



# ESG Statement 2025



# 2025 ESG Statement

SG Fleet's approach to long-term value creation for all of its stakeholders is driven by the principle that industry-leading environmental, social, and governance ('ESG') behaviours should be integrated into daily business practices.

The 2025 ESG Statement (referred to as the Sustainability Statement until 2023) outlines the relevant actions taken by the company during the 2025 financial year with respect to the risks identified as 'material' in the Group's ESG Strategy.

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## Our ESG Path

The company established a Sustainability Committee, governed by a Charter, in 2019. In 2021, SG Fleet issued its first Sustainability Statement. In August 2022, the Group's ESG Strategy was launched.

The ESG Strategy, which is reviewed on a three-yearly basis, optimises how we determine and manage our key ESG risks, outlining both current practices and future focus areas. The determination process considers the nature of our business operations, which is predominantly the provision of services in an office-based environment. The ESG Strategy can be found at the ESG & Corporate Social Responsibility section of the [www.sgfleet.com](http://www.sgfleet.com) website.

The company's first ESG Action Plan, which spanned the second half of the 2023 financial year, was developed in late 2022. The Action Plan consists of a list of initiatives grouped

under the Environment, Social, and Governance headings earmarked for execution during the period. New Action Plans are developed in June of every calendar year and apply to the subsequent financial year period. A detailed account of the 2025 ESG Action Plan outcomes is provided in this Statement.

In December 2022, a new governance structure was introduced, reflecting the broader scope of our approach under the new ESG Strategy. The Sustainability Committee was replaced by the ESG Committee, in respect of which a Charter was established in January 2023. The Committee's first meeting took place in March 2023.

In November 2024, the company introduced its third revised Environmental Policy. More about this Policy can be found in the Environmental section of this Statement.

## Financial Year 2025

During the 2025 financial year, the company executed its second full year ESG Action Plan. Our focus remained on aligning our ESG values across the organisation and raising awareness among our people of the environmental, social, and governance areas where both company and individuals can have the greatest beneficial impact. To support this, we organised 'Lunch & Learn' sessions introducing our yearly ESG Statement to staff.

On 30 April 2025, SG Fleet was acquired by Pacific Equity Partners (PEP) and ceased to be an ASX-listed entity. The acquisition is not expected to change SG Fleet's ESG approach and commitments. PEP has indicated it will support the company's ESG objectives and share relevant insights wherever possible.



Find our ESG Strategy here  
[sgfleet.com/docs/australialibraries/corporate-social-responsibility/sgf-esg-strategy.pdf](http://sgfleet.com/docs/australialibraries/corporate-social-responsibility/sgf-esg-strategy.pdf)



## Future Focus

In the 2026 financial year, SG Fleet will revise its ESG Strategy to reflect any changes in its risk profile since the initial launch of the Strategy in 2022. Changes may be the result of operational developments, global ESG trends, and shifts in stakeholder expectations.

# Key Highlights



**Group-wide carbon neutrality**



**Introduction 2030 Net Zero target**



**Group ISO 14001, 27001, and 45001 certification**



**Introduction ESG e-learning module**



**First ESG Lunch & Learn events**



**Reconciliation Action Plan development**

# Environment

SG Fleet ensures its day-to-day operations minimise resource consumption, waste, and emissions. In addition, we work with our customers, business partners, and suppliers to assist them with their environmental impact reduction initiatives.



## Group Environmental Policy

**SG Fleet's Environmental Policy outlines the company's approach to achieve the following objectives: (a) continually improve its overall environmental performance and management, (b) reduce the Scope 1, 2, and 3 emissions that fall within the boundaries of its environmental impact assessment, and (c) fulfil any compliance obligations.**

SG Fleet's ESG Materiality Assessment identified the following environmental risks as material to the company:

- Levels of emission impacting the environment

Risks that are perceived as relevant to the wider community, even if not directly material to SG Fleet due to the nature of its business, are:

- Other environmental risks, such as energy consumption levels and waste

With regard to the emission reduction objective, SG Fleet aims to reduce emission intensity, measured as tCO<sub>2</sub>-e per Full-time Equivalent to take into account growth in the business, by 33% by the end of the 2030 financial year, with the 2023 financial period as the base year.

In November 2024, SG Fleet revised its Group Environmental Policy, adding a further emission reduction target. We now aim to achieve net zero greenhouse gas emissions group-wide by the end of the 2030 financial year. This net zero target applies to Scope 1 (direct) and 2 (indirect energy footprint) emissions.

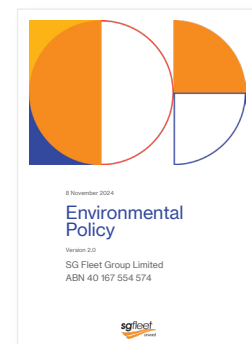
The execution of the Policy is independent of the company's carbon neutrality status in its various geographies and the company will continuously explore options to further cut emissions and progressively reduce its reliance on carbon offsets to achieve carbon neutrality.

To achieve these objectives, SG Fleet operates an environmental management system ('EMS'), which is based on global and local standards, including ISO 14001:2015, and all applicable regulations and laws.

The EMS is comprised of the Environmental Policy, the environmental component of the ESG Action Plan, the ESG Committee governance structure, and all associated monitoring, measurement, management, and reporting activities.

The environmental component of the ESG Action Plan, referred to as the Emissions Reduction Action Plan, or E-RAP, lists environmental initiatives earmarked for execution or assessment during the period. The initiatives are grouped by the relevant risk, the corresponding emissions-producing activity, as well the scope under which these emissions fall.

E-RAP focuses in particular on the areas identified as the main contributors to the company's emissions total. As these areas are an integral part of the company's day-to-day operations, the execution of the Environmental Policy and E-RAP, as well as the operation of the EMS, involve the implementation of adjustments to a range of ongoing business practices.



