing memberships and certifications with key industry bodies:



ecovadis



PREP

AIP

Sedex

* Detailed overview of our CRAFT* values in 'Social', p.24

OUR WORK: CONSIDERED DESIGN

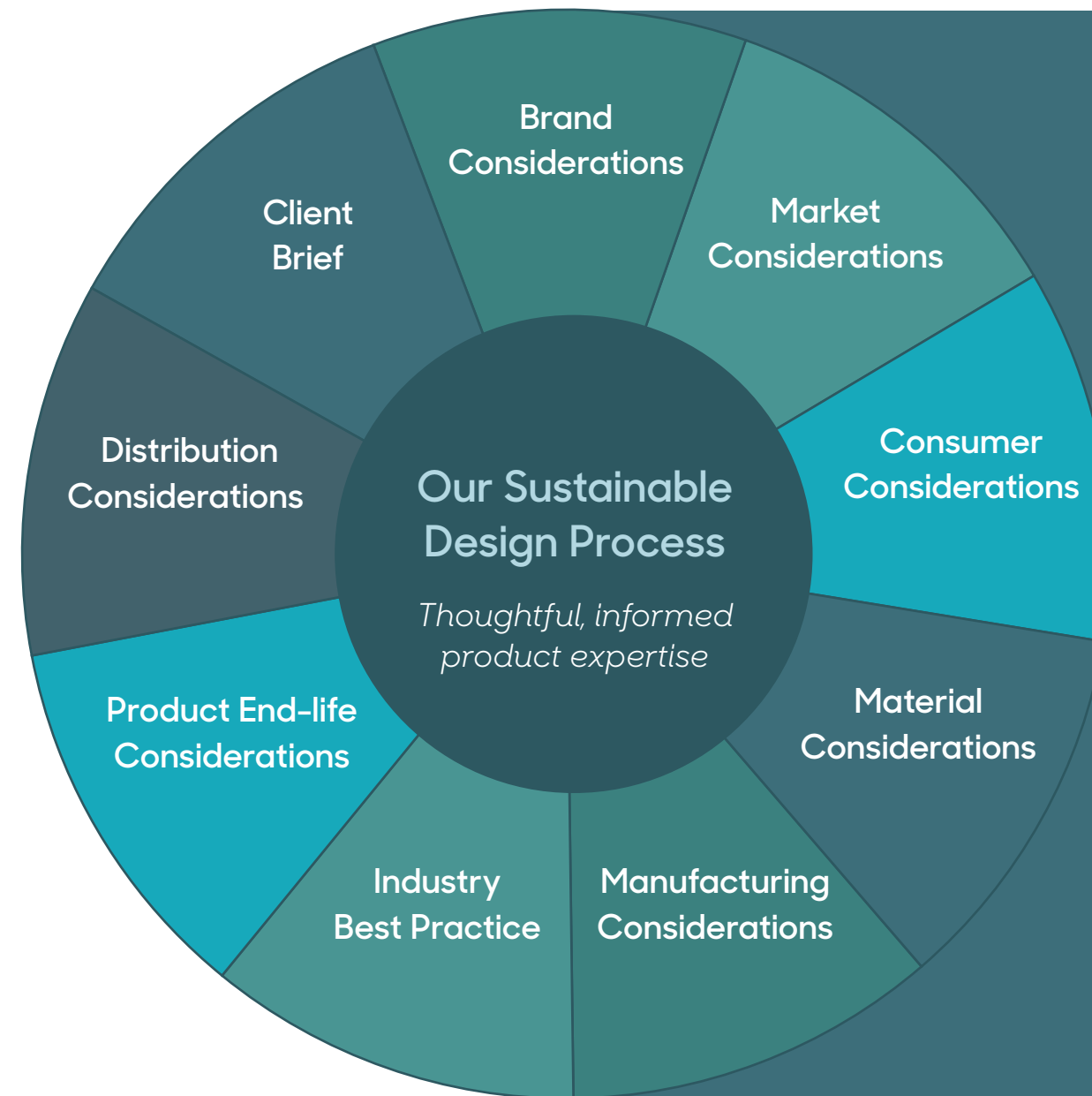
Our environmental product stewardship begins at project brief stage, as clients talk us through the project or challenge they need a solution for.

As design to manufacture specialists, each department in our business has extensive experience working on projects from conceptual ideation through to production and delivery.

Our team understand the environmental challenges that present themselves along the way, and work to guide and inform, so that products meet client brand objectives, whilst also being environmentally responsible.

WHAT THIS MEANS FOR PRODUCT DESIGN

- Designing reusable products for longevity so that they are on-trend, engaging, and desirable to the end user.
- Designing packaging for kerbside recyclability and material recovery.
- Specifying responsible materials
- Critically reviewing existing product specifications and offering more sustainable alternatives.
- Remaining informed of consumer trends, and material and manufacturing innovation.
- Reviewing samples at multiple stages of development and production to ensure design intent is achieved.



Environmental considerations form an important part of our response to each design brief. Our clients and their consumers have a wide range of goals they want to achieve, whilst also ensuring the end result is enticing and reflects their brand personality.

OUR WORK: CORE PRODUCT SOLUTIONS

We specialise in creating sustainable luxury packaging & custom products that are reusable, recyclable, and responsible. By working across a wide range of materials and substrates, we're able to 'design to need', providing clients with tailored, innovative solutions that meet their evolving requirements.

Sustainable Materials Swatch Library

We are continuously expanding our range of innovative, sustainable material and manufacturing solutions across all product categories. We have in-house, accessible samples available for staff and client use and educational tools to assist implementation.



RECYCLABLE PACKAGING

- Suitable for kerbside recycling
- FSC & recycled content boards & papers
- Recyclable varnishes & plant-based laminations
- Rigid core, art card, kraft board and corrugate
- Paper 'ribbons', textured papers and boards
- Tin & timber
- Moulded fibre pulp



REUSABLE BAGS & ACCESSORIES

- Plant-based fibres - cotton & jute
- Post-consumer recycled polyester
- Recycled content PU
- Organic & recycled content cotton
- Paper 'straw'
- PVC free PEVA and TPU



RESPONSIBLE LIFESTYLE PRODUCTS

- Bamboo & FSC Timber
- Semi-precious stones
- Recycled content textiles
- Soy wax candles
- Reusable, on-trend product design

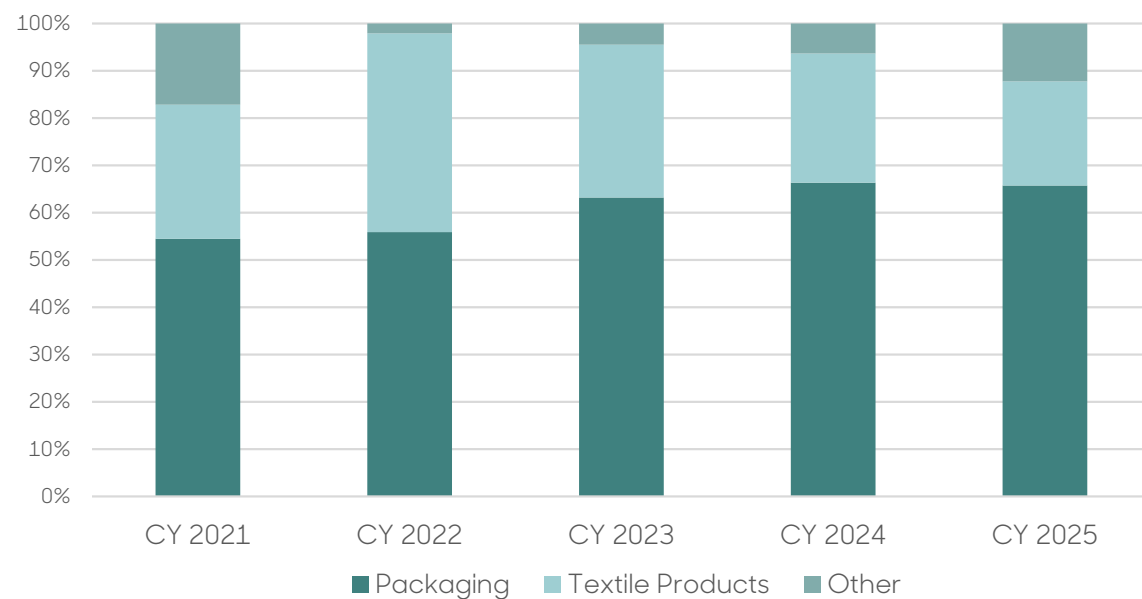
OUR WORK: PRODUCT STEWARDSHIP - OVERVIEW

Since 2021 we've measured and reported data on the products we produce for our clients. We originally focused on product type and whether the item was designed to be recyclable, reusable, or end up in landfill at the end of its use.

In subsequent years we began to measure and report on more detailed product specifications and set targets based on this data. Refer to p. 43 'Goals & Targets'.

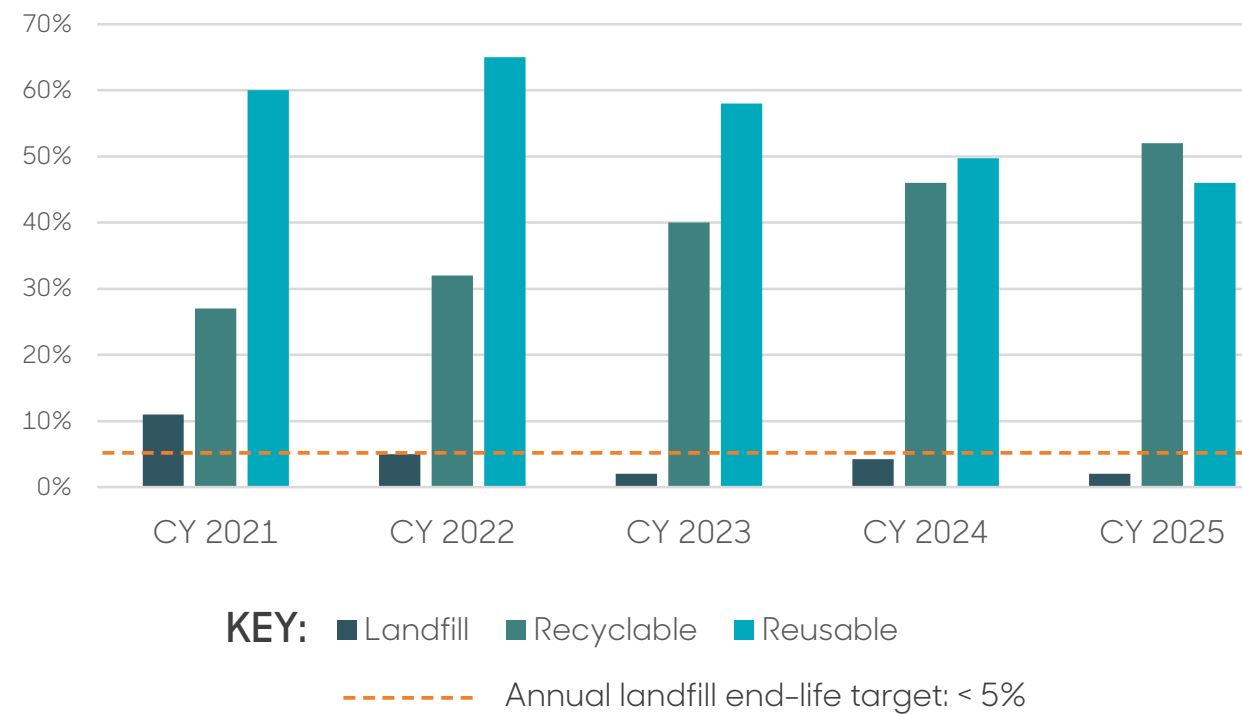
PRODUCT MATRIX - ALL PRODUCTS

% annual revenue, calendar year.



PRODUCT END-LIFE - ALL PRODUCTS (Landfill, Recyclable, Reusable)

% annual revenue, calendar year.



DEFINITION OF END-LIFE CLASSIFICATIONS:

RECYCLABLE

Through Australian kerbside collections, as assessed by APCO's PREP tool.

REUSABLE

On-trend at time of market release, made to a quality level that will sustain reuse, designed to create a high perceived value by the end user.

LANDFILL

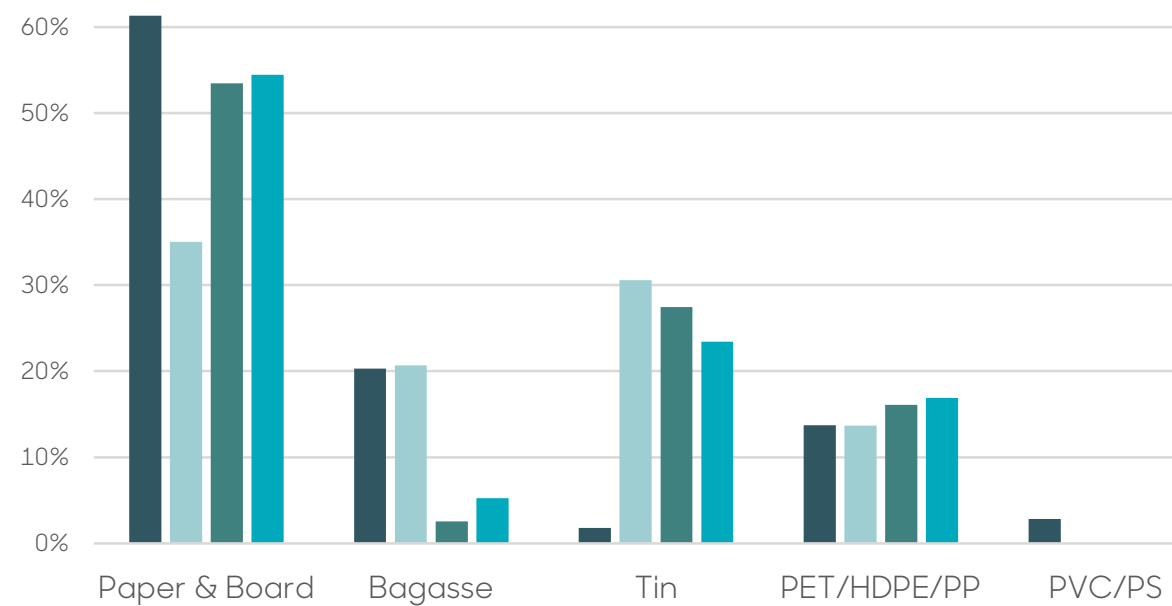
Not intended for reuse and not kerbside recyclable.

