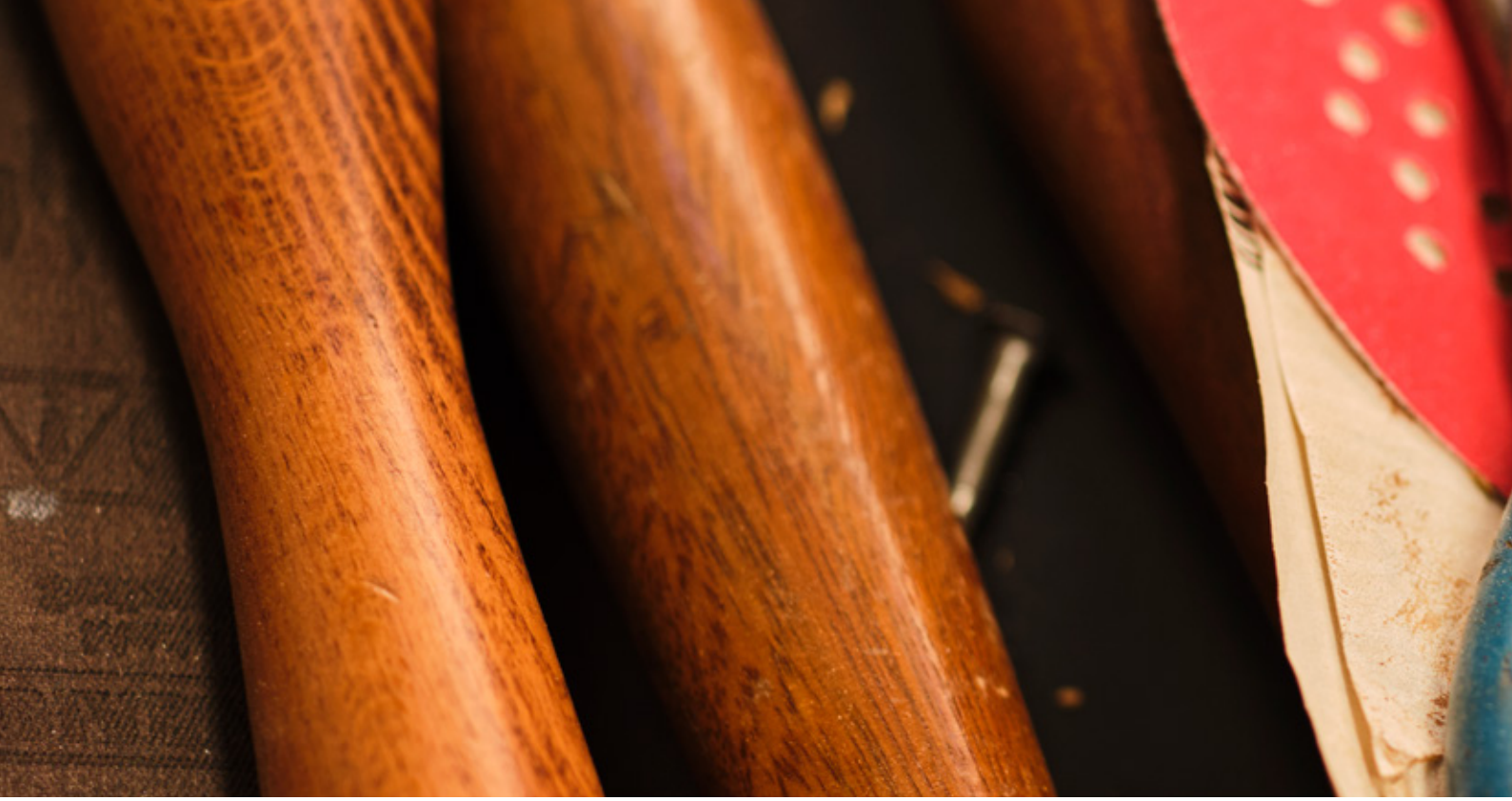
A step in the right direction

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

STEEL BLUE

InOurStride®
Steps towards a sustainable future



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 very 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.