Find our Environmental Policy here [sgfleet.com/docs/australialibraries/corporate-social-responsibility/environmental-policy.pdf](https://sgfleet.com/docs/australialibraries/corporate-social-responsibility/environmental-policy.pdf)

# Reducing

# environmental

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## ISO 14001

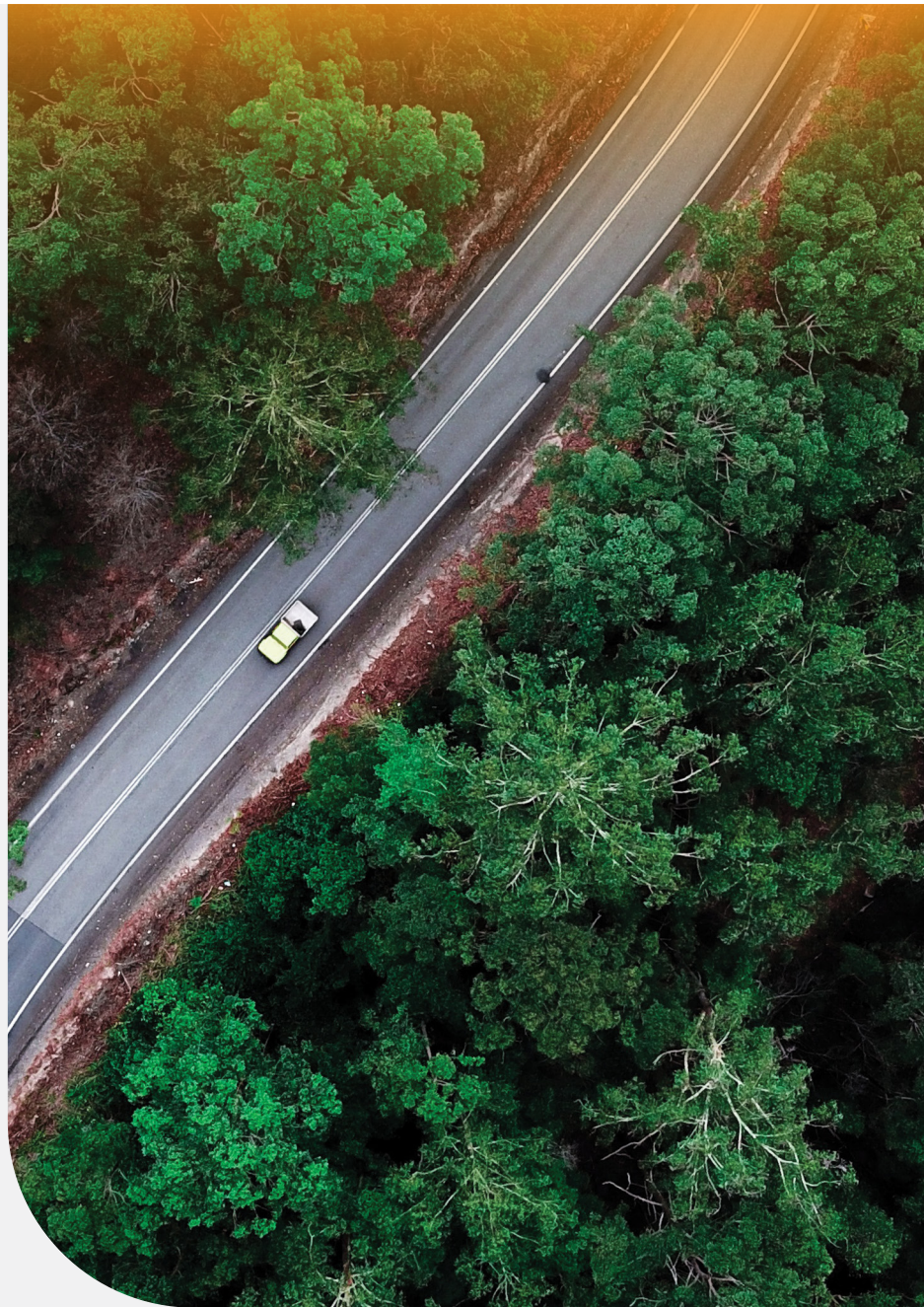
During the 2025 financial year, SG Fleet renewed its group-wide ISO 14001:2015 Environmental Management Systems certification, confirming its best-practice approach to managing any potential environmental impacts.



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## Transition to ESG Statement

The 2026 financial year will be the first reporting period for SG Fleet under the Australian Sustainability Reporting Standards (ASRS), a set of guidelines developed by the Australian Accounting Standards Board (AASB) to help companies comply with mandatory climate reporting requirements. The company will disclose climate-related information covering governance, strategy, risk management, and metrics and targets in a Sustainability Report to be included in its Annual Report. To clearly delineate this Report from the company's past Sustainability Statements, the present document was renamed the ESG Statement from the 2024 financial year onwards.



# impact

## Environment

### Leading the way in cooperation with our stakeholders

We believe that we can create a positive environmental impact not only by reducing the company's own footprint, but also by shaping and supporting behaviours with our various stakeholders. In addition to instilling environmentally sound practices in the workplace, we aim to provide our people with information on how to contribute to a more sustainable future in every walk of life. The same objective is also the foundation of the work we do with our customers to support their organisational sustainability objectives.

In the 2025 financial year, SG Fleet was again able to assist customers by utilising its recognised low and zero-emission transport expertise. EV Drive Days continued to be a very successful method of raising awareness and understanding of alternative engine technology and sustainable mobility solutions. In total, SG Fleet hosted four Drive Days during the year, partnering with suppliers and manufacturers to showcase passenger and light commercial EV vehicles to our customers.

In September 2024, we celebrated the 5th annual World EV Day and the continuing shift towards a cleaner, greener future. SG Fleet is proud to play an important role in this journey, supporting customers via our eStart EV transition consulting service. This includes assistance with the set-up of charging infrastructure as well as the management of charging costs.

During the year, we successfully piloted a corporate charging solution, based on a charge-as-a-service model, for one of our largest customers. We continued to onboard additional public charging providers and introduced 'electricity as a fuel' reimbursement arrangements for novated drivers.

The future is multi-modal, and our solutions are not limited to traditional vehicle types. The functionality of alternative modes of transport is increasingly recognised in the personal and delivery transport space, with consumers and companies exploring micro-mobility as an environmentally friendly, viable alternative. SG Fleet's cooperation with eMobility provider Zoomo offers customers additional options to improve the efficiency of their fleets, both in terms of flexibility and sustainability.





SG Fleet's contribution to a better transport future isn't limited to its day-to-day services. We also actively collaborate with industry bodies and organisations across all of our geographies to support research, inform, foster debate, and break down barriers.

In Australia, the company is an active member of the Electric Vehicle Council and the Australian Hydrogen Council, and was a significant contributor to the REVS vehicle-to-grid project, which successfully trialed the transfer of EV battery energy into the electricity grid. In New Zealand, we are members of Drive Electric NZ and the Sustainable Business Council.



**Future Focus**

With the advent of the Australian Sustainability Reporting Standards (ASRS), SG Fleet will increasingly be assisting customers with the calculation of fleet-related emissions. This is likely to raise awareness of the scope of these emissions and promote initiatives to reduce associated impacts. We will be in a strong position to make a difference in this regard by supporting our customers' environmental objectives and by participating in their sustainability efforts.