OUR WORK: PRODUCT STEWARDSHIP - MATERIALS

KEY: ■ CY 2022 ■ CY 2023 ■ CY 2024 ■ CY 2025

PACKAGING ONLY - MATERIAL SUBSTRATES

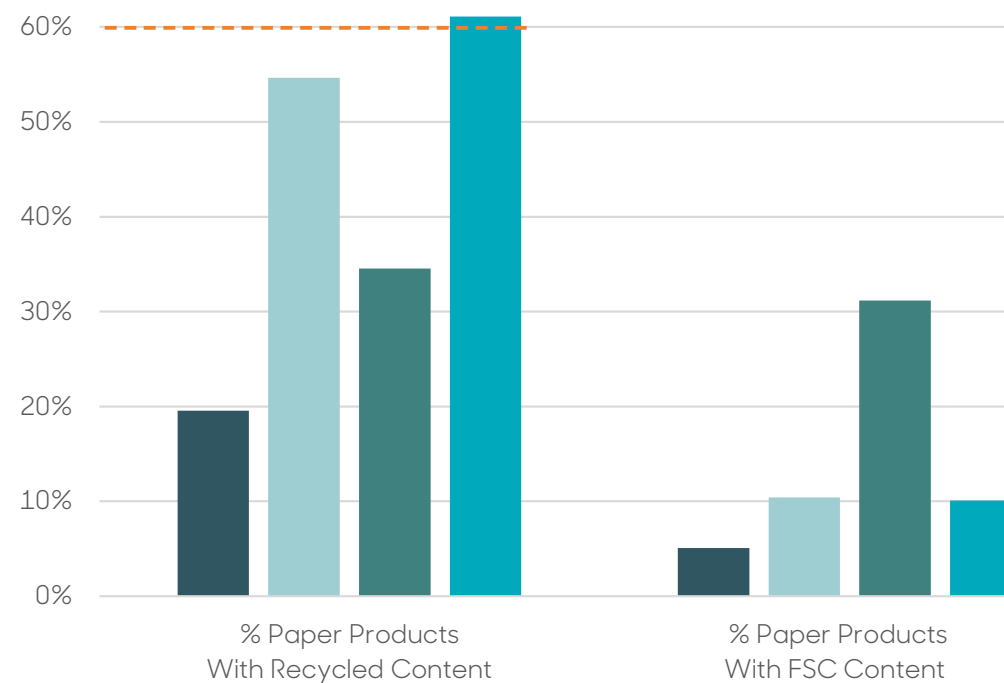
% packaging revenue, calendar year.



Material selection presents a significant opportunity for us to positively influence our environmental impact. We work with our suppliers to continue building the range of sustainable materials we can offer clients. Our design & development teams also continue to explore new ways to use existing materials like paper and board, that have proven sustainability credentials.

PAPER & BOARD PACKAGING - RESPONSIBLE MATERIALS

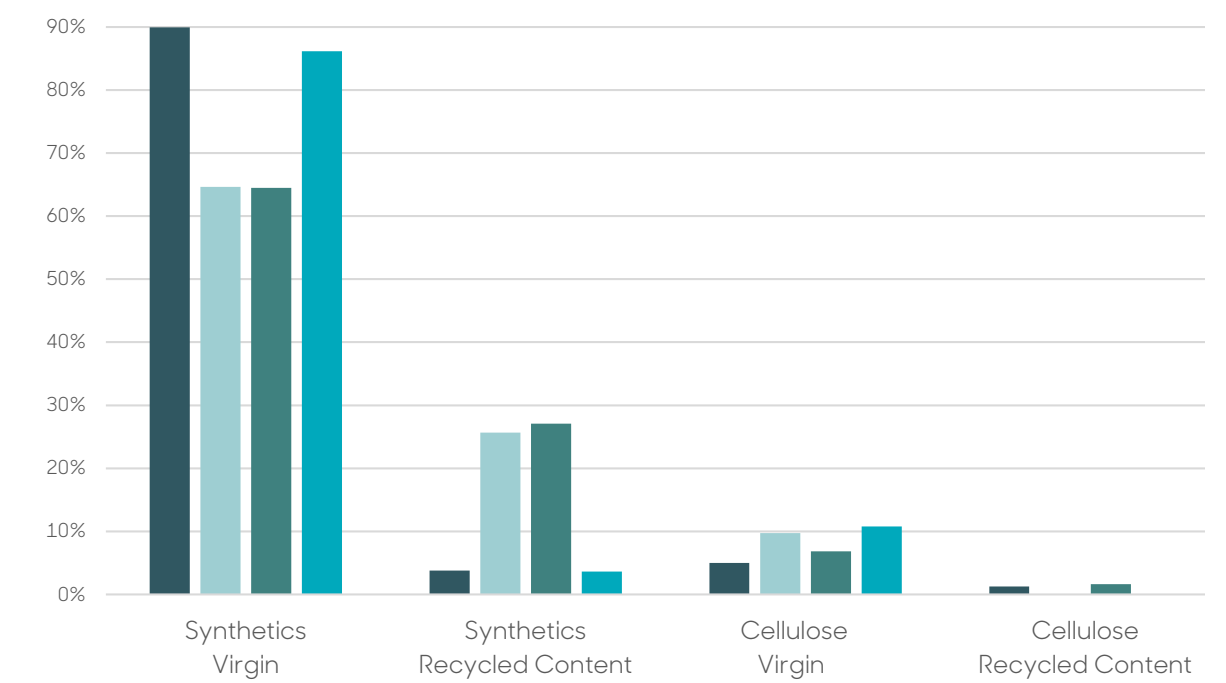
% paper & board packaging revenue, calendar year.



----- MaCher target of 60% paper and board products with recycled content met for the first time in 2025.

TEXTILE PRODUCTS - MATERIAL SUBSTRATES

% textile product revenue, calendar year.



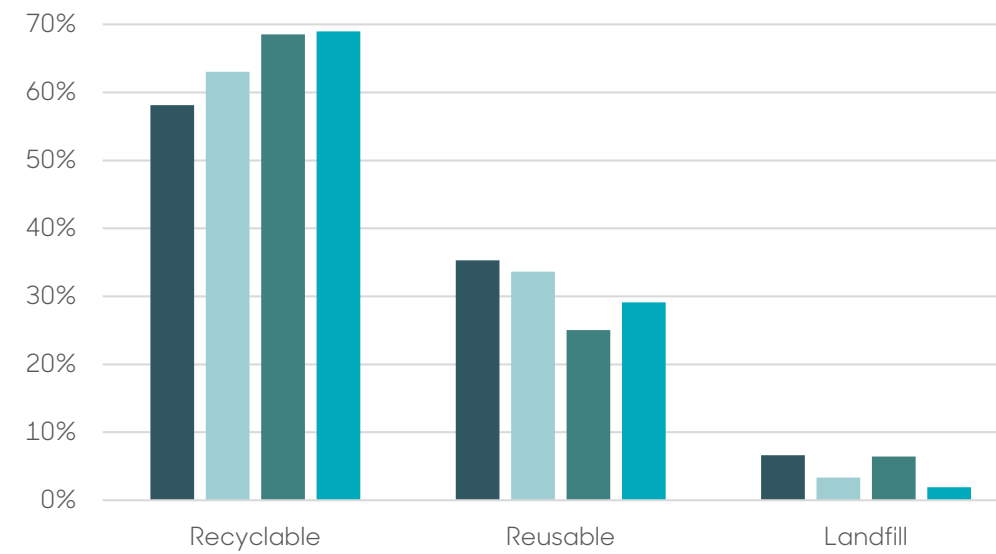
In 2025, the average quantity of textile products per order declined, with most orders falling below the minimum volume required to qualify for certified recycled content. This is reflected in the 2025 product revenue for virgin synthetics vs recycled synthetics. Recycled content fibres, particularly cotton, also remain cost prohibitive, impacting brand owner uptake.

OUR WORK: PACKAGING REUSABILITY & RECYCLABILITY

KEY: ■ CY 2022 ■ CY 2023 ■ CY 2024 ■ CY 2025

PACKAGING END-LIFE - ALL MATERIALS

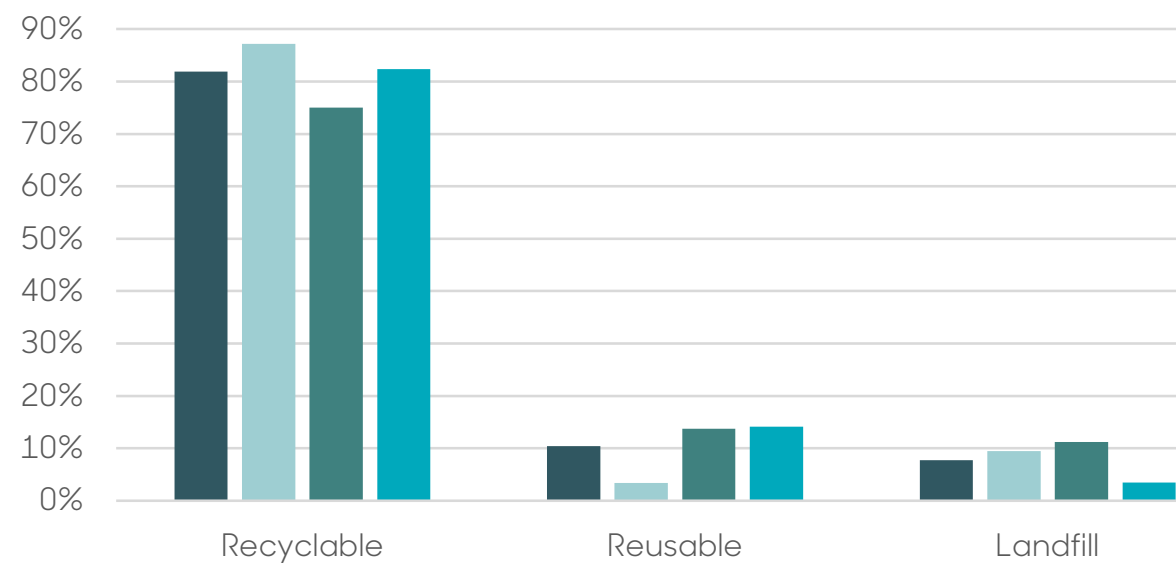
% packaging revenue, calendar year.



Packaging end-life reporting aligns with our commitment to lead sustainability conversations in the luxury packaging industry, adopting packaging solutions that prioritise recyclability, reusability and are in line with APCO’s Sustainable Packaging Guidelines.

PACKAGING END-LIFE - PAPER & BOARD ONLY

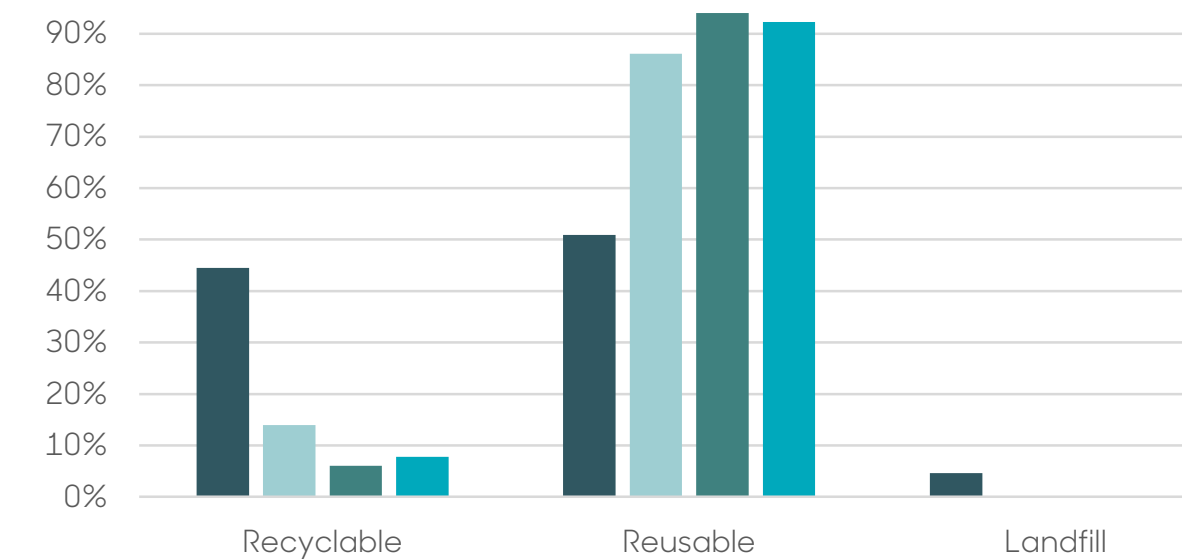
% paper & board revenue, calendar year.



Paper & board landfill decreased from 11% in 2024 to 3% in 2025 due to 2023 orders of paper based product measuring under 50mm in width and depth, therefore classified it as 'not recyclable' through Australian recycling facilities. Order volume of this product was significantly less in 2025.

PACKAGING END-LIFE - PET (1), HDPE (2), PP (5)

Including inseparable mixed board & plastic packaging



The recyclable and reusable PET, HDPE, and PP 2022-2024 trends demonstrated above have been influenced by several factors:

- Our commitment to reduce the problematic plastics PVC and PS from our supply chain, as recommended by APCO packaging targets. Where necessary these have been substituted with PET, HDPE and PP.
- Client preference to move away from plastic packaging when there is no intended reuse. This has included recyclable plastic packaging. In these instances, packaging has been redesigned so as to not require plastic.
- We produce some packaging that is intended for the long-term storage of the product it contains. This packaging has specific performance requirements, making PETG the most appropriate material solution.