In Australia, we've been heavily involved in fundraising for Breast Cancer Care and Beyond Blue, supporting organisations like the Clontarf Foundation that help young Aboriginal and Torres Strait Islander men to achieve their education and career goals, and contributing to the excellent community work done by the Swan Districts Football Club. These are all great organisations making an exceptional difference and we're proud of our partnerships with them and what we've been able to achieve together.

As Steel Blue and our involvement in the community have grown and science has evolved, we've come to understand the lasting impression Steel Blue can make in a number of areas, including protecting the environment and human rights, supporting diversity and doing our bit to tackle climate change. There's no set blueprint for CSR and no company has all the answers, but we're committed to working with suppliers, the industry and other stakeholders to play our part.

It was in that spirit in late 2019 we developed a series of goals as part of our new corporate social responsibility strategy. In setting those goals, we made sure they were quantifiable, so we could measure our achievements. Although we're still working towards those goals, we have made great strides towards achieving them ahead of our 2025 target.

In this report, A step in the right direction, you can read all about what we're doing, the progress we've made, and the challenges ahead. We hope it'll show you just how much we care about what we do, about our people, about our environment and climate, and about you, our customers.

Garry Johnson

Steel Blue Chief Executive Officer

UN goals

Steel Blue's sustainability roadmap identifies five strategic goals to help us overcome the challenges we face today and into the future. Our goals are aligned to the UN Sustainable Development Goals.

These are a collection of 17 global goals designed to be a guide to achieve a more sustainable future. Set by the UN General Assembly in 2015, they provide a universal call to protect all people and our planet.

1. We care about community
2. We care about diversity & inclusion
3. We care about the environment
4. We care about climate
5. We care about human rights

Please note: Product range varies by region.
Visit steelblue.com for regional availability.

WELDING ARC
HAZARD

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 began exporting in 1996 and now service more than 40 countries including New Zealand, Europe, the UK, the USA, Papua New Guinea, South-East Asia, Africa, Israel, and the Middle East. Steel Blue produces over one million pairs of boots per annum.

Steel Blue's headquarters and Australian manufacturing operations are based in Malaga, Western Australia. We have an exclusive partnership with a manufacturer in Indonesia to meet global demand for our boots. We work closely with them to ensure our values and our commitments to human rights protections and supporting local communities extend to all parts of our business.

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.

"We continually innovate to ensure our boots are as comfortable, safe, and durable as possible."

Our top 5 priority areas

1. **Community** ...8

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

2. **Diversity & Inclusion** ...12

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

3. **Environment** ...16

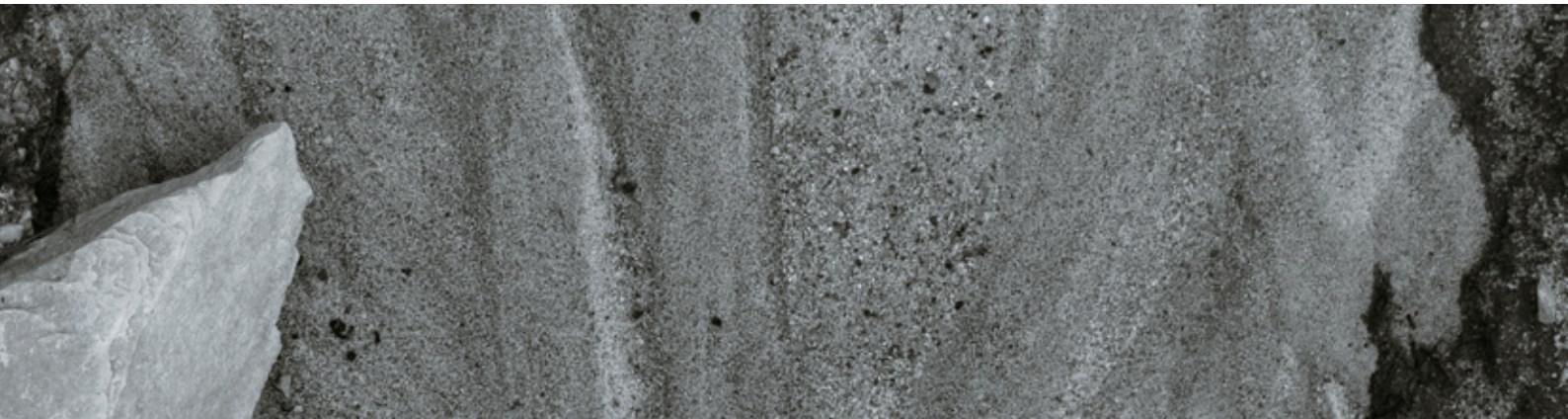
   By 2025, we will source our leather exclusively from LWG gold-rated suppliers.