Internally, we will also continue to review the environmental performance of our premises with landlords and promote environmental awareness among our people. Consideration is currently being given to an initiative, together with neighbouring businesses, to organise clean-ups of the areas around our premises.

SG Fleet Australia Pty Limited	
Partner Since 2021	
<b>2024 Impact</b>	
3,330 Tonnes of Carbon Offset	
\$108,457 Contributed	
<b>Lifetime Impact</b>	
5,058 Tonnes of Carbon Offset	
\$139,250 Contributed	
<b>GROWING HOPE</b>	



**Greenfleet**

In early 2025, SG Fleet received its Greenfleet Impact Certificate for the preceding year. Our Australian operations were one of around 600 organisations leading the way in the fight against climate change. Nearly 550 hectares were revegetated, including 460 hectares of protected koala habitat. The area will remove close to 750,000 tonnes of carbon from the environment, the equivalent of one year of emissions from around 175,000 cars.



# Environment

## Emissions

**SG Fleet measures its emissions footprint both as direct CO<sub>2</sub> emissions and as the emissions equivalents associated with a range of business or support activities. As an office-based services company, SG Fleet does not directly produce meaningful levels of CO<sub>2</sub> in its day-to-day business operations. We only operate a small internal fleet of vehicles, and the provision of our services does not generally require significant travel or transport.**

The main contributors to our emissions equivalent total are IT equipment and services, electricity consumption (see below), staff commuting, and to a lesser extent, waste (see below), direct emissions from our own fleet, and air travel. We continuously explore options to further cut emissions across Scope 1 and 2 and, where under the company’s control, Scope 3, with a particular focus on these main contributors.

Where possible, we move IT-related equipment and services off premises towards more sustainable solutions. This reduces their emissions equivalent impact. We also source equipment that includes offsets as part of the purchasing or leasing contract.

SG Fleet has actively targeted emissions produced by staff commuting and business travel for a number of years, offering arrangements and facilities that will reduce fuel consumption overall. This included carpooling clubs, the availability of eBikes, and the installation of bicycle storage sheds at our offices. In the 2024 financial year, we introduced shuttle buses at the company’s head office. The buses ferry staff back and forth between our premises and the nearest train stations, encouraging our people to use public transport rather than commuting individually by car. 2025 marks the first full year this shuttle service has been operational.



In Australia, the rate of transition of SG Fleet’s own fleet to low and zero-emission vehicles accelerated again during the period, increasing from 10% at the end of the 2022 financial year to 80% at the end of the 2025 financial year. About one-third of our internal fleet is now fully electric. Use of our on-premises EV chargers continues to increase, reflecting the growing proportion of EVs in our own fleet and amongst our staff. The company will continue to move towards a larger proportion of low- or zero-emission vehicles in its own fleet in order to achieve its net zero ambitions.

The Australian operations of SG Fleet have obtained a yearly ClimateActive certification as a carbon neutral organisation since the 2022 financial year. SG Fleet’s UK operations achieved carbon neutrality for the first time early in the 2023 financial year. In the 2024 financial year, our New Zealand operations obtained the same status, making the entire SG Fleet Group carbon neutral for the full 2025 financial period.



## Energy Consumption

SG Fleet's energy consumption is largely limited to the operation of its office and warehouse locations, including lighting, power sources, and heating. Where corresponding arrangements change or energy consuming equipment is replaced, the company investigates the feasibility of introducing more energy-efficient alternatives.



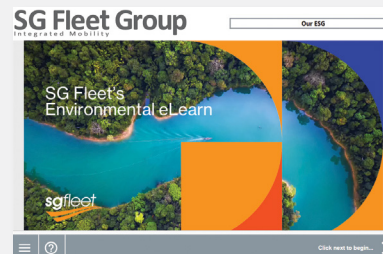
### Future Focus

As SG Fleet continues to grow, IT services use, energy consumption, the number of staff commuting, and business travel are at risk of increasing as well. We will counter a corresponding escalation in emissions via a more efficient use of resources, in the process reducing emission intensity per full-time equivalent employee.

In 2026, we will look to further harmonise systems onto cloud-based platforms, allowing us to decommission hardware and reduce the number of data centres required. Various business activities are also being analysed to determine whether we can reduce transport requirements and the use of consumables, for example by conducting remote interviewing and paperless onboarding in our recruitment process.

We also actively encourage our people to be mindful of the energy consumed by office equipment and utilities. In the 2025 financial year, a staff environmental e-learning module was introduced, which includes additional tips to minimise energy consumption wherever possible by actively reducing the use of appliances, lighting, and air-conditioning. At the end of the period, LED lighting and Green Energy arrangements were in place for all offices where we have direct control over lighting and energy set-ups.

Our UK operations are participating in the government's Energy Savings Opportunity Scheme (ESOS), a mandatory energy assessment scheme administered by the Environment Agency. The assessment consists of an audit of the energy used by our buildings and business operations and is designed to identify measures to save energy and achieve carbon and cost savings.



### Future Focus

SG Fleet aims to lower its energy intensity ratio by putting in place additional initiatives to reduce overall energy consumption, including the adoption of 'smart working' set-ups and sensor/timed lighting and air conditioning systems. Any future fit-outs will incorporate this approach. Where possible, the company also continues to explore further opportunities with its landlords to improve the sustainability of its offices. Learnings from the UK ESOS scheme will be applied wherever possible at our other locations.

In 2026, the completion of the LeasePlan business integration will allow SG Fleet to reduce the total IT infrastructure required to support its Australian operations. Together with the adoption of alternative ways to host some applications, this will reduce overall energy usage and equipment requirements.

## Environment

### Waste

**SG Fleet does not produce meaningful quantities of waste for packaging or other purposes, but our aim is to further minimise waste generation in the conduct of our business. Where waste is generated, for example in the operation of offices or disposal of hardware, we explore opportunities to divert waste via the process of recycling triage.**

IT assets, including desk and data centre hardware, are recycled wherever possible after extracting optimal, life-time use of the equipment. Company-issued mobile phones are offered for sale to the user, or if unsold, go into our external disposal process, with a third-party provider recycling, refurbishing, re-selling, or securely destroying these and other end-of-life IT assets. In selecting the third-party provider, we assess the company's disposal process and environmental commitments.

While SG Fleet does not dispose of vehicle tyres itself, the company is a committee member of Tyre Stewardship Australia, whose stated mission is to create productive outcomes for end-of-life tyres and increase the use of locally tyre-derived products. We actively encourage our customers to join this worthwhile scheme.