OUR WORK: PRODUCT STEWARDSHIP - INNOVATION

Traditionally, luxury packaging has relied on mixed materials to achieve a premium finish and convey craftsmanship. While these finishes communicate exclusivity, they often make recycling difficult.

This challenge has been particularly pertinent for luxury gift bags. Despite being made from paper, the heavy scoring required for bags to pack flat has meant that full



colour printing requires PP Lamination to prevent cracking and splitting, rendering the bag non-recyclable in Australian kerbside collections.

Furthermore, twisted paper handles have a tendency to look 'cheap', with luxury brands preferring cotton or synthetic rope handles. The addition of a textile 'mixed-material', again makes a bag non-recyclable.

In 2025 MaCher partnered with long term client Haigh's Chocolates, a member of The Australian Packaging Covenant Organisation (APCO), to reimagine how luxury gift bags could be made sustainably.

Combining a specialty FSC Mix paper with fibres that 'flex' rather than split when folded, and a shimmer effect water based varnish, we were able to solve the cracking issue, creating a plastic free finish suitable for Australian recycling facilities.

We then replaced textile rope with a woven handle made from paper fibres, maintaining the premium feel of a textile, while ensuring the final bag was made from a mono-material.



Image credit: Haigh's Chocolates

OUR WORK: PRODUCT STEWARDSHIP - GLOBAL COMPLIANCE

MaCher partnered with Ultraceuticals to bring their 2025 Global Holiday Gifting Collection to life. As this range was retailed internationally, we oversaw material selection and environmental testing requirements to ensure compliance in all regions.

PROJECT DETAILS:

- FSC Mix paper and board, ensuring sustainable material chain of custody.
- Recyclable print finishes, enabling kerbside recyclability, a priority for Ultraceuticals as an Australian Packaging Covenant Organisation (APCO) member.

COMPLETED TESTING:

- EU 2025/40(PPWR) – Europe’s New Packaging Regulation (2025/40). A key framework promoting sustainability in packaging and waste reduction across the EU. Includes provisions for packaging recycling, packaging minimisation and labelling to facilitate consumer recycling efforts.
- TPCH – compliance screening for the Toxics in Packaging Clearinghouse regulations. Aimed at reducing consumer exposure to toxic substances.
- California Proposition 65 (Prop 65) – aimed at reducing consumer exposure to toxic substances.



Image credit: Ultraceuticals

OUR WORK: ON-PACK COMMUNICATION



There is a huge enthusiasm from clients and consumers for products created with sustainability in mind. With the increased demand, it's more important than ever that marketing claims and on-pack communication are trustworthy. When companies greenwash, consumers can be misled into believing a product is more sustainable than it is, eroding trust in future initiatives.

We work with clients to ensure that we produce products and packaging with communication that makes it easy for consumers to understand product considerations and material selection, without being misleading. Importantly, all claims made can be substantiated with appropriate certification specific to each item.

PACKAGING LABELLING

We work with clients to recommend clear on-pack communication with recycling instructions specific to the Australian and New Zealand markets. For clients who are registered to use the program, we use APCO's Australasian Recycling Label (ARL) which simplifies recycling for consumers by providing clear on-pack instructions, ensuring the correct disposal of packaging components.

OUR WORLD: ONSITE INITIATIVES

In July 2025 we relocated our Sydney office, which provided an opportunity to reassess our workspace with a focus on energy efficiency, waste management, IT systems, and ergonomics. As this change occurred mid year, this report includes upgrades that were made at both sites.

SITE 1 (tenanted from Jan - July)

Our office was in a heritage listed building in Surry Hills, NSW. As a tenant, we worked closely with our landlord on site upgrades to improve energy and water efficiency.

Improved heating & cooling efficiency:

- Replacement of roof.
- Maintenance of window frames and seals.
- Replacement of primary air conditioning unit.
- Replacement of entrance door to aid maintenance of internal temperature.

Improved water efficiency:

- Installation of half flush toilet system for all bathrooms.

Improved energy efficiency:

- Replacement of 32 x 35watt tubes with iron core ballasts (16 lights - 2 x 35 watt tubes each) with Sphera Sistema 5470 LED System and Osram OT SLIM 160/220-240/24 Constant Voltage LED driver.
- Removal of 2 wi-fi routers.

SITE 2 (tenanted from July - December)

Our new office is also heritage listed, in Surry Hills, NSW.

Completed Upgrades:

- Reduced sq. m. compared to site 1, lowering heating & cooling requirements.
- Upgrade of phone system from PSTN to VoIP, reducing energy use by leveraging existing internet infrastructure.
- Good Environmental Choice Australia (GECA) Certified office storage furniture.
- Carbon neutral and LBC 'Red List Free' office carpet.
- FSC Certified boardroom table.
- Upgrade of workstations to reduce reflected glare.
- Upgrade of office chairs to adjustable ergonomic design, enabling employees to modify to individual needs.
- Upgrade to ultra-lightweight, ergonomic employee headphones for phone and video calls.

SUPPLY PURCHASING POLICY

We have a 'preferred suppliers list' for office supplies, all required to have published sustainability credentials.

SYSTEMS UPGRADE

- Implementation of Employment Hero (eliminating printed expense claims, receipts, leave forms & policies)
- Implementation of Xero (reducing printed bills & invoices)
- Upgrade to high-performance, next-gen firewall (NGFW) for accelerated, high-speed traffic inspection & security.



OUR WORLD: WASTE & CARBON EMISSIONS

ONSITE RECYCLING & WASTE

Separate waste collections for:

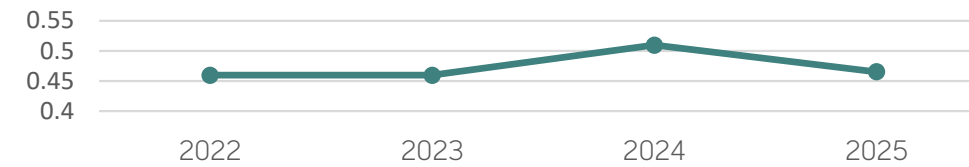
- Kerbside recycling
- Landfill
- Printer cartridge recycling
- eWaste recycling
- Battery recycling
- Textile based product samples & bags donated to NSW & VIC local charities.
- All items sent from our office packaged in reused packaging.

EMISSIONS

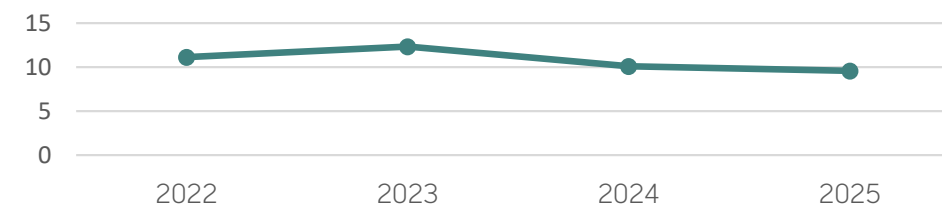
As our team continue to settle into our new office space, we look forward to measuring the emission improvements our changes will deliver in the year ahead.

**2025 Scope 1 decrease a result of office move, with new site having 1 air conditioning unit, and previous site having 4 units.*

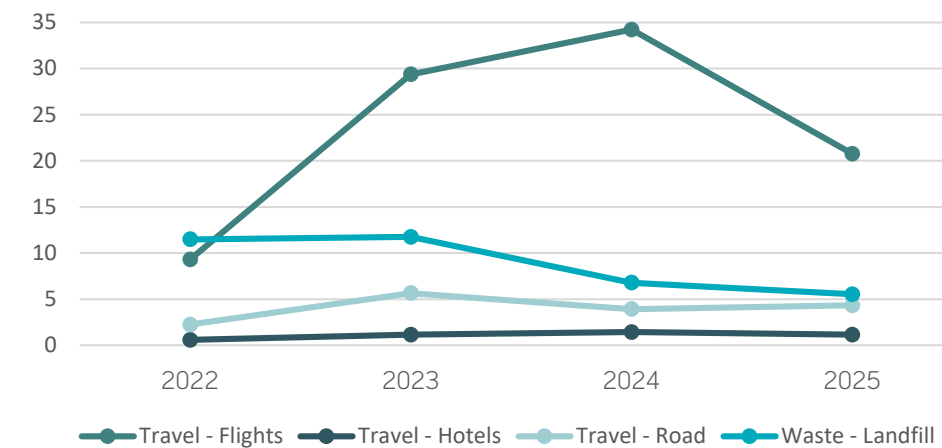
SCOPE 1 (t CO2-e, 2022-2024)



SCOPE 2 (t CO2-e, 2022-2024)



SCOPE 3 (t CO2-e, 2022-2024)



ENERGY, WATER, PRINTING	2021	2022	2023	2024	2025
Yearly energy used (GJ)	53.57315	49.43794	53.63406	51.9201	49.2921
Yearly water used (litres)	105,500	128,000	287,000*	102,250	97,800
Yearly Printing AV PCM	3007	3827	4219	3637 ^o	3101

* 2021-2022 water usage invoiced on estimated meter reading. 2023 water usage invoiced on actual meter reading. 2023 usage impacted by building renovation (external structure, carpark, & outdoor areas)

^o 2024 Impact Report misreported 2024 Yearly Printing AV PCM as 2352.

BY SCOPE	2022	2023	2024	2025
SCOPE 1	0.46	0.46	0.51*	0.47
SCOPE 2	11.13	12.34	10.10	9.58
SCOPE 3 - PARTIAL	23.61	47.88	46.37	31.75
TOTAL (tCO2e)	35.21	60.69	56.98	41.8

BY CATEGORY	2022	2023	2024	2025	
SCOPE 1	Refrigerants	0.46	0.46	0.51*	0.47
SCOPE 2	Electricity	11.13	12.34	10.10	9.58
SCOPE 3	Business Travel - Flights	9.29	29.36	34.23	20.76
	Business Travel - Hotels	0.58	1.14	1.44	1.14
	Business Travel - Road	2.25	5.65	3.92	4.33
	Waste - Landfill	11.49	11.74	6.78*	5.52
TOTAL (tCO2e)		35.21	60.69	56.98	41.8

OUR WORLD: OUR SUPPLY CHAIN

It's critical for us to have a strong understanding of our supply chain in order to embed sustainable sourcing in our business. We work closely with suppliers to continue improving visibility of the processes and materials used for the products we create.

SUPPLIER AUDITS & CERTIFICATIONS

We use third party factory auditing to gain visibility of the environmental practices and reporting our factories are undertaking. In 2025, 61% of our supplier spend was with factories with third party audits / certifications that include an environmental component. These were:

Sedex SMETA 4 Pillar Audit

Includes review of environmental polices, reduction targets – e.g. Energy consumption, resource usage – including measurement, monitoring and recycling.

ISO14001 Audit

Includes review of scope of environmental management system, relevant objectives, policies and documentation.

EcoVadis Rating

Measures the quality of sustainability management systems through policies, actions and results.

B Corp Certification

A thorough review of environmental management systems, product and service impacts and climate action.

BEST-IN-CLASS PROCESSES

Our standard order process includes multiple rounds of sampling, quality reviews and testing, with clients engaged throughout. We have this robust system to minimise faults and wastage, ensuring that what we deliver meets client expectations.

MATERIAL CERTIFICATION

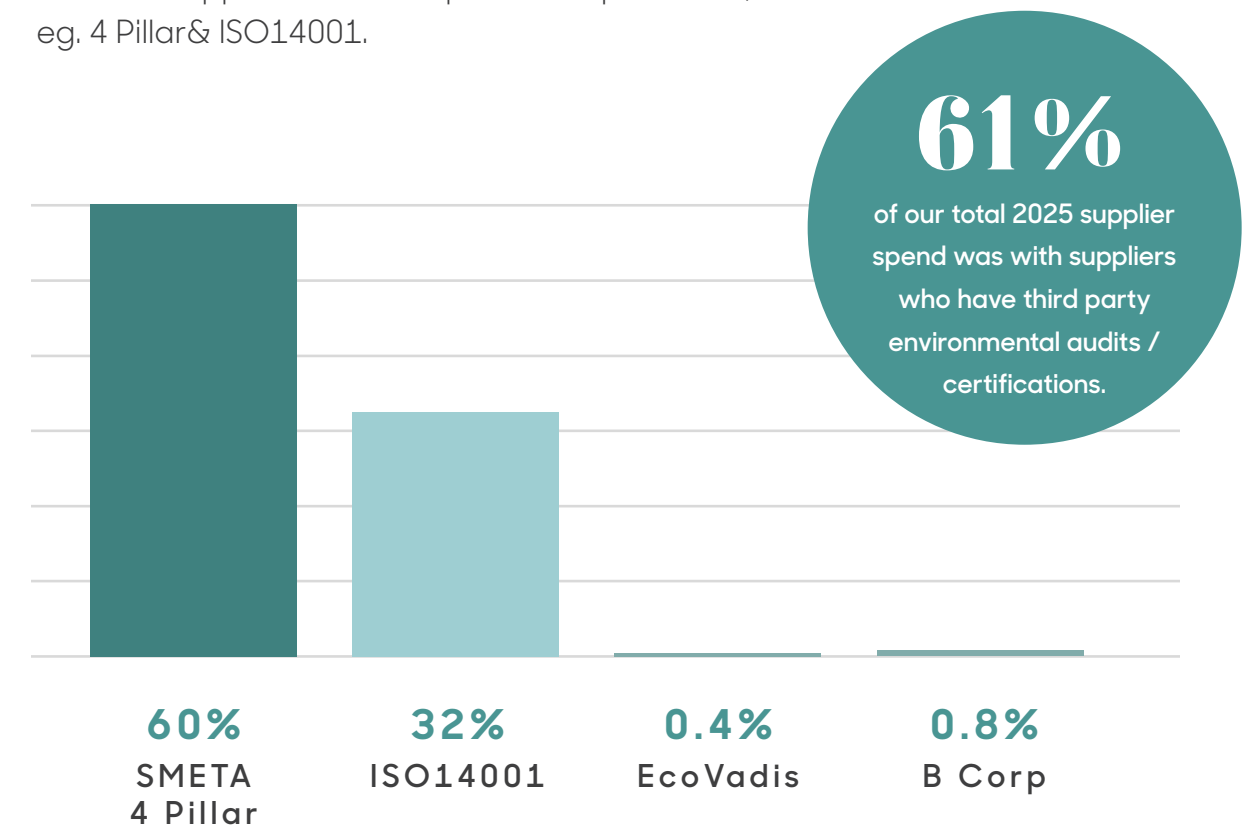
We require ongoing diligence from our supply chain for all materials that use FSC or recycled content. We collect material certification for each order, ensuring brand owners can communicate substantiated and engaging messaging to consumers about their design choices.

