



# A step in the right direction

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Steel Blue's journey towards achieving our sustainability and social responsibility goals.



**InOurStride®**  
Steps towards a sustainable future

# Our mission to 2025

At Steel Blue we believe doing the right thing makes all the difference.

We understand that we're more than just a company that makes excellent work boots. We also have a role to play in making the world a better place.

In 2019, we developed a series of goals to formalise our sustainability and social responsibility commitments. We identified five key areas where we felt we could make a genuine difference, and developed quantifiable goals to achieve them by 2025.

The information you'll find on these page includes our goals and our progress in each of our five key areas.

# A message from our CEO

Thank you for your interest in Steel Blue's sustainability and corporate social responsibility goals.

Making a difference, giving back, looking after the environment and doing things the right way are part of the DNA of Steel Blue. From day one, back in 1995, we've gone the extra mile not just to create quality boots, but to care for our people and our community.

The information below is really just the highlights. If you want to know more, please download the full A step in the right direction report; [www.steelblue.com/sustainability](http://www.steelblue.com/sustainability)

Thank you for walking alongside us on this journey.

**Garry Johnson**

Steel Blue Chief Executive Officer

## About Steel Blue

Steel Blue is a 100% Australian-owned premium safety footwear manufacturer. We continually innovate to ensure our boots are as comfortable, safe, and durable as possible.

Established in 1995, Steel Blue is Australia's leading supplier of safety work boots and the only one to receive the Australian Physiotherapy Association endorsement. We service more than 40 countries and produce more than one million pairs of boots a year.

Steel Blue's headquarters and Australian manufacturing operations are based in Malaga, Western Australia.

Steel Blue has a long history of embracing and leading on matters of corporate social responsibility. We do it because we care—and caring is part of our culture.

A mark of  
true skill



## Our top 5 priority areas

### 1. Community

By 2025, we will have provided over A\$3.0 million in donations and support to community organisations and projects.

### 2. Diversity & Inclusion

By 2025, a third of our workforce will be female.

### 3. Climate

By 2025, we will be a carbon-neutral organisation.

### 4. Environment

By 2025, we will source our leather exclusively from LWG gold-rated suppliers.

### 5. Human Rights

By 2025, we will have eliminated any risk of modern slavery within our supply chain.





# 1. Community

## Our goal

**\$3+ million**

By 2025, we will have provided over A\$3.0 million in donations and support to community organisations and projects.

## Our progress

**\$1.5+ million**

Raised for Breast Cancer Care and Beyond Blue from our charity boot ranges, so far.

## Other big steps we're taking

- Partnering with Clontarf Foundation to mentor young Aboriginal and Torres Strait Islander men
- Supporting the Swan Districts Football Club's outreach programs, helping marginalised and at-risk people
- Providing support to Ngalla Maya in its work transforming the lives of Indigenous people
- Sponsoring a soccer academy near our factory in Jakarta
- Providing footwear and funding for environmental disaster recovery initiatives
- Supporting our team to achieve their own volunteering and fundraising dreams.

## How it's going

In 2021, Steel Blue's efforts were recognised in the Australian Institute of Management's Pinnacle Awards for Excellence in Corporate Social Responsibility.







## 2. Diversity & Inclusion

### Our goal

# 1 in 3

By 2025, a third of our workforce will be female.

### Our progress

# 34%

By early 2022 we had already reached our goal, but the exact percentage of female colleagues fluctuates, so it remains an area of focus.

### Other big steps we're taking

- We have flexible working practices, including a Working from Home policy
- We've had an Aboriginal and Torres Strait Islander Reconciliation Action Plan since 2020 and we're always working to improve it
- Colleagues receive cultural awareness training
- We use inclusive recruitment practices, including working with Indigenous employment services and using gender-neutral language in our job ads
- We provide an Employee Assistance Program to support colleagues experiencing challenges personally and professionally.
- Steel Blue provides traineeships to Clontarf alumnus.



### How it's going

We've introduced a Paid Parental Leave policy for primary carers of children and a generous superannuation top-up payment for colleagues returning from parental leave.





## 3. Environment

### Our goal

100%

By 2025, we will source our leather exclusively from Leather Working Group gold-rated suppliers.

### Our progress

2/3

Two out of the three tanneries we work with have now achieved their gold rating. A third is working towards gold at its next audit in 2023.

### Other big steps we're taking

- Reducing our paper usage
- Eliminating solvent-based chemicals in our production process wherever we can
- Partnering with the Save Our Soles boot recycling program
- Streamlining our boots returns process to reduce waste to landfill
- Signing up to the Australian Packaging Covenant Organisation (APCO) and committing to its goals
- Writing a new and regularly audited Responsible Waste Management Policy to reduce our waste and its impact.

### How it's going

We're proud of what we've been able to achieve for the environment, but the work is ongoing. We're working hard to reduce our use of cardboard and finding ways to recycle plastics and polyurethane.



# 4. Climate

## Our goal

0%

By 2025, we will be a carbon-neutral organisation.

## Our progress

1786 credits

Our total emissions liability is 1786 credits. Our strategy is to reduce emissions but we have committed to offset any emissions we cannot eliminate, through accredited schemes.

## Other big steps we're taking

- Reducing our per-pair freight emissions by 20% by June 2025
- Reducing vehicle emissions by 20% by 2025 (full transition to hybrid or EV by 2030)
- Having only electric forklifts by 2025
- Powering our main premises with renewable energy (we've also switched to LEDs to save energy)
- Moving away from air travel unless it's essential (in favour of video conferencing), and where travel is necessary we're using carbon-neutral flight partners.

## How it's going

Steel Blue has Scope 3 carbon-neutral Climate Active Certification for our Australian operations and we're working towards carbon neutrality for the entire organisation.







# 5. Human Rights

## Other big steps we're taking

- We fully and voluntarily comply with the Australian Government's Modern Slavery Act 2018
- Steel Blue is a member of Sedex, which regularly audits our operations and supply chain for modern slavery and other social and ethical issues
- We take a proactive approach to occupational health and safety, from policy to PPE, training and testing
- We are expanding our human rights audits across our own supplier base (e.g., the company that supplies our staff uniforms, stationery, etc.).

### Our goal

# 0%

By 2025, we will have eliminated any risk of modern slavery within our supply chain.

### Our progress

# 20

Steel Blue is one of only 20 companies worldwide to hold Responsible Factory Accreditation from the Footwear Distributors & Retailers of America.



### How it's going

We submit regular Modern Slavery Statements to the Australian Government and our suppliers undergo regular third-party ethical trade audits from an independent body.



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