During the 2025 financial year, SG Fleet continued to target the production and management of waste in the daily operations of its offices, which mainly consists of staff disposing of consumables and small amounts of general waste, such as foodstuffs and food packaging. In July 2024, a comprehensive campaign was rolled out to ensure office waste disposal by staff is conform across all offices and follows prescribed paths, for example by improved labelling and guidance on which disposal receptacles to use. New waste, paper, and plastic recycling bins were installed in key locations, including break rooms and common areas, with each bin clearly labelled to help our staff sort recyclables correctly. These more sustainable practices were reinforced further by the environmental e-learning module introduced later in the year.



#### Future Focus

We continue to look at opportunities to further reduce the production of waste and optimise its disposal. Physical collateral is progressively phased out and replaced by digital alternatives, both for internal and for customer purposes.



## Other Environmental Aspects

While due to the nature of its business, SG Fleet does not utilise a meaningful amount of packaging or other materials such as paper, or consume and discharge significant amounts of water, we do approach the management of any materials and water consumption as an integral part of our overall environmental approach. Accordingly, we continue our efforts to minimise associated impacts.



Since the 2021 financial year, we have continuously reduced paper use across the Group. This was helped further by the introduction of a 'paperless & clean desk' policy in our newly refurbished Pymble head office in the 2023 financial year and progressively in other locations in following periods.

SG Fleet conducts yearly audits on the outsourced wash facilities used for the cleaning of end-of-lease vehicles, monitoring detergent use and water disposal processes. While there have been no reported environmental incidents in the 2025 financial year, we continue to pursue further improvements to these facilities.

As an office-based business located in urban areas, SG Fleet's activities have a negligible direct impact on natural habitats.

In the 2025 financial year, we further raised awareness of environmental causes among our stakeholders and staff, celebrating both Earth Day and World Environment Day. The 2025 Earth Day theme was 'Our Power, Our Planet', a reminder that when we work together, we can make a real impact. This very much drives the work we do with our customers to build a sustainable transport future.



### In touch with nature

In February 2025, sustainability was buzzing at SG Fleet's Melbourne South Wharf offices. Our people received a hands-on experience collecting and tasting fresh honey from rooftop beehives. This interactive workshop, run by Rooftop Bees, helps promote sustainability and corporate social responsibility objectives within the company. We are proud to be part of a workplace that embraces eco-friendly initiatives.



# Social

SG Fleet respects and seeks to further the interests of its customers, its employees, and the wider communities in which we operate. Our culture is one of trust, respect, care, and responsibility, and we aim to apply this in all our interactions with every individual, as well as with community groups.



## Working Conditions

**SG Fleet’s success as a business and its ability to deliver excellence in services and products to its customers relies on a motivated workforce. We believe in creating a positive work environment that is respectful, supportive, and engaging.**

SG Fleet’s ESG Materiality Assessment identified the following social risks as material to the company:

- Working conditions (employment) and training
- Occupational health and safety
- Diversity, non-discrimination, and equal opportunity
- Customer privacy and data security

Risks that are perceived as relevant to the wider community, even if not directly material to SG Fleet due to the nature of its business, are:

- Support of indigenous communities
- Human rights, including forced, compulsory, or child labour in the company and its supply chain (Modern Slavery)

We understand that a sound work-life balance is key and offer opportunities for a hybrid work environment, allowing our people to thrive in a flexible model that can blend in-office collaboration with the convenience of working from home. The company offers up to four extra days of paid leave on top of our staff’s annual allowance, recognising that rest and rejuvenation are an important element of healthy working conditions. SG Fleet also offers workplace banking and financial wellbeing services, discounted health insurance, and access to flexible salary-packaged vehicle options.

We believe in supporting our people at every stage of life. That’s why we are proud to offer industry-leading parental leave benefits: 20 weeks of paid primary carer leave, six weeks of paid leave for secondary carers, and full superannuation payments for primary carers for up to 52 weeks.

Our Employee Assistance Programme (EAP) provides free 24/7 medical and mental health help to our employees and their families via chat, phone, or in-person by licensed medical specialists.

The company has a collaborative and supportive culture where people are empowered to be the best they can be. We believe in celebrating their positive impact and have implemented a service recognition program that acknowledges and rewards their dedication. A separate award program also recognises staff for their commitment to the company values of Innovation, Collaboration, Excellence, and Trust.

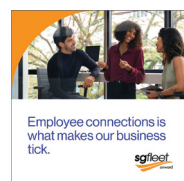
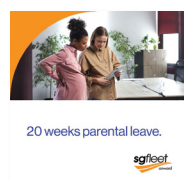
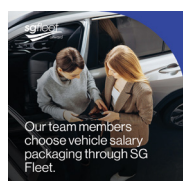
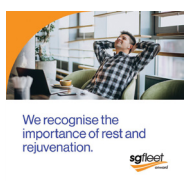
Being in the office should be pleasant too, so we take care to build an enjoyable working space and get our people together for relaxation.

In the 2025 financial year, we reopened our Virginia, Queensland office with a new look and improved sustainability features. Throughout the year, we organised get-togethers in the office, serving food and refreshments and promoting a better understanding of our shared work and life objectives and experiences.



### Future Focus

SG Fleet will continue to implement strategies and initiatives that support role and work flexibility and introduce further benefits that ensure the company’s workplace fosters a healthy culture and protects the wellbeing of its people. In 2026, we will aim to foster a deeper understanding of individual circumstances in pursuit of this objective.



# Positive

## Training

**SG Fleet is committed to supporting the continued growth of its people. We have a reputation within the industry of developing the best available talent and expertise. We provide formal and informal advancement and learning opportunities that recognise and grow the ability, capacity, and leadership skills of our people.**

In the 2025 financial year, SG Fleet continued to further develop the Learning and Development arrangements first launched in 2024. We actively support employees who are proactive in developing their knowledge and wish to further their education outside of working hours.

An employee can request study assistance, with the company reimbursing 50% of the training costs up to a maximum of \$4,500 per annum. If the requested training program is directly relevant to the employee's current or expected future role, we will cover the full costs.

The LinkedIn Learning facility, which contains a digital library of over 21,000 courses covering a wide range of technical, business, software, and creative topics, saw increased use among our people, and our Mentoring Program, which allows senior executives to share knowledge and insights with other staff members, grew in scale going into its second year.

### LinkedIn Learning



#### Future Focus

SG Fleet will continue to investigate opportunities to extend the range of its current training structures, both in terms of training topics and the ability of staff to access training. We will also implement additional initiatives to optimise the continued education process.