SUPPLY CHAIN INITIATIVES

We aim to minimise soft plastics in protective packaging, prioritising tissue paper or bulk packaging rather than individual poly bags. When single-use soft plastic packaging is necessary, we prioritise recycled LDPE. In 2024 we started trialling paper tape and paper strapping as an alternative to traditional plastic tape and strapping. This trial will continue in 2025.

SUPPLIER ENVIRONMENTAL AUDIT / CERTIFICATION TYPE

% of total supplier spend.
Includes suppliers that complete multiple audits, eg. 4 Pillar& ISO14001.



OUR WORLD: TEAM ACTION & ENGAGEMENT

The progress presented in this report wouldn't be possible without the passion of our dedicated team, who have embraced each new step in our sustainability journey with enthusiasm and commitment to improve the way we work. In addition to the work presented in this report, our team have engaged in the following:

EMPLOYEE KPIS

All employees, including our leadership team, have sustainability KPIs which are reviewed annually as part of our employee review process.

TRAINING

Our team have been highly active in sustainability training, with a consistent annual investment of time demonstrated since 2021. Refer to p. 31, 'Training, Learning & Development' for detail.

CONSERVATION VOLUNTEERS AUSTRALIA (CVA)

13 team members from our Sydney office participated in a Wetlands forest regeneration volunteering day, coordinated by Conservation Volunteers Australia (CVA), Australia's largest network of volunteers working on restoring natural environments to be more climate resilient.

We contributed to the conservation of the endangered ecological community at Hawthorn Reserve, 16kms from our Sydney office, by participating in the removal of invasive weeds from the site. Our work was followed by a wetlands tour by ecologist, Arthur White, who explained the crucial role Australian mangroves play in supporting our environment.

EVENTS

As a certified B Corp business, our team are invited to attend B Corp events designed to foster knowledge, community and collaboration. These range from local networking to panel discussions, workshops and annual conferences. In 2025, 42% of our team attended 12 in-person events hosted by B Lab and other B Corps.

TRADESHOWS

Attendance at Édition Spéciale Paris by Luxe Pack, a tradeshow showcasing the newest innovations in sustainable packaging for a circular economy. Post trip report with learnings and samples also presented to Sydney team.

IMPACT REPORT WORKSHOP

This team event is held annually to present and discuss MaCher's environmental, social and governance performance for the completed reporting period with all employees.



SOCIAL

INTRODUCTION

This section provides an update on our Social Pillar, defined by the company values that drive what we do, and our work on employee engagement, diversity, equity, and inclusion, training, and social responsibility.

People are the heart of our business, enabling us to nurture our unique culture. We value long-term relationships and are especially proud of our employee tenure and retention, a value which is also mirrored in our long-term client, supplier and charitable partnerships.

We are committed to supporting and empowering our biggest asset: our people.

We aim to be a business that is diverse and inclusive, striving to grow our understanding while remaining accountable for our performance.





CRAFTE CULTURE

Our CRAFTE values are at the core of our culture, as we strive to be a great workplace and have a positive impact.

Our values hold us accountable to our business, our partners, our environment, and to each other as we continue to evolve and grow. These values guide us as we navigate new terrain and face new challenges.

C R A F T E

COLLABORATION

Work together towards shared goals

RESPECT

Always act with integrity

AUTHENTICITY

Bring your best self to work

FAMILY PRIDE

Shared values and open communication

TRUST

Be clear, be honest, be accountable

ENVIRONMENT

Commitment to our sustainability goals

DIVERSITY, EQUITY, & INCLUSION:

In line with our C.R.A.F.T.E values, it is important that individuals can be themselves and feel safe, respected, and valued in our environment. This includes MaCher employees, suppliers, clients, and anyone our team may come across throughout their employment with MaCher.

We are conscious that the DEI space is constantly evolving and that there is much for us to still learn and do. As a business we are committed to continual improvement.

OUR PROGRESS

Management Training

HR Training on 'Psychosocial Health and Safety in the Workplace.'

Members from our Leadership Team attended 'Taking Neurodiversity in the Workplace Forward' hosted by B Lab Australia & New Zealand.

Gender Equity Training

4 team members attended 'Leading the Charge for Equality on and off the Field', hosted by UTS Centre for Social Justice & Inclusion.

Gender Bias Awareness Workshop

MaCher employees attended 'We Need To Talk', gender bias training workshop hosted by Women & Girls Emergency Centre (WAGEC).

Celebrating Cultural Diversity

We value and celebrate the diverse backgrounds of our team, clients, suppliers and community, and the impact they have on our business and beyond. Our team celebrated Chinese New Year with an off-site celebration.

Diversity statement in job advertisements

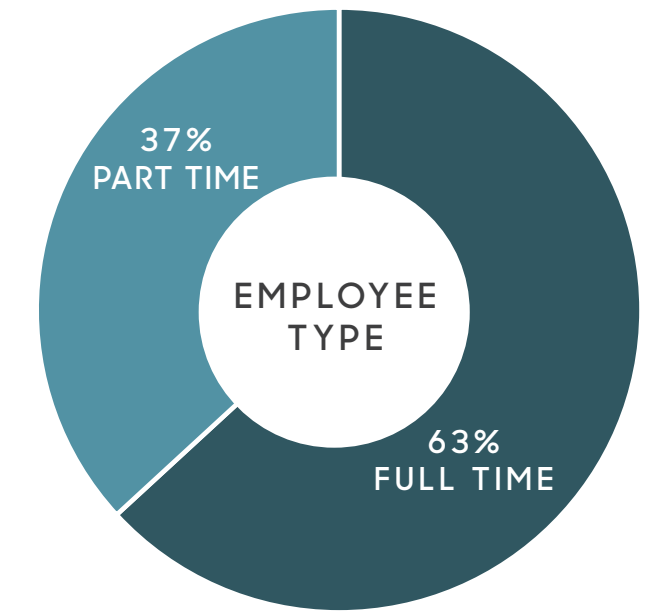
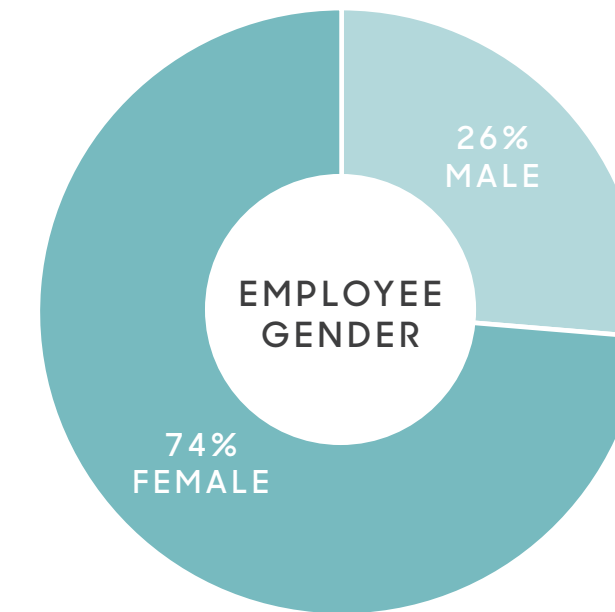
We include a diversity statement in all job postings to reinforce and encourage a diverse range of applications for all employment opportunities.

Use of Gender Pronouns

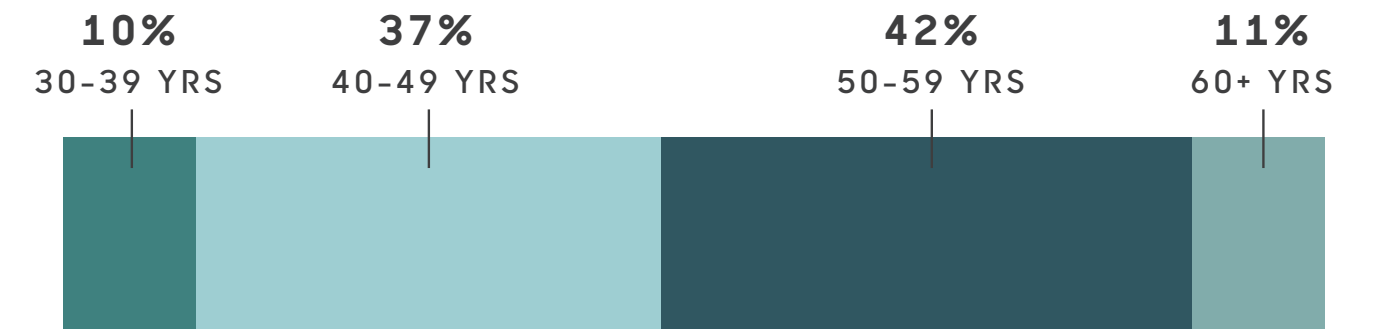
MaCher endeavours to ensure gendered pronouns are never used in company documentation (job descriptions, company policies, recruitment advertisements, employment contracts, internal forms, company websites, and social media).

At an individual level, employees are encouraged to add their preferred pronouns to email signatures, video call display names, and the like.

2025 DEI METRICS



EMPLOYEE AGE



DIVERSITY, EQUITY, & INCLUSION CONTINUED:

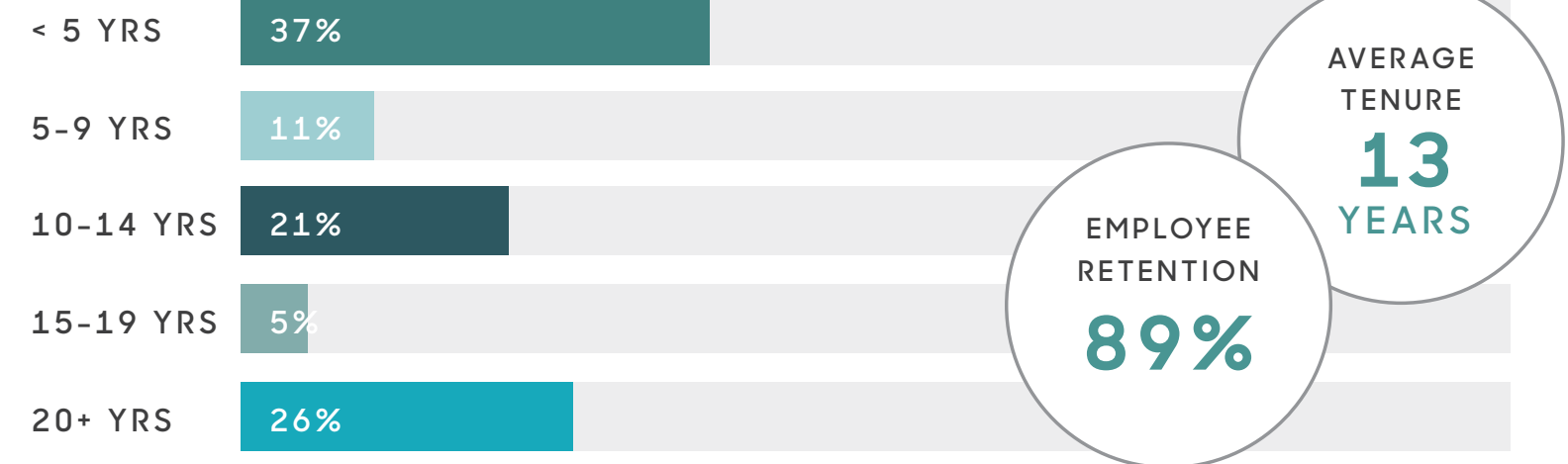
Flexibility

We aim to provide a work environment that is flexible and family friendly. In recognition of our diverse workforce with different priorities, we aim to be as accommodating as each role allows when our team request time for family or to pursue other passions.

Female Leadership

We are proud to have significant representation of women in our leadership team (67%) and of our ability to actively role model flexible work across all levels of our business.

EMPLOYEE LENGTH OF TENURE



WORKPLACE DISCRIMINATION, HARASSMENT & BULLYING, WHISTLEBLOWER, & EMPLOYEE CODE OF CONDUCT POLICIES

We foster a positive workplace culture that is free from bullying, discrimination, sexual harassment, and victimisation.

To keep our workplace safe and respectful, **we have an official Policies and Procedures Manual and Code of Conduct.** This includes polices on Workplace Discrimination, Harassment and Bullying.

Our policies are not limited to the workplace or work hours, but extend to all places and functions that are work related or which impact working relationships.

To support these commitments, MaCher encourages employees to raise concerns about any known or suspected improper conduct.

This process is outlined in our Whistleblower Protection Policy, which is intended to encourage staff to confidentially raise serious concerns without fear of reprisal, dismissal, or discriminatory treatment.

OUR PEOPLE

Our team are the heart of our business, and we're proud of the passionate, creative, and talented individuals that make MaCher everything we are.