4. **Climate** ...22

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

5. **Human Rights** ...26

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



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Community

Our community goal for 2025.

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

Steel Blue is extremely proud of our many longstanding relationships with charitable and community organisations, which we support in various ways. So far, we have raised more than A$1.5 million for our community partners. Our community involvement is anchored by two long-term partnerships with Breast Cancer Care and Beyond Blue.

Steel Blue donates $10 from every pair of boots sold from our charity ranges to Breast Cancer Care (ladies' pink and purple boots) or Beyond Blue (men's and ladies' blue boots). These eye-catching colours are a deliberate feature, standing out amongst typical safety boots. As the first boots of their kind, their arrival in traditionally masculine work environments started conversations about mental health and breast cancer detection—conversations that continue on worksites today.

But it's not just the sale of special boots that raises funds and awareness, we're also heavily involved in supporting other fundraising events and initiatives for our charitable partners.

Steel Blue's partnership with Breast Cancer Care

Our relationship with Breast Cancer Care WA started in 2007 when the charity's founder asked us to make purple boots to raise funds for the cause. In the years since, Steel Blue's activities have raised over A$1.5 million to create education initiatives for awareness and early detection of breast cancer:

- A youth education program designed to reduce fear, raise awareness, and highlight support services
- Online campaigns to improve community knowledge of breast cancer, dispel outdated myths, and teach people how to be breast aware
- The packaging from our pink and purple boots include a shower tag that highlights the importance of regular checks and how to conduct them. Over 160,000 shower tags have been distributed to help lead to earlier detection of the most diagnosed cancer in Australia.

Steel Blue's partnership with Beyond Blue

Our relationship with Beyond Blue started in 2014 with a similar strategy to Breast Cancer Care. Evidence shows men don't readily discuss mental health, which is a barrier to men accessing help. We knew we could help change that.

Sales of Steel Blue's men's and ladies' blue boots have raised more than $300,000 for the Beyond Blue 24/7 Support Service for those affected by anxiety, depression, and suicide. The money has funded the handling of more than 6,250 contacts to the service and our team takes comfort in knowing our boots make such a valuable contribution.

Additionally, the packaging of our blue boots includes a brochure from Beyond Blue with information about their services and how to seek help if you're experiencing a mental health crisis. Every August, Steel Blue also raises awareness for Beyond Blue as part of Tradies' National Health Month.

We believe in doing good in the world.

Steel Blue's charitable contributions, product donations and employee volunteer efforts are a key part of our company culture. Together with our employees, our factories and our suppliers, we believe in doing good in the world.

Our partnership with Clontarf Foundation

Clontarf is a not-for-profit foundation providing mentoring to young Aboriginal and Torres Strait Islander men, to improve their education, discipline, life skills, self-esteem, and employment prospects.

Sponsoring Swan Districts Football Club

Steel Blue has been a major sponsor of the Swan Districts Football Club since 2004. Our support helps the club run many community programs to connect and engage marginalised people and communities, including at-risk youth, seniors, people with disabilities, and First Nations peoples and culturally diverse communities.

Supporting our staff to support worthy causes

Through our Community Days program, staff can receive a paid workday to volunteer for one of Steel Blue's charity partners.

Steel Blue also sponsors our employees to volunteer, help tin rattle and collect donations for Breast Cancer Care's annual Purple Bra Day fundraising event initiative in the Perth CBD. And each year, Steel Blue employees participate in Movember. This is a staff-owned activity and Steel Blue matches the funds raised by the team, dollar for dollar.

A range of other initiatives we're pleased to support

Steel Blue supports a range of worthy community initiatives each year, including:

- Providing specially discounted products to Ngalla Maya, a not-for-profit helping to transform the lives of vulnerable First Nations peoples, particularly those who are getting their life back on track after time in prison
- Sponsoring a soccer academy in Jakarta, Indonesia, where many of our factory-based employees live
- Making ongoing contributions to WA Charity Direct, a not-for-profit organisation that channels funds to where they are most needed, including supporting the homeless
- Providing footwear and funding for environmental disaster recovery initiatives.