# relationships

# Social

## Occupational Health and Safety

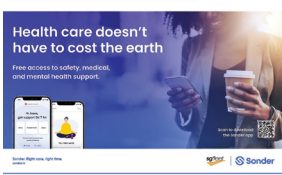
To champion its people, SG Fleet places their well-being as its top priority, and fosters a cooperative and supportive environment where our teams can thrive. We approach Occupational Health and Safety from a holistic perspective, going beyond simply ensuring safety in the workplace to include initiatives that foster the physical and mental health and wellbeing of our people at work and at home.

To provide our staff with a healthy work environment, we conduct regular e-training on a range of topics that can impact their wellbeing. These modules include sexual harassment prevention, work health and safety awareness, and workplace bullying and occupational violence.

In addition to risk mitigation education, we encourage our people to proactively look after their health by providing access to a range of wellness benefits and activities, such as subsidised gym memberships and on-site pilates classes. In the 2025 financial year, we invited a health and fitness expert to give staff talks about a healthy lifestyle, exercise, and nutrition. We also encouraged our people to get active by joining our City2Surf running team or by signing up for the STEptember walking challenge.

SG Fleet also actively supports community initiatives to raise awareness of the importance of good physical and mental health. In September 2024, we provided a mental health and wellbeing webinar to staff via the Sonder app in support of R U OK Day. In October, we celebrated World Menopause Day to raise awareness of the menopause and the support options available, and the following month, we encouraged all our people to look for opportunities to share kindness with colleagues as part of World Kindness Day. In June 2025, we also hosted a special lunch at our offices to participate in Men's Health Week, an opportunity to raise awareness around key health issues, and encourage open and supportive conversations on the topic.

During the year, SG Fleet renewed its ISO45001 OH&S Management certification at group level.



### Future Focus

SG Fleet intends to investigate other occupational health and safety aspects within the workplace and in support of our employees outside the workplace and at home. Our focus will remain on supporting overall wellbeing, physical and mental, and on addressing specific assistance needs as they arise.

In the 2026 financial year, in line with our approach to ensure optimal working conditions, we will develop our understanding of individual circumstances, including the presence of neurodiversity in the workforce.

## Diversity, Equal Opportunity, and Non-discrimination

SG Fleet's business success is built on the expertise of its people. We recognise the importance of being an inclusive employer and have a strong commitment to equal opportunity and diversity. This drives the company's ability to attract, retain, and develop the best talent, create an engaged workforce, deliver the highest quality of service to customers, and achieve sustainable growth.



SG Fleet celebrates the diverse range of backgrounds and experiences of its employees and provides a welcoming work environment that is free from discrimination. The company's intranet provides a calendar of activities celebrating various culturally significant events such as Diwali, the Lunar New Year, and Ramadan, amongst others.

In November 2024, we celebrated International Men's Day to promote positive male role models, celebrating contributions, highlighting discrimination, and shining a spotlight on men's health and wellbeing. In March 2025, we hosted our customers at the FW (Future Women) Leadership Summit in Sydney, an event held in connection with International Women's Day that same month.

We ended the financial year by supporting Pride Month, a powerful reminder of the importance of visibility, acceptance, and equality for all. At SG Fleet, we believe everyone should feel respected, valued, and empowered to be their true selves, both at work and beyond.

SG Fleet's Code of Conduct stipulates compliance with the letter and spirit of a full range of anti-discrimination laws to establish a workplace free from any kind of discrimination. The company conducts regular e-training on discrimination to reinforce awareness and correct behaviours.

SG Fleet complies fully with the Workplace Gender Equality Act (2012) and is a complying employer with the Workplace Gender Equality Agency. We conduct regular e-training on equal employment opportunity. As at 30 June 2025, the company's workforce was made up of 46% women and 54% men.



### Future Focus

SG Fleet continues to work towards a diverse workforce, including balanced gender representation at Board and Senior Management level. The company intends to widen its diversity focus to other areas, in addition to gender, and ensure that a more diverse representation also translates into actual inclusion of more diverse opinions. We will also investigate further initiatives, including e-learning, that will help break down perceptions that foster discrimination. These efforts will be supported by the establishment of a Diversity Committee in the 2026 financial year.

# Social

## Women's Network

SG Fleet acknowledges that our personal lives do not stop when we show up at work and that success is developed by a strong, diverse network of colleagues, mentors, and friends over time. The 2025 financial year was the first year in which SG Fleet's Women's Network was active across Australia, New Zealand, and the UK for the full period.

The Women's Network is a working group that assists women at all levels within the company. It provides opportunities to interact, share expertise, and collaborate through feedback-driven events and meet-ups, and creates an environment in which we help women feel respected and equipped to achieve.

In recognition of this, the company identified key topics for women related to the workplace and private life that are covered in a series of events for our people. These events covered topics such as family, road safety, finance, and health.

In addition, the Women's Network promoted networking through social events and luncheons, as well as support for a number of charities advancing women's causes.

In September 2024, the Women's Network looked at the important topic of physical and mental wellbeing in connection with the Australian Women's Health Week, teaming up with the Sydney Breast Cancer Foundation to host a range of events.



### LADIES FINANCE CLUB



The Network also supported the career development of our people by offering a four-part webinar series with Sacha Coburn, who shared insights and wisdom from her experiences as an entrepreneur and leader.

In February, Molly Benjamin and the Ladies Finance Club joined the Women's Network, inviting our people to begin their investment journey by providing practical advice on how to be smart about finance.

Safety at home and on the road was another topic covered, with advice on online child safety in September 2024 (via the Australian Federal Police's ThinkUKnow education program) and essential car tips in connection with National Road Safety Week in May 2025.



### SMART WORKS

The Women's Network's support for charities focused on areas most relevant to its objectives. Causes supported included the Pink Morning Tea, on which occasion \$10,000 was raised for breast cancer research. The Network also partnered with Australian Red Cross Lifeblood for National Blood Donor Week in June 2025.

Support for women outside of our own workforce came in the form of promoting period product accessibility in Australia and New Zealand and clothing donations to the UK's Smart Works women's charity.