Culture Building:

We support in-person connections across our team, including business updates, social events, and volunteering days. In 2025, our team members came together for:

- Chinese New Year team lunch
- Walk for WAGEC team fundraising walk
- R U OK? Day morning tea
- Office move team lunch
- World Art Day afternoon tea
- B Corp Certification Celebration
- Wetlands forest regeneration hosted by Conservation Volunteers Australia (CVA)
- Holiday season team lunch
- Remembrance Day one minute of silence
- Employee birthday celebrations
- Company WIP's

MaCher Benefits:

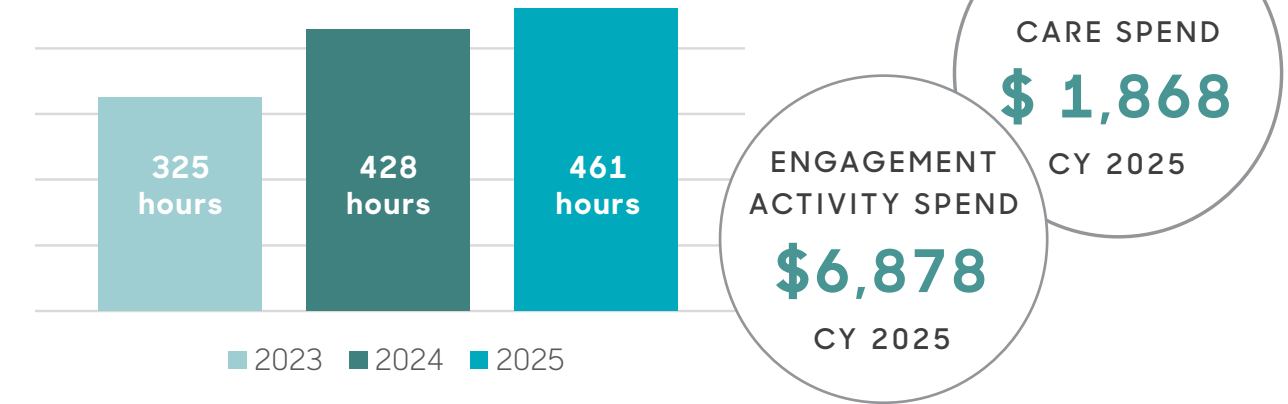
Over the past 5 years we have re-evaluated our employee benefits, focusing on how we can better support our employees:

We currently offer the following benefits in addition to entitlements and leave legislated by the Australian Government, provided by the Fair Work Act, and outlined in the National Employment Standards (NES):

- **Volunteer Leave** - up to 2 days per financial year of paid volunteer leave.
- **Hybrid work** - we continue to support flexible, hybrid work. 95% of our employees work remotely.
- **Employment Hero App Subscription** - Includes cashback offers from local retailers and wellness resources.
- **Company Reward & Recognition Program** - Applicable to all non-management and non-sales staff, regardless of position and tenure.
- **Pastoral Care** - Individual gifts as appropriate. E.g. celebrating tenure milestones, leaving gifts, flowers, gift cards, etc.

STAFF ENGAGEMENT / CULTURE BUILDING

Team lunches, birthday celebrations & team events



OUR PEOPLE IN NUMBERS

HEADCOUNT	2022	2023	2024	2025
Number of Employees	24 *	20	19	19
EMPLOYEE RETENTION				
Average Tenure	12.05 years	11.85 years	12.37 years	12.58 years
New Employees	6	4	2	1
Employees Exit	4	2	2	2
LEAVE				
% employees who took Paid Annual Leave	100% Av 17 days pp	100% Av 15days pp	100% Av 14 days pp	100% Av 17 days pp
% employees who took Paid Personal Leave	100% Av 6 days pp	75% Av 5 days pp	89% Av 5 days pp	89% Av 5 days pp
Paid Long Service Leave days taken	27 days 3 employees	29 days 3 employees	85 days 6 employees	34 days 5 employees
Staff eligible for Paid Long Service Leave	9	10	11	10
Days lost due to absenteeism	0 days	0 days	0	0
COMPENSATION				
Staff paid above min. wage, living wage & family living wage	100%	100%	100%	100%
Work Safe / Work Cover claims	0	0	0	0

*. 2022 included subsidiary division, no longer integrated from 2023 onwards.

GIVING BACK

We appreciate the vital role charities play in fostering the well-being of our local and global communities. We're focused on partnering with grassroots, not-for-profits, whose work is well-aligned with our company values.

FINANCIAL & IN-KIND DONATIONS

Most of our charitable partnerships have been ongoing for several years, giving our business and team the opportunity to genuinely engage and make a difference. In 2025 we made donations to the following:

- Women & Girls Emergency Centre (WAGEC)
- Les Twentyman Foundation, Back to School Program
- Conservation Volunteers Australia (CVA)
- Student support program, Hunan Province, China

OUR CSR TEAM

Our CSR team have 3 formally scheduled CSR meetings annually. These are used to plan donations, fundraising, and volunteer activity, and discuss feedback on past initiatives and how we can continue to strengthen our performance in this space.

DONATIONS 2021 - 2025

Financial & In-Kind

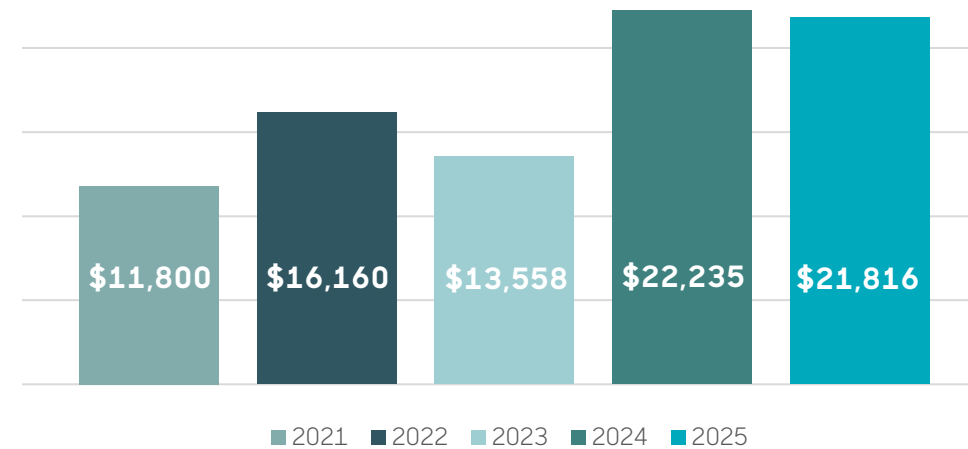


Image credit: @womens.girls.emergency.centre



GIVING BACK - TEAM VOLUNTEERING

TEAM VOLUNTEERING & SOCIAL RESPONSIBILITY

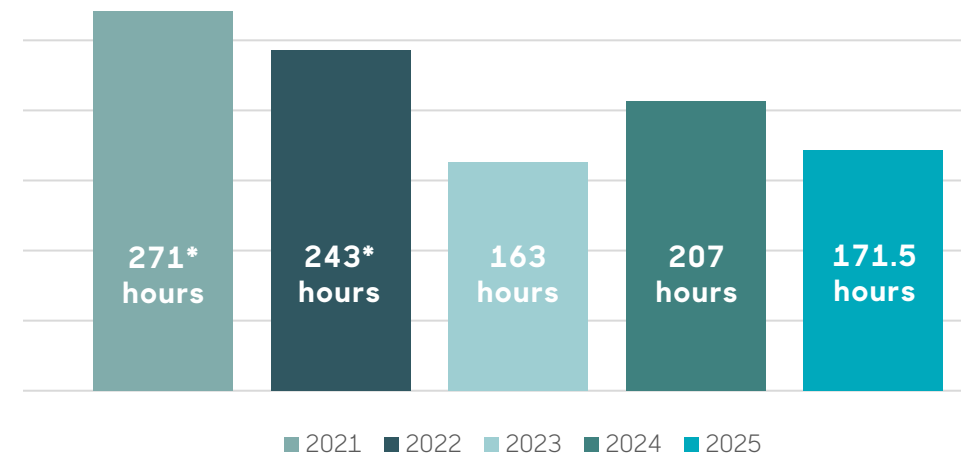
As a team, we completed the following activity in 2025:

- **Conservation Volunteer's Australia (CVA)** - Our Sydney team volunteered at a wetlands forest regeneration day with CVA, who work to restore natural environments to be more climate resilient.
- **Walk for WAGEC** - 5km team fundraising walk for Women & Girls Emergency Centre. Proceeds to help women and children walking away from violence build financial independence and nurturing well-being.
- **R U OK? Day** - Employee morning tea held in support of National 'R U OK Day', an Australian suicide prevention initiative. Promoting a sense of belonging and connection, encouraging employees to check in

with one another and take the time to genuinely connect.

SOCIAL RESPONSIBILITY HOURS 2021 - 2025

Team volunteering & fundraising



*2021-2022 hrs include 'Staff Engagement & Culture Hours'. From 2023 onwards, this is reported separately. See page 27 'Our People'.

"It felt great to *make a difference with the team, getting stuck into the weeds and invasive grasses at*

Hawthorne Reserve to help the native vegetation flourish."

Rebecca, MaCher Australia, on CVA Volunteering Day.



GIVING BACK - INDIVIDUAL VOLUNTEERING

INDIVIDUAL VOLUNTEERING

In addition to team activity, we aim to empower our team to give back to their community on an individual level. We offer employees up to 2 days per financial year of paid volunteer leave, so they can volunteer for a charity that resonates with them.

In 2025 we had employees volunteer with the following grassroots charities that focused on community building and children’s wellbeing:

You Can Sit With Me

You Can Sit With Me is an anti-bullying initiative focused on fostering inclusion, kindness, and friendship in schools and communities. It promotes the use of bright yellow wristbands worn by student “ambassadors” to signal that anyone is welcome to join them, reducing loneliness and social isolation.

Current volunteer efforts are also focused on promoting visibility of a petition to nationalise the Working With Children check, as per the recommendation by The Royal Commission into Institutional Responses to Child Sexual Abuse. Currently states and territories operate under their own legislation, resulting in inconsistencies in checks and accreditations.

Garage Sale Trail - Marrickville West P&C Association

Garage Sale Trail is a coordination of garage sales across Australia over two weekends, aiming to promote environmental sustainability by reducing waste, encouraging the reuse of household items, and fostering community connection. In 2025, more than 13,000 garage sales registered for the event, with organisers estimating 418 tonnes of ‘stuff’ was resold & rehomed, saving it from landfill.

Marrickville West Garage Sale is the largest in Sydney’s Inner West, and is coordinated by The Marrickville West P&C Association. Funds raised from stallholder bookings, food sales, and the P&C toy stall, fund playground upgrades, technology, library upgrades, school incursions, band instruments & more. Stallholder bookings are open to the public, with 60% being from the surrounding non-school community. Kids from the local primary school and Girl Guides also participated, making it an all ages event.



TRAINING, LEARNING, & DEVELOPMENT

We recognise the value of internally and externally facilitated professional development opportunities, and prioritise our investment in both paid employee training hours and training costs.

OUR PROCESS

Training and development are discussed with employees during their annual performance appraisal. Employees articulate training goals they'd like to achieve, with training opportunities specific to the development goals of each individual scheduled throughout the year.

Our accreditations and memberships, including B Corp, EcoVadis, Sedex and APCO, provide access to industry leading training content, which we then expand on with additional learning specific to our business and employee goals.

Social & environmental performance training

- Europe's Packaging & Waste Regulation
- Retail and the Conscious Consumer
- B Corp Assembly Conference
- EcoVadis Methodology Update
- ÉDITION SPÉCIALE by Luxe Pack
- Introduction to B Corp
- Carbon Accounting - Measurement & Reporting

- Driving Equity In Supply Chains
- Macher's Targets & Performance
- Energy Conservation
- Psychosocial Health and Safety in the Workplace
- Leading the Charge for Equality

Ongoing, skills-based training

- Negotiation Skills
- Effective Communication
- Adobe Creative Cloud
- CreativePro The Design + AI Summit
- Employment Law
- Workplace Health & Safety
- Neurodiversity in the Workplace
- GS1 Reporting Capability
- Epicor Tips and tricks for the new UI (APAC)
- Overseas Onsite Factory Visits

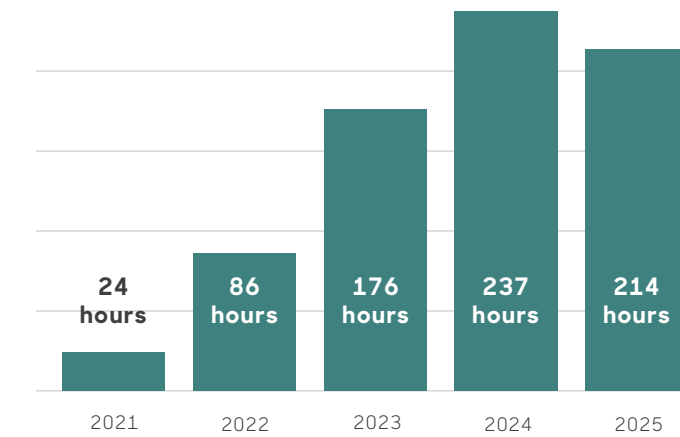
Onboarding

- Training program for new employees, specific to their roles.

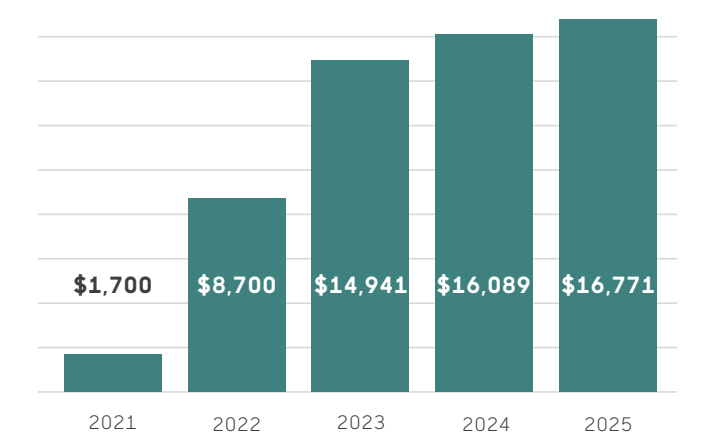
OTHER

Employment Hero App Subscription: Offers training resources for all employees on personal finances, meditation and wellbeing.