## Indigenous Communities

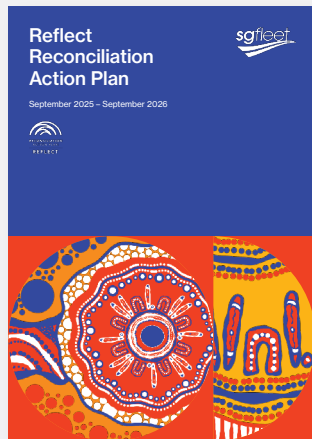
SG Fleet is committed to furthering wherever possible the cause of Aboriginal and Torres Strait Islander, Māori, and other indigenous communities in the geographies in which it operates. In addition to offering employment opportunities, the company actively supports indigenous business ventures. We are a proud member of Supply Nation, which aims to promote and support procurement through indigenous organisations and create a more inclusive economy.

As part of the tender process, our procurement staff check the Supply Nation Membership list for any relevant suppliers. Indigenous businesses are then invited to tender and evaluated amongst other bidders. We currently source a number of goods from these businesses.



During the 2025 financial year, SG Fleet worked with First Nations-owned and led agency YarnnUp to develop an effective and impactful Reconciliation Action Plan, which will be launched in the 2026 financial year. The company continued to investigate opportunities to promote additional indigenous procurement and employment.

In July 2024, SG Fleet was part of the FW (Future Women) NAIDOC Week breakfast gathering in Melbourne to hear inspiring stories from First Nations women.



### Future Focus

SG Fleet is aiming to build the right perspective amongst its leadership and its people in preparation for the execution of the Reconciliation Action Plan in the 2026 financial year. As part of the RAP, we will continue to put a greater emphasis on supporting indigenous businesses and employment where practical and viable. Additional events and initiatives related to indigenous communities in both Australia and New Zealand will be included in our cultural activities calendar moving forward. We intend to continue our participation in NAIDOC Week and similar events and step up our involvement in future years.

# Social

## Human Rights, and Forced, Compulsory, or Child Labour

As an office-based services company, SG Fleet’s direct exposure to the risk of human rights infringement is limited. The company does however expect partners in its supply chain that are more likely to encounter human rights issues to take necessary measures to mitigate against this risk. Our Supplier Code of Conduct stipulates our expectations with regard to the conduct of suppliers in terms of modern slavery risks, the treatment of labour, and human rights generally.

SG Fleet’s approach to ensure responsible internal conduct with respect to human rights centres on the training of staff on related topics, such as modern slavery, non-discrimination, and diversity and equal opportunity.

We do not tolerate any form of enslavement or exploitation and we are committed to ensuring measures are in place to minimise the risk of modern slavery in our business and in our supply chain. The company has voluntarily put in place a Modern Slavery Policy, which outlines our overall approach to combatting modern slavery.

In the 2024 financial year, SG Fleet launched a new approach for its supplier modern slavery survey, with the aim of broadening the assessment to a wider range of environmental, social, and governance criteria.

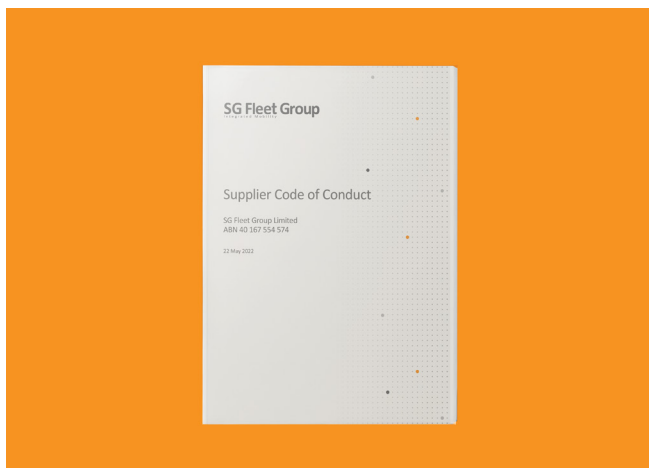
In the 2025 year, this survey was rolled out to the company’s supply network (see ‘Supply Chain Management’ in the Governance section of this Statement). Following this, we gathered valuable insights and identified key learnings, including the need to extend lead times for suppliers to respond. We are confident this will enhance collaboration within our supply chain and ensure that all parties are better prepared to meet our shared ESG goals.

SG Fleet issues Modern Slavery Statements overviewing its initiatives during the respective reporting periods in Australia (pursuant to the Modern Slavery Act 2018 (Cth)) and the United Kingdom (pursuant to the Modern Slavery Act 2015 (UK)). In Australia and the United Kingdom, SG Fleet staff receive yearly training on modern slavery risk awareness.



### Future Focus

SG Fleet intends to further optimise the process by which it identifies modern slavery risks, as well as how any identified risks are investigated and addressed. We will also investigate the feasibility of selection criteria that take into account human rights management and behaviours of potential suppliers, as well as work with our existing suppliers to achieve better outcomes across a range of related aspects.



## Customer Privacy

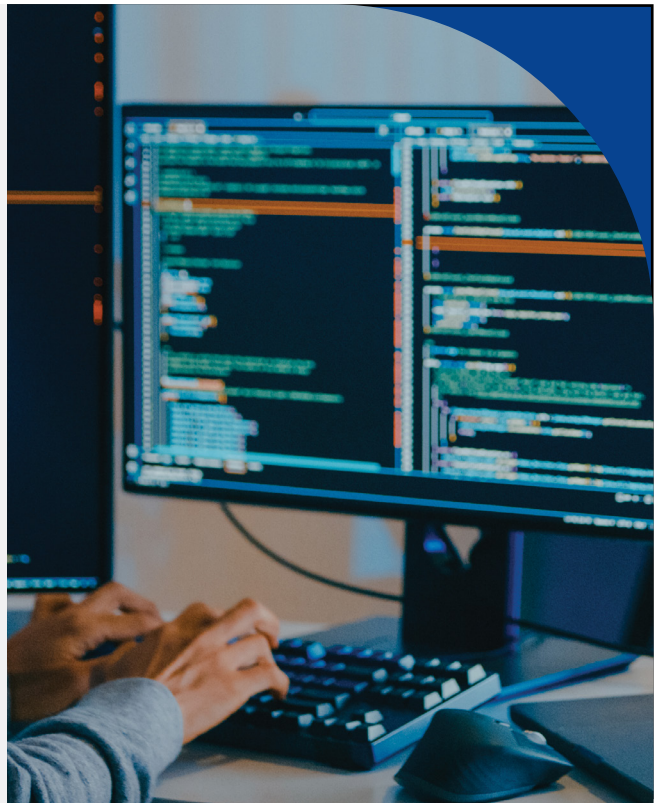
To be able to create value for its customers and conduct its business in an efficient manner, SG Fleet must collect and process certain personal and business information. The way we collect, use, and retain this information is governed by strict protocols and detailed processes. SG Fleet complies with all applicable privacy laws in each jurisdiction in which we operate and processes customer information in accordance with its privacy policies. Our Personal Data Protection Policy sets out how we protect the personal data we collect.

During the 2025 financial year, the company continued to optimise its data privacy and security processes. The awareness of the importance of customer privacy and the need for the secure handling of data is reinforced at the individual employee level through regular staff updates and continuous training via our e-learning portal. As the ability to identify suspicious emails is a core skill required of every staff member, this security awareness training was stepped up further and multiple phishing tests were conducted.

Additional measures introduced included the secure archival of stale data, improvements to the company's security

operation centre (SOC), and operational access to more mature attack surface management (ASM), the cybersecurity process focused on identifying, analysing, prioritising, and monitoring an organisation's potential external vulnerabilities and attack vectors.

The SG Fleet Group maintained its ISO27001 Information Security Management certification during the 2025 financial year and met all its relevant information security governance objectives, using targeted solutions, specialist personnel, and robust processes.



### Future Focus

Further enhancements of SG Fleet's relevant processes will continue to be introduced or matured as the cyber security environment evolves. Improvements are targeted in the areas of information asset and data governance and protection, and privileged access to information systems. SG Fleet intends to take advantage of the Infosec Registered Assessors Program (IRAP) to conduct high-quality, independent security assessments in line with the Australian Signals Directory (ASD) requirements. Work will also start on the development of an ethical and secure artificial intelligence (AI) framework.

## Social

### Other Social Aspects and Community Involvement

SG Fleet interacts with local communities in Australia, New Zealand, and the UK as a significant employer and as a purchaser of goods and services. We firmly believe that we have a responsibility to the communities in which we operate, as well as people elsewhere, to give back and make a positive contribution in other areas wherever we can.

SG Fleet supports a number of initiatives across a wide range of areas. As a company, our community contribution comes in the form of financial support, and the provision of goods or vehicles. Our people also contribute generously by collecting donations or by volunteering in their own communities or for charitable activities of their choice.

For that purpose, we offer staff the opportunity to take two volunteer leave days each year. Wherever possible, we look to deploy our mobility expertise to the advantage of organisations or individuals who have limited access to transport or to support road safety initiatives. As in previous periods, we supported a wide range of initiatives in the countries in which we operate during the 2025 financial year.



#### Brumbies Rugby Kids' Round

In 2025, SG Fleet-sponsored Super Rugby team ACT Brumbies supported the Win the Day charity for the yearly Kids' Round of games. Win the Day supports families with children diagnosed with rare forms of cancer.

The team wore a special jersey that carried an alternative version of the various elements of the traditional Brumbies Jersey as drawn by children. At the conclusion of the round, the 23 match worn jerseys were auctioned off, with all proceeds going to Win the Day.



#### Wheelchair Sports

SG Fleet supported Wheelchair Rugby Australia by providing vehicles to transport officials, players, volunteers, commentators, and staff at the 2025 Santos Ltd Wheelchair Rugby World Challenge.



### Celebrating Family

At SG Fleet, we understand the importance of families. To celebrate our customer relationships, we again hosted our popular customer family movie events in Melbourne, Sydney, and Brisbane during the 2025 financial year.



### St.George Foundation

SG Fleet has been a long-term supporter of the St. George Foundation, and we are a regular attendant of its fundraising ball. The Foundation aims to create real, positive change in the community and support children and young people in need.



### Biggest Morning Tea

At the end of May 2025, all SG Fleet offices participated in the Cancer Council Australia's Biggest Morning Tea, raising money for cancer research.



### Road Safety Week

SG Fleet supports Road Safety Week both in Australia and New Zealand, encouraging all to drive safe so others can survive.



### Tour de Qure

In February 2025, SG Fleet attended the inaugural Qure Ball, Canberra's premier fundraising gala in support of cancer research.



### Children's Toy Drive

SG Fleet partnered with Children's Charity TLC for Kids, which provides practical relief to sick kids and their families, to raise donations for the Toy Drive and bring joy and festive cheer over Christmas to children in need.

# Social



### Flannie Day

To acknowledge and support Homelessness Week, SG Fleet organised a soup lunch on Flannie Day in August 2024 and contributed by donating food to FoodBank Australia.



### Northland Emergency Services Trust

SG Fleet is a mobility partner and sponsor of the Northland Emergency Services Trust in New Zealand. In 2025, we delivered two new vehicles for its fleet to support the Trust's critical rescue operations over the Northland region.



### Pink Shirt Day

The SG Fleet team took a stand against bullying by participating in Pink Shirt Day, an initiative of the Mental Health Foundation of New Zealand to eliminate bullying by celebrating diversity and by promoting kindness and inclusion.



### Foster Hope

The SG Fleet NZ team raised donations for the Foster Hope Christmas Gift Drive to provide children with necessities over the year-end period.



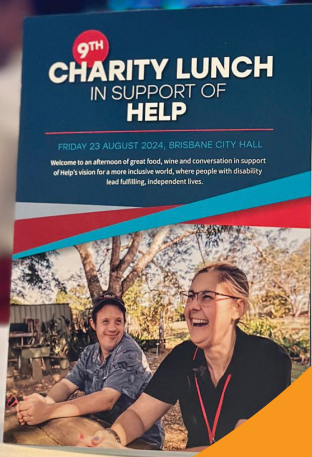
### Cancer Research UK (CRUK)

SG Fleet is a longstanding supporter of CRUK and organised several events during the year in support of the charity, raising funds at the Christmas Jumper Day and participating in various sports challenges.



### Macari Centre

The SG Fleet UK team joined founder Lou Macari to hand-deliver vital food and clothing donations from our staff and business to the Macari Centre, a lifeline charity that provides support and safe, secure shelter for the homeless and people in need.



Other charities supported by SG Fleet include Redkite, OzHarvest, Help Enterprises (Australia), Whanau Awhina Plunket, the Rotary Club, The Starship Children's Hospital, the Auckland City Mission, the Auckland Special Children's Christmas Party, and the Auckland Rescue Helicopter Trust (New Zealand).



### Future Focus

In the 2025 financial year, we engaged a corporate social responsibility consultancy in New Zealand to conduct a localised gap assessment and develop an action plan with a particular focus on community involvement. Results of this review will be available for appraisal and implementation in the 2026 financial year. Findings regarding local charity support and volunteer partnerships will be applied more broadly within the group following the New Zealand roll-out.