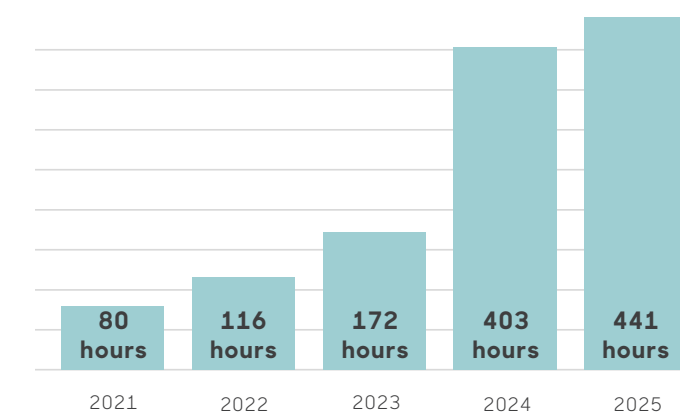
SUSTAINABILITY TRAINING - HOURS



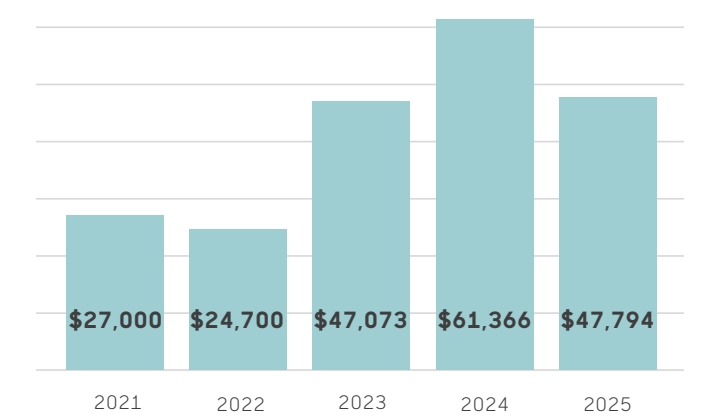
SUSTAINABILITY TRAINING - \$ INVESTMENT*



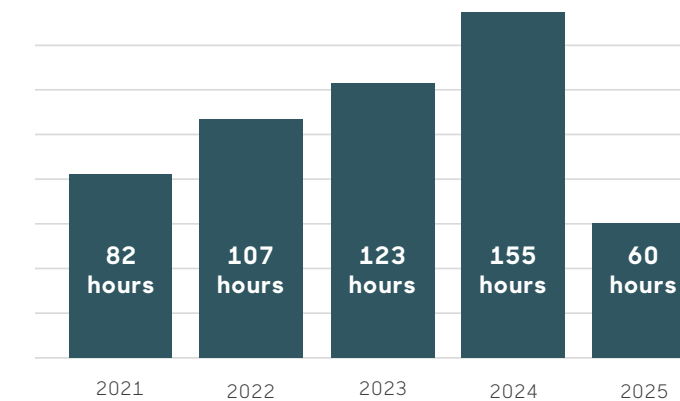
SKILLS BASED TRAINING - HOURS



SKILLS BASED TRAINING - \$ INVESTMENT*



ONBOARDING TRAINING - HOURS



*Includes employee salary for time

OUR SUPPLY CHAIN PARTNERS

We're proud of the long term relationships we have with our supply chain partners, which include a core group of factories that work directly with MaCher. We work with these suppliers to build best-in-class standards and procedures to ensure our company values are upheld through our supply chain.

SUPPLIER CODE OF CONDUCT

Since 2014, we've required all suppliers to sign our Social Accountability Standards (SAS) and Standard Operating Procedures (SOP). These formal agreements are aligned with the UN Sustainable Development Goals (SDGs) and outline the minimum standards for ethics, human rights, environmental responsibility and community responsibility that we require from our suppliers. For more detail on these documents, see p.39, 'Supplier Standards'.

SUPPLIER AUDITS & CERTIFICATIONS

Third party auditing gives us consistent visibility over the social policies, practices and reporting of our suppliers. In 2025, 82% of our supplier spend was with factories with third party audits / certifications that include a social component. These were:

Sedex SMETA 2 & 4 Pillar Audits

Includes review of labour standards, safe working conditions, fair treatment, entitlement to work, subcontracting & homeworking.

BSCI

Includes review of worker rights, fair pay, health & safety.

EcoVadis Rating

Measures the quality of ethical business management systems through policies, actions and results.

B Corp Certification

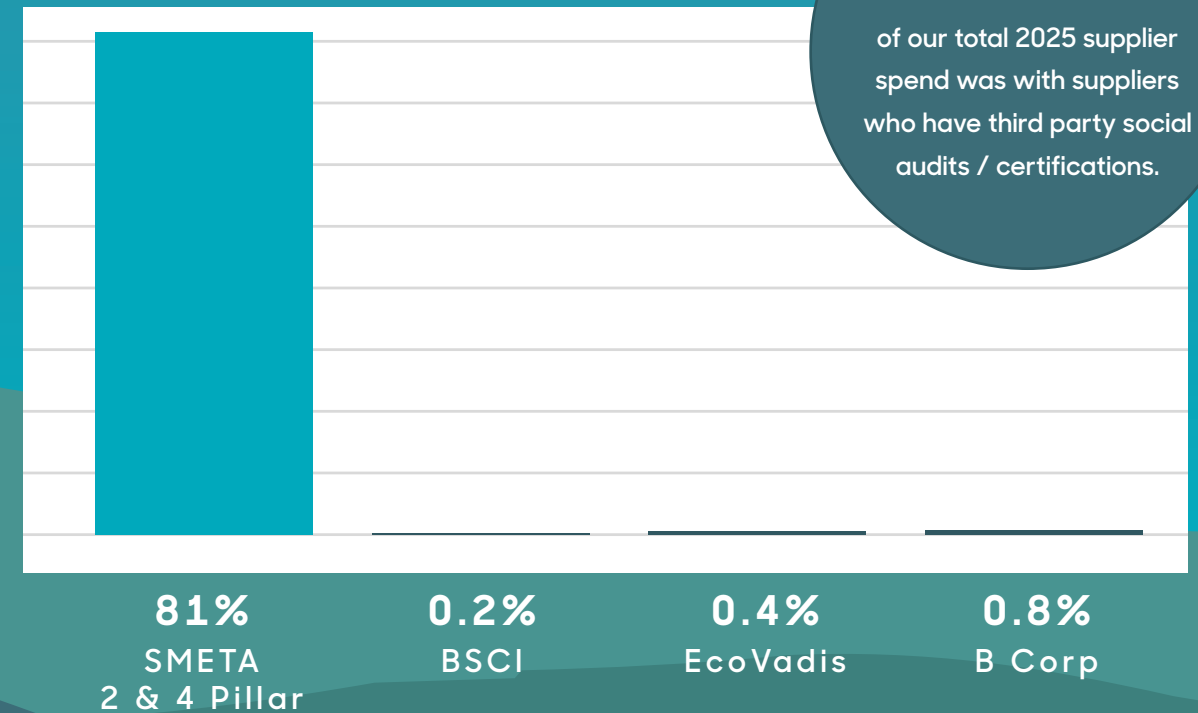
A thorough review of socially responsible business practices, commitments, and performance.

STRONG RELATIONSHIPS

In 2025 we spent 66 days visiting the manufacturing facilities of offshore suppliers, strengthening communication, team skills and providing further visibility over compliance with our SAS and SOP.

SUPPLIER SOCIAL AUDITS / CERTIFICATIONS

% of total supplier spend.
Includes suppliers that complete multiple audits, eg. SMETA & BSCI.



GOVERNANCE



INTRODUCTION

In line with our C.R.A.F.T.E values, MaCher Australia is committed to operating with integrity and accountability, building trust with all stakeholders through our ethical and transparent business practices.

To support this commitment and ensure compliance, we have stringent policies, standards, and procedures in place for our management team, employees, and supply chain.

Our adherence to these standards, performance measurement, and reporting has been assessed by **EcoVadis** since 2021, with us achieving a year-on-year improvement in our score.

In 2025, we also became **B Corp Certified**. After years of working on our business to ensure what we do, and how we do it, is ethical, sustainable, and profitable, the dedication of our team enabled us to meet B Corp's stringent standards, verifying that our business processes, commitments, performance, and reporting are best-in-class.



Business Certifications:



Inspections & Testing:



Material Certifications:



ECOVADIS PERFORMANCE

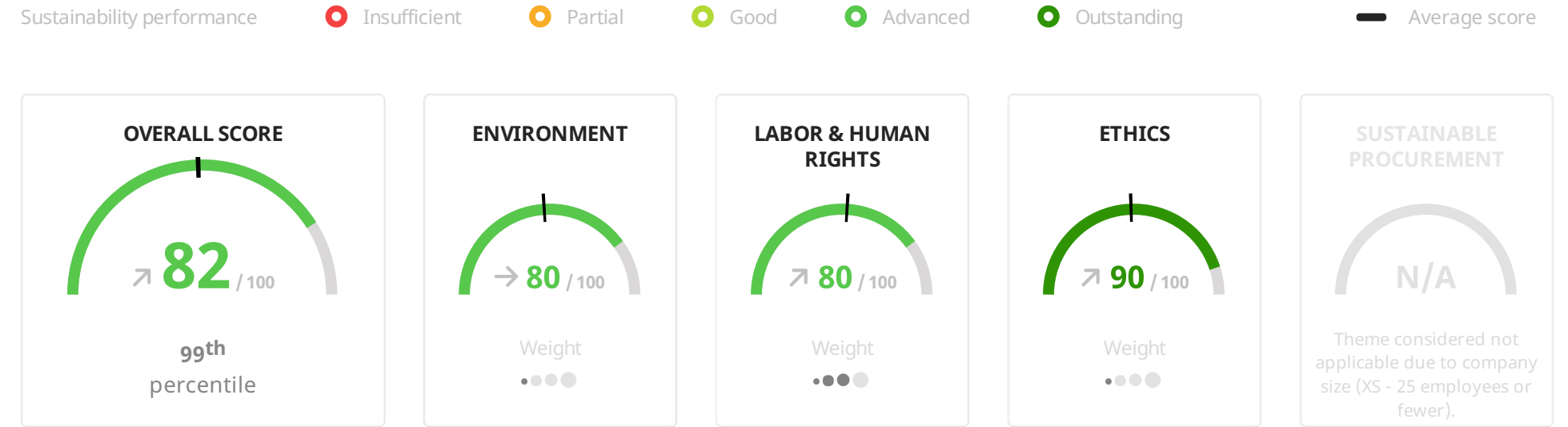
EcoVadis is one of the most comprehensive sustainability rating tools in the world, evaluating companies according to their social, ethical, and environmental impacts.

We began using the EcoVadis platform to assess our business in 2021, achieving an initial assessment rating of 'Bronze'.

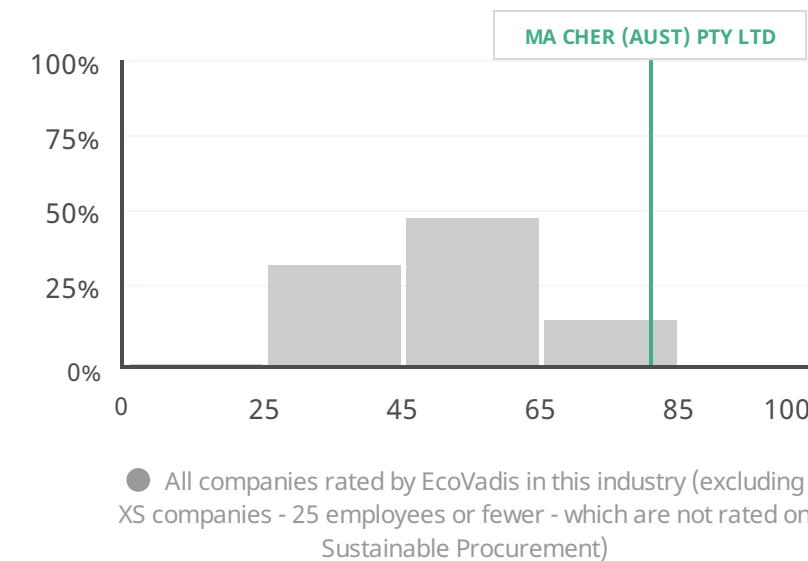
With each subsequent re-assessment, we have improved our performance. Throughout 2025 we held the highest EcoVadis rating available - **EcoVadis Platinum** - placing us in the top 1% of sustainable companies assessed by EcoVadis worldwide.



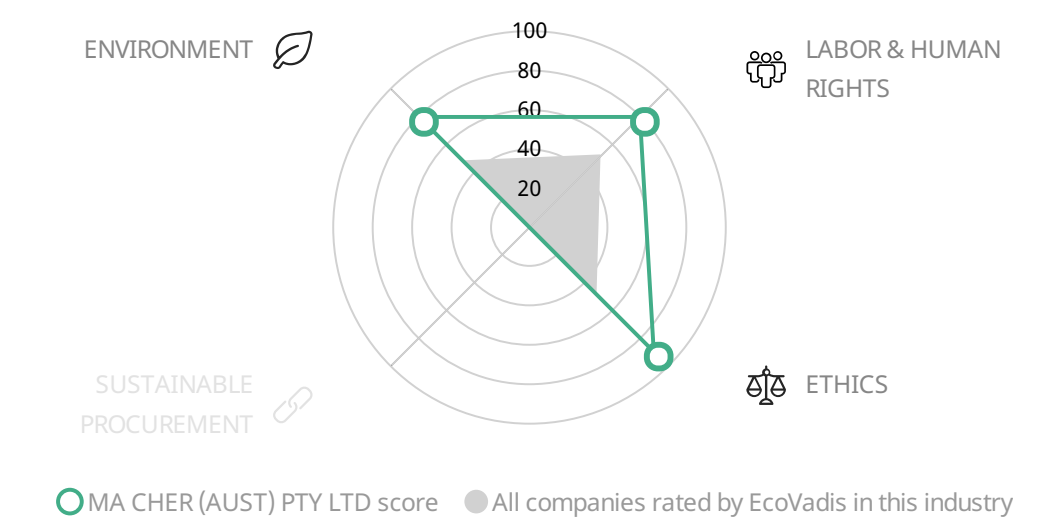
Score breakdown



Overall score distribution



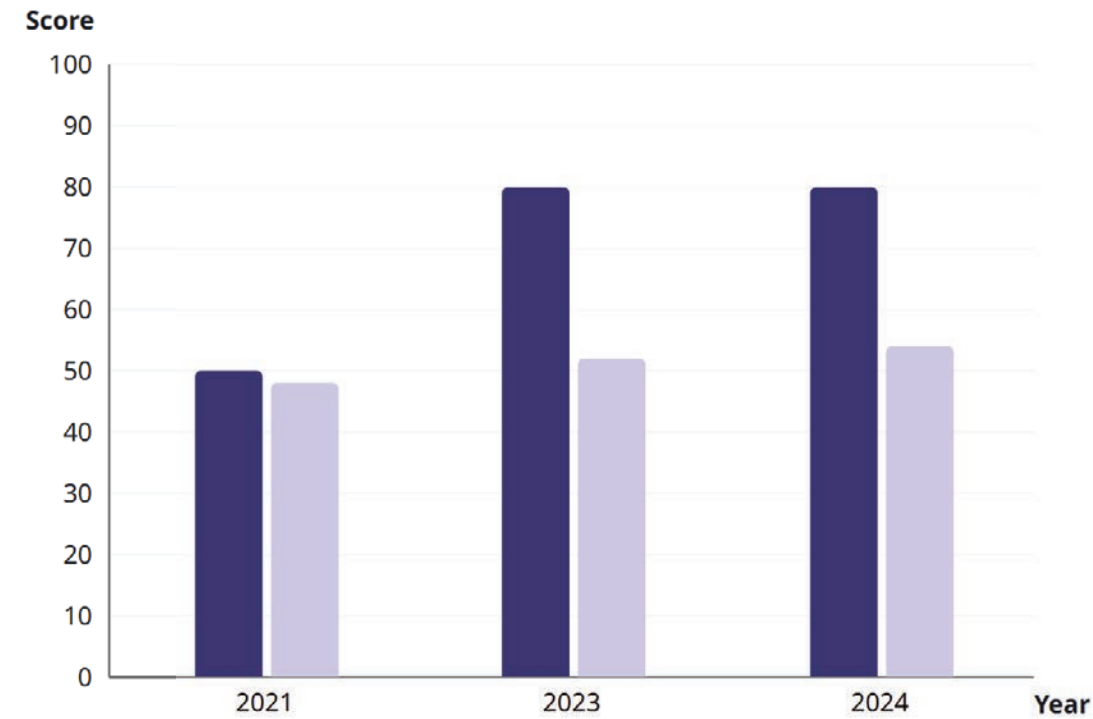
Theme score comparison



ECOVADIS PERFORMANCE CONT.

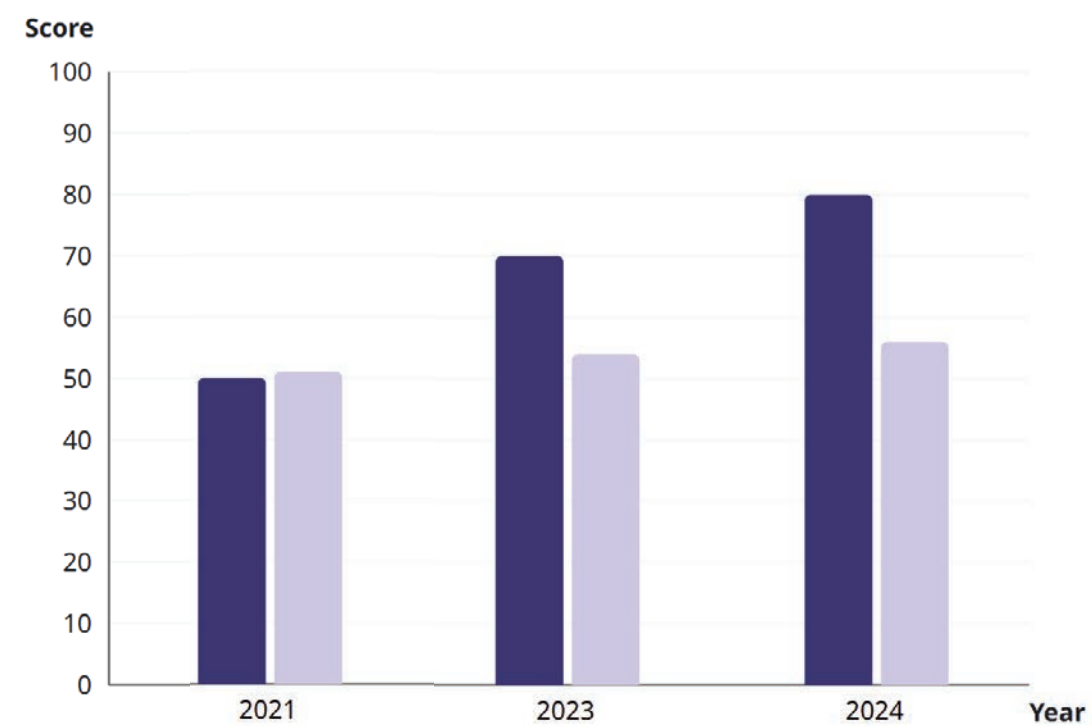
MACHER ENVIRONMENT SCORE

2021 - 2024, compared to other companies in our industry.



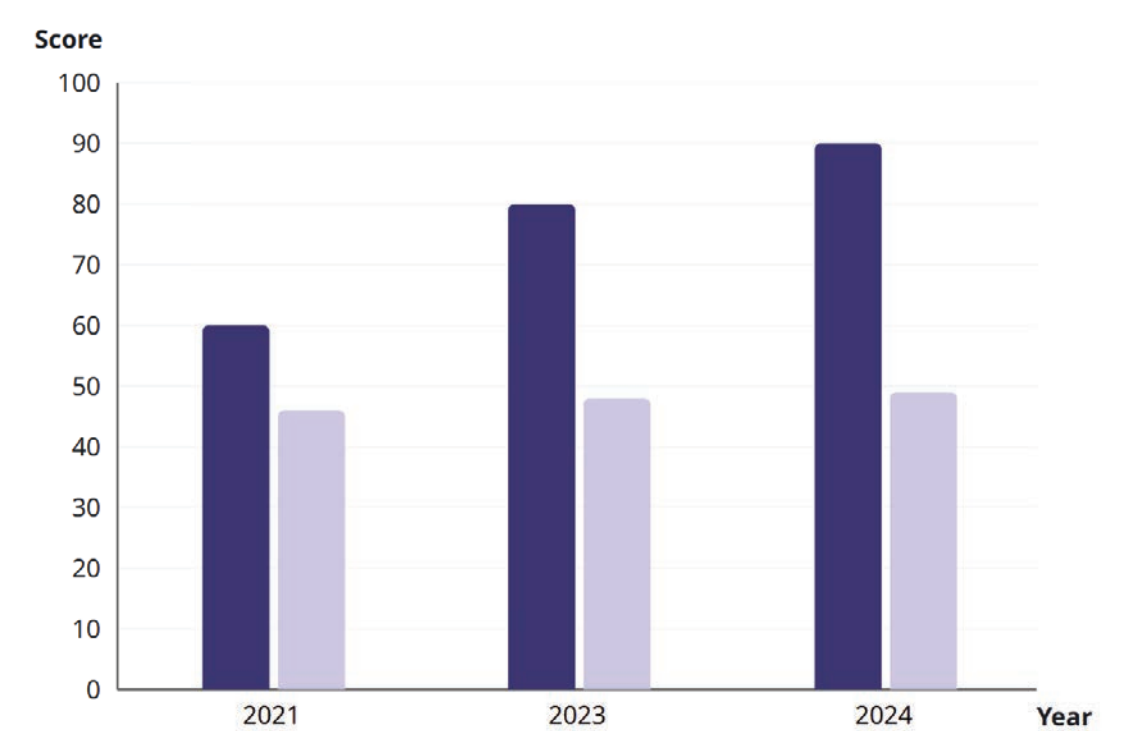
MACHER LABOUR & HUMAN RIGHTS SCORE

2021 - 2024, compared to other companies in our industry.



MACHER ETHICS SCORE

2021 - 2024, compared to other companies in our industry.



● MaCher Australia

● Average of other companies in our industry

All data provided by EcoVadis.

2022 not graphed as reassessment not submitted by MaCher in 2022.

B CORP CERTIFIED

For over 40 years, MaCher has been designing and manufacturing premium packaging and products. Over that time, we've seen the importance of our values-driven team, transparent, ethical supply chains, and passionate product stewardship.

We know that responsible product and packaging design can be a powerful force for change and we want to work with partners who help us deliver the best solutions possible.

OUR PATH TO CERTIFICATION

After years of working on our business and product offering, we decided to pursue third-party certification to independently verify that our values are reflected throughout our business.

The B Impact Assessment and B Corp Verification Audit required us to examine everything we do, from sourcing FSC-certified and recycled content materials, to designing recyclable packaging alternatives that eliminate single-use plastics, to measuring and reducing carbon emissions.

B IMPACT SCORE

Based on the B Impact assessment, MaCher Australia earned an overall score of **85.6**. The median score for ordinary businesses who complete the assessment is 50.9.

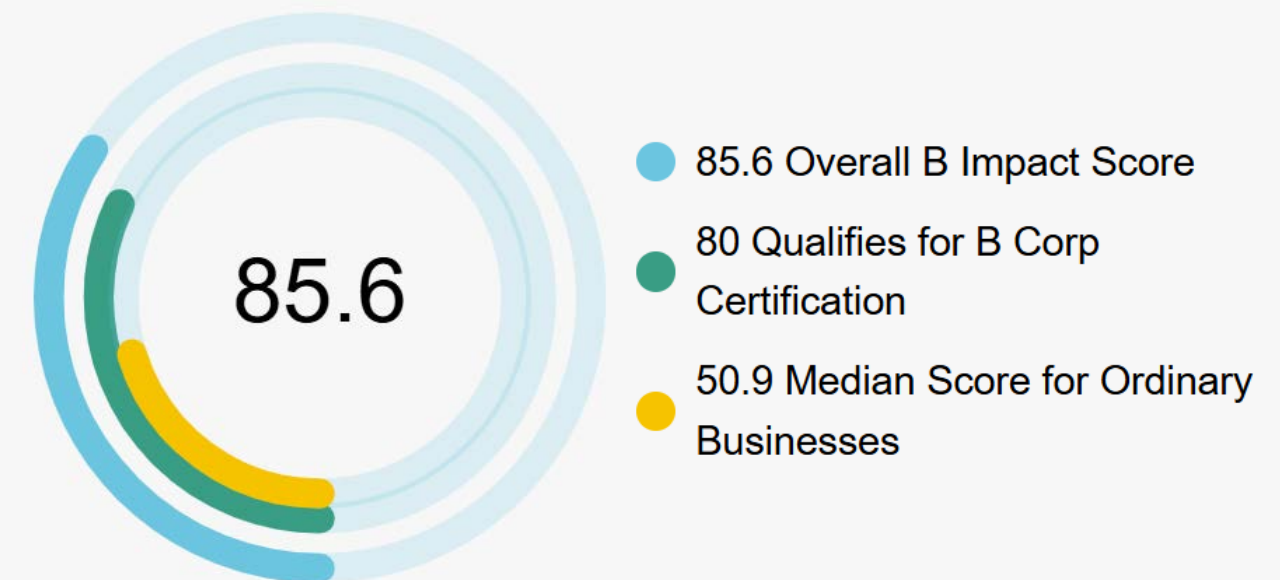
B Corp Certification is awarded by B Lab, a global non-profit network that measures businesses against the highest standards of social and environmental performance, accountability, and transparency.



LOOKING FORWARD

Earning B Corp status means we've made a commitment to being held accountable. We're confident this accountability will continue to push us to innovate and improve our business.

It also means we can confidently support client targets in the areas of responsible sourcing, supply chain transparency, and reporting.



BUILDING A SUSTAINABLE SUPPLY CHAIN

We pride ourselves on our compliant, qualified and sustainable manufacturing supply base, consisting of a core group of factories that work directly with MaCher. Partnering with this core supplier network allows us to maintain successful relationships, manage quality, understand factory capacity/flexibility, drive innovation and ensure successful service levels.

RELATIONSHIP BUILDING

Maintaining strong supplier relationships enables us to build supply chain influence, accountability and education among our manufacturing partners, improving social, environmental, and governance performance. These relationships are critical to successfully embedding responsible sourcing practices in our business.

ETHICAL INTEGRITY

Our emphasis on ethics and integrity reinforces our commitment to responsible business practices, guiding decisions and actions.

CONTINUOUS MONITORING

We work closely with our suppliers to collect information that increases the visibility of processes and materials in our supply chain, so that our products

are made responsibly, with regard for workers and the environment.

COMPREHENSIVE COVERAGE

Auditing processes cover a wide range of standards, policies, and procedures, ensuring compliance.

COMPLIANCE MANDATE

Suppliers must adhere to all relevant laws, rules, and regulations in their respective countries, ensuring legal compliance. All suppliers are mandated to adhere to SA8000 standards for Social Accountability, ensuring ethical labour practices.