## Governance

Across our organisation, we ensure we adopt responsible business practices and policies in all aspects of our operations. SG Fleet has a number of policies in place to instil and promote ethical behaviour across the organisation, as well as in its supply chain. The company also ensures its people are aware and observant of these policies by conducting regular e-learning sessions.



### Business Ethics and Conduct

**Our people are expected to conduct themselves in a manner consistent with the company's standards and in compliance with all relevant legislation.**

SG Fleet's ESG Materiality Assessment identified the following governance risks as material to the company:

- Business ethics and conduct
- (Presence of) whistle-blower policy
- Supply chain management
- Anti-corruption and bribery
- Anti-competitive behaviour
- Risk and crisis management

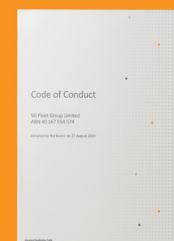
SG Fleet's Code of Conduct outlines how we expect our representatives to behave and conduct business in the workplace on a range of issues. It includes legal compliance and guidelines on appropriate ethical standards.

In the 2025 financial year, SG Fleet's procedures were enhanced to cover various aspects of individual and company conflict of interest and disclosure requirements.



#### Future Focus

SG Fleet will continue to review its Code of Conduct as required, further improve the processes in place to ensure adherence to the Code, including training, and optimise how it addresses any breaches. In the 2026 financial year, the governance and risk management structure and the Audit, Risk, and Compliance Committee charter will be updated to reflect the company's new ownership structure.



# Promoting

# ethical

## Whistle-blower Policy

**SG Fleet is committed to ensuring that serious misconduct or malpractice is identified and addressed appropriately. We believe that the ability to raise related concerns is an important mechanism to ensure that the company functions efficiently and in accordance with its own principles of conduct.**

SG Fleet has adopted a Whistle-blower Policy in accordance with the Corporations Act in Australia, and a separate policy applies to the United Kingdom. The Whistle-blower Policies encourage whistle-blowers to raise concerns and reportable conduct where there are reasonable grounds to support such action, and to ensure that serious misconduct or malpractice is identified and addressed appropriately.



**Find our Whistleblowing Policy here**  
[sgfleet.com/docs/australialibraries/default-document-library/australia-whistleblowing-policy.pdf](https://sgfleet.com/docs/australialibraries/default-document-library/australia-whistleblowing-policy.pdf)



### Future Focus

SG Fleet's Audit, Risk, and Compliance Committee reviews its Whistle-blower Policy annually, and we will further improve employee awareness of and access to the whistle-blower process.

# behaviour

# Governance

## Supply Chain Management

We view it as our responsibility to promote ethical behaviour not just within our business operations, but also at supplier level. SG Fleet takes great care in selecting suppliers of goods and services and we expect our suppliers to operate to recognised national and international standards, and appropriate codes of practice.

In order to do so, we have put in place a Supplier Code of Conduct and a Procurement Policy. These policies set out the requirements we expect from our suppliers in the areas of ethical business practice, anti-competitive conduct, labour and human rights, work health and safety, environment, and confidentiality of information.

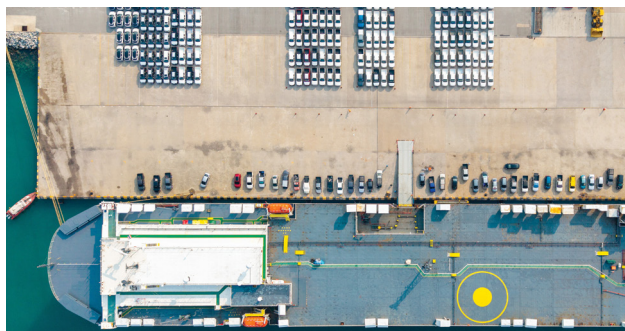
During the 2024 financial year, SG Fleet introduced a new methodology to assess the ESG performance of its supply chain. This methodology was rolled across the company's suppliers for the first time in the 2025 financial year to survey all relevant environmental, social, and governance risks. The broadening of the assessment's scope was the result of best-practice benchmarking, in cooperation with an external specialist consultant.

## Anti-corruption and Bribery

SG Fleet prohibits bribery and corruption in any form, whether direct or indirect, and in any country in which it operates.

We have adopted an Anti-bribery and Corruption Policy, detailing our commitment to conducting business activities with integrity and ensuring measures are in place to prevent bribery and corruption. Anti-corruption and bribery risk assessments are regularly conducted throughout the group.

The company expects its employees to demonstrate honesty, integrity, and fairness in all aspects of their business dealings and exercise a high standard of professionalism and ethical conduct in all their activities. We promote employee awareness of and compliance with our policies against bribery and corruption through appropriate dissemination of our own procedures, policies, and training programmes.



### Future Focus

In addition to further optimising the process by which it identifies modern slavery risks in its supply chain (see 'Human Rights, and Forced, Compulsory, or Child Labour' in the Social section of this Statement), SG Fleet intends to take a similar approach to the review and management of other ESG risks and how the ESG performance of potential suppliers is taken into account in the company's supplier selection process.



### Future Focus

SG Fleet will continue to review its Anti-bribery and Corruption Policy as required, further improve the processes in place to ensure adherence to the Policy, including training, and optimise how it addresses any breaches.

### Anti-competitive Behaviour

The company aims to maintain its reputation of having a high standard of ethical behaviour in conducting business and to behave with integrity in all dealings with competitors and customers.

SG Fleet's Code of Conduct stipulates the behaviours required to meet its standards in terms of responsible business practices. We actively monitor for any breaches of the Code. In the reported period, no actions or issues occurred in respect of anti-competitive behaviour.



#### Future Focus

SG Fleet will continue to review its Code of Conduct as required, further improve the processes in place to ensure adherence to the Code, including training, and optimise how it addresses any breaches.

### Risk and Crisis Management

The presence of effective risk management structures and processes is essential for the continued conduct of SG Fleet's business operations. SG Fleet has a strong risk management culture and a robust operating model, embedding governance and risk responsibilities across multiple lines of defence.

SG Fleet maintains a dedicated internal audit function. We regularly review our risk management framework and internal control framework, while the internal audit team provides independent and objective assurance on the effectiveness of governance, risk management, and internal control processes.



#### Future Focus

SG Fleet will continue to review its risk management approach and processes, in line with the evolving nature of its business and its operational environment.



#### UN Global Compact

During the 2021 financial year, SG Fleet became a signatory to UN Global Compact (UNGC), committing to its corporate responsibility initiative and its principles in the areas of human rights, labour, the environment, and anti-corruption.

In the 2025 financial year, the company lodged its fourth Communication on Progress report.