QUALITY MANAGEMENT

Direct collaboration allows us to manage quality effectively, ensuring consistent product standards.

CAPACITY & FLEXIBILITY

Understanding factory capacity enables efficient production planning and response to market demands.

SERVICE EXCELLENCE

Through our supplier network, we ensure successful service levels, consistently meeting customer expectations.

8 years

average tenure with our top 10 supply chain partners.

66 days

spent by MaCher team visiting China-based factories, inspecting MaCher projects in production.

95%

of our 2025 supplier expenses were with our top 10 supply chain partners, demonstrating the investment we place in long-term partnerships*.

SUPPLIER STANDARDS

The ongoing management of our **Social Accountability Standards (SAS)** and **Standard Operating Procedures (SOP)** ensures our company values are being met through our supply chain.

Since 2014, we've required all core suppliers to commit to and sign this set of ethical, social, and environmental standards, and agree to periodic inspections and audits as we work with suppliers to ensure adherence and achieve continuous improvement.

100%

of our preferred supply partners are committed to adhering to our **Social Accountability Standards (SAS) & Standard Operating Procedures (SOP)**

MaCher Social Accountability Standards & Supplier Code of Conduct (SAS):

This contract establishes the standards for ethical working conditions according to the United Nations Universal Declaration of Human Rights and International Labor Organization conventions including:

- Code of Conduct
- Child Labor
- Forced and Compulsory Labor
- Disciplinary Practices
- Working Hours, Wages & Benefits
- Freedom of Association
- Discrimination
- Health & Safety
- Management Systems
- Sub Contractors and Sub Suppliers
- Corrective Action
- Anti-bribery / Anti-Corruption Policy
- Conflict Region Sourcing Policy

MaCher Global Standard Operating Procedure (SOP):

This contract ensures uniformity and consistency in operations across regions, including:

- Payment and Trading Terms
- Quality Expectations, Tolerance and Defective Goods
- Subcontract Policy
- Factory site visits by MaCher and inspections
- Confidentiality
- Order Procedure, timelines and samples
- Standard Order Procedure
- Material and Chemical Restrictions
- Testing Requirements
- Recycled and Organic Claims Verification Standard

SUPPLY CHAIN VISIBILITY

We use third-party audits and certifications of our suppliers to provide independent and objective assessments of quality & risk management, social standards, and environmental performance.

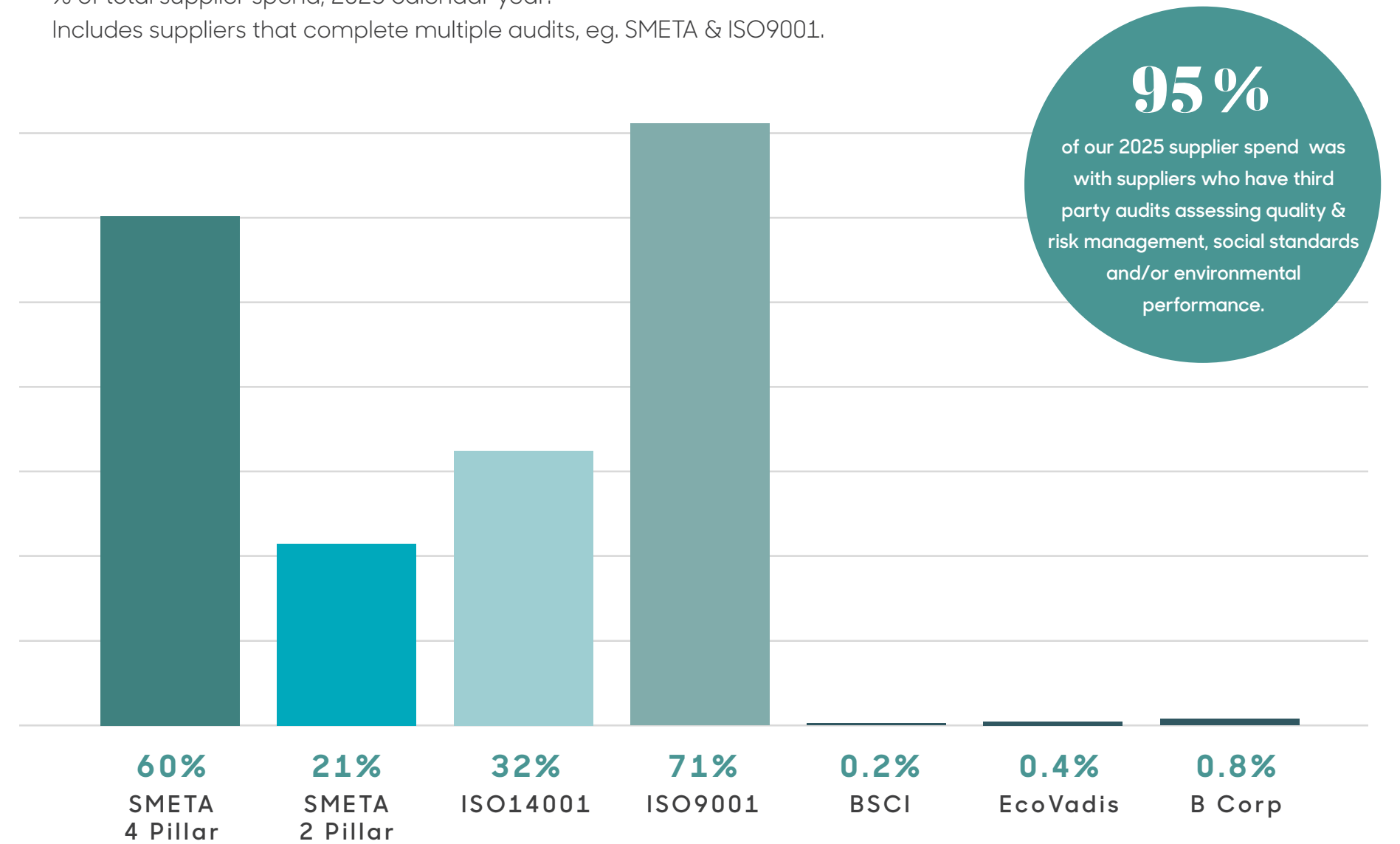
These help ensure credibility and compliance while minimising risk for our business and our global clients.

By combining these audits with our Social Accountability Standards, Standard Operating Procedures, and strong relationships, including on the ground presence in offshore factories, we strive to maintain a supply chain that is as transparent as possible.

SUPPLIER THIRD PARTY AUDITS & CERTIFICATIONS

% of total supplier spend, 2025 calendar year.

Includes suppliers that complete multiple audits, eg. SMETA & ISO9001.



POLICIES & PROCEDURES

We are committed to fostering a work environment that is pleasant and safe for staff to work in. To achieve this important goal, MaCher sets out our standards and expected conduct of our team in a number of policies. These aim to ensure that everyone is acting in accordance with MaCher's values and in the best interests of all stakeholders.

By adhering to these policies and procedures, MaCher staff enjoy a positive work environment, and all stakeholders are afforded a best-in-class experience. Staff are required to acknowledge annual updates of all policies, with the opportunity for discussion if required.

As we work towards constant improvement, we'll continue to strengthen our policies and practices to ensure we are supporting the financial, physical, and social well-being of all stakeholders including team members, clients, supply partners, and the environment.

DOCUMENTED POLICIES:

- Sustainability
- Workplace Health & Safety
- Workplace Discrimination, Harassment & Bullying
- Drug, Alcohol & Smoking
- Employee Code of Conduct
- Employee Volunteering
- Gender Pronoun
- Leave
- Supply purchasing
- Travel (includes carbon offset req. for all air travel when available)
- Remote working
- Equal Opportunity
- IT Security and Equipment Usage
- Email and Internet Usage
- Anti-Bribery and Corruption
- Whistle-blower
- Equipment disposal
- Confidentiality
- Intellectual Property



APPENDIX



OUR GOALS & TARGETS

KEY: ● Complete / On Target ● Behind Target

% based on annual revenue, 2025 calendar year

GOAL	STATUS	DUE	NOTES
Clear & accurate sustainability communication on website and social media.	●	Ongoing	Ongoing to reflect evolving best practice.
Include client /project specific sustainability recommendations on all brief submissions.	●	Ongoing	Done throughout the consultation, briefing, design and quoting stages.
Provide client education on relevant pack claims and labelling, including Australian Recycling Label (ARL).	●	Ongoing	ARL adoption by brand owners has been slower than anticipated. Feedback from clients has been that it doesn't suit their particular industry and/or the reporting requirements aren't viable for SMEs. Consolidated feedback on behalf of clients has been provided to APCO.
Apply clear on-pack messaging to assist appropriate end-of-life product / packaging disposal by consumer.	●	Ongoing	Done at artwork stage.
Identify problematic products and transition brand owners to sustainable alternatives. Provide client guidance on APCO Prep Tool.	●	Ongoing	Done throughout the consultation, briefing, design and quoting stages.
Offer clients the option to carbon offset freight by end 2026.	●	December 26	This goal was originally set for 2023; however, emission reporting is not yet available through all MaCher freight forwarders. Status is evolving, due date revised to December 2026.
Membership and involvement with key industry bodies – APCO, AIP, EcoVadis, Sedex.	●	Ongoing	Ongoing memberships ensure our practices and recommendations remain best-in-class.
Continue to work closely with supply chain partners to source and develop sustainable material alternatives.	●	Ongoing	This remains an ongoing focus for our design, development and production teams.
Transition office electricity to GreenPower.	●	December 26	GreenPower is a government accredited renewable energy product available from electricity retailers in Australia. New goal for 2026.

OUR GOALS & TARGETS, CONT.

KEY: ● Complete / On Target ● Behind Target

% based on annual revenue, 2025 calendar year

GOAL	STATUS	DUE	NOTES
Environmental assessment of Tier 1 suppliers by 2025. Document yearly performance on material recovery & recycling, water recycling & management, clean energy and energy efficiency.	●	December 25	In progress. 61% of CY25 supplier spend was with suppliers with Sedex 4 Pillar Audits, which include assessment of these performance factors. This was a decrease from 69% in CY24. Moving forward MaCher to investigate systems for improved supplier data collection. Revised due date to December 2027.
Maximise paper material recovery through kerbside recycling collections with removal of PP laminations from all non-reusable packaging.	●	Ongoing	In 2025, non-recyclable and non-reusable paper products (i.e. landfill end-life) reduced to 3%, from CY24 result of 11%. This change was due to reduced ordering of a paper-based product measuring under 50mm in width and depth, which is classified as 'not recyclable' through Australian recycling facilities.
Keep % of products manufactured with landfill end-life under 5% of annual revenue.	●	Ongoing	Achieved annually since CY22. Products with landfill end-life 2% of annual revenue in 2025, reduced from 11% of annual revenue in 2021 baseline year.
Achieve average 60% recycled content in paper products by 2025.	●	Ongoing	Paper products with recycled content made up 61% of total paper product revenue in 2025, an increase from our 2022 baseline of 20%.
Remove problematic plastics (PVC & PS) from packaging supply chain.	●	Ongoing	PS eliminated. PVC substituted with alternate materials. Maintained since 2023.
Achieve av. 30% recycled content in remaining plastics by 2025.	●	December 26	Behind Target. Current material cost & performance impacting brand owner uptake. Soft plastics in supply chain have been converted to recycled content LDPE. Challenge is with properties/stability of hard plastic. Remaining hard plastics are for primarily long-term reusable items, so performance and longevity is a priority.
Present organic & recycled content cottons to brand owners as an alternative to traditional cotton.	●	Ongoing	Presenting to clients but current material cost impacting brand owner uptake.

OUR GOALS & TARGETS, CONT.

KEY: ● Complete / On Target ● Behind Target

% based on annual revenue, 2025 calendar year

GOAL	STATUS	DUE	NOTES
Phase out all virgin polyester textiles and replace with recycled polyester (RPET).	●	December 26	In 2025, the avg. qty. of textile products per order declined. Most orders fell below the minimum volume required for certified recycled content. 4% of textile projects used recycled textiles, reduced from 27% in 2024, but consistent with our 2022 baseline year. We're working with suppliers to address feasibility for smaller orders. Revise target to phase out by Dec 2030.
Achieve B Corp certification of MaCher Australia.	●	December 25	Certification achieved in July 2025. Reassessment scheduled for 2028. Continue to integrate B Corp best practice into business.
Maintain EcoVadis Platinum Rating.	●	June 24	Maintain EcoVadis Platinum rating with ongoing business goals, improvements and reporting.
Implement biannual employee engagement survey.	●	December 26	Employee feedback to inform business leadership & influence improvements. New goal for 2026.
Implement paid birthday leave.	●	March 26	Additional paid leave day, fostering a positive work culture that values employee well-being.
Prepare formalised internal staff training paths to develop Sustainability and CSR skillset across the business.	●	December 26	Employees completed 214 hours of sustainability training in 2025, a decrease from 237 hours in 2024, but significantly improved from 24 hours in 2021, our baseline year. Training has been group workshops and externally facilitated courses relevant to employee role.
Formal incorporation of social and environmental considerations in business and staff KPIs, with assessment of performance in annual reviews.	●	Ongoing	Business and staff KPIs have included social and environmental goals since March 2023.
Implementation of client engagement sustainability strategy. Prioritise building in-depth understanding of client specific sustainability needs and goals.	●	Ongoing	To remain an area of business focus.
Ongoing measurement of Scope 1, 2 & 3 emissions to understand the carbon impact of our business and identify areas for potential emission reduction.	●	Ongoing	Review capability to measure Scope 3 freight emissions with freight providers.

The MaCher 2025 Impact Report is a snapshot of our progress thus far, as well as a road map for our future as a responsible business for good.

We invite questions, feedback, and discussion.

TO DISCUSS YOUR SUSTAINABILITY CHALLENGES:

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