Recognition for Steel Blue's work in the community

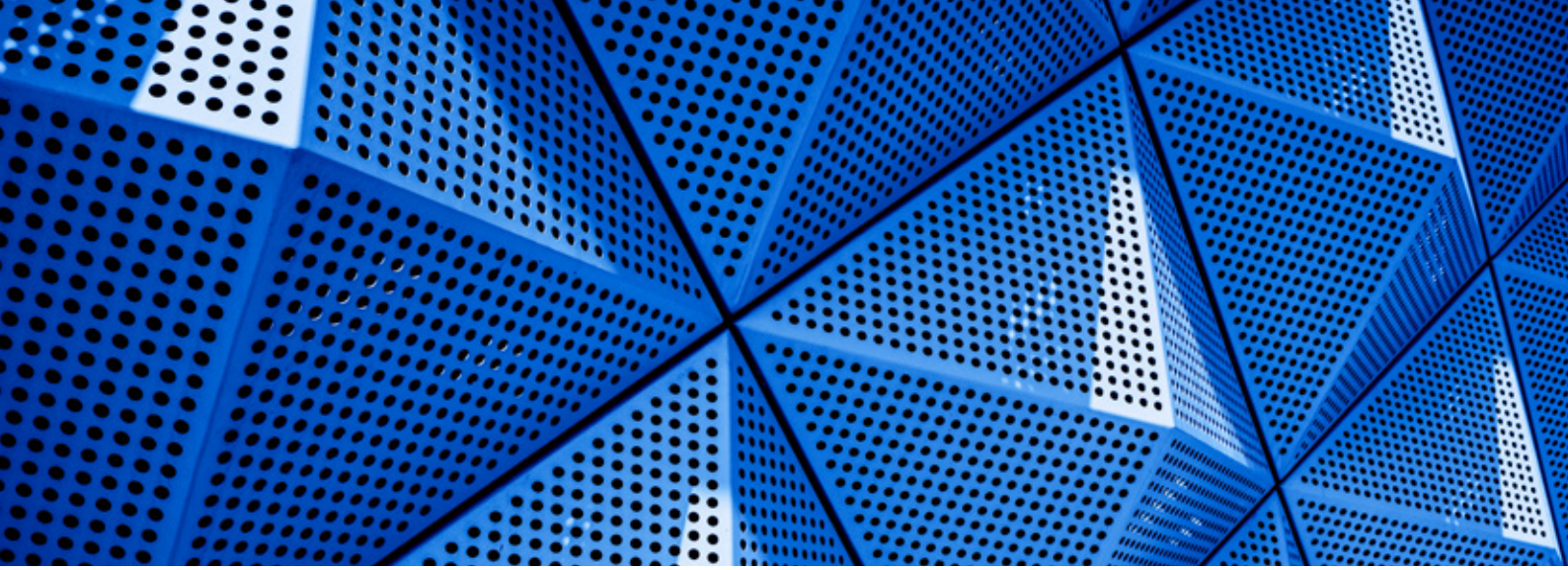
In 2021 Steel Blue's community efforts were recognised by the Australian Institute of Management's Pinnacle Awards, winning the award for Excellence in Corporate Social Responsibility.

The AIM WA Pinnacle Awards are Western Australia's premier business leadership excellence awards, recognising and rewarding outstanding organisations across the corporate, government, community and not-for-profit sectors. Award winners receive A$20,000 worth of learning and development towards the charity of their choice. Steel Blue's win benefited Breast Cancer Care.

- Achieving our 2025 goal will take Steel Blue's total contribution to community organisations and projects to well over A$3 million
- Steel Blue has already raised more than A$1.5 million to support awareness and early detection of breast cancer
- We've raised more than $300,000 for mental health charity Beyond Blue, funding their 24/7 Support Service
- We support the Clontarf Foundation, a not-for-profit organisation mentoring young Aboriginal and Torres Strait Islander men.

“We’ve also introduced a ‘Community Days’ initiative, where staff receive a paid workday to volunteer on projects with our charity partners. It really highlights the link between their work and the meaningful impact Steel Blue makes to the community. It’s great to see staff embracing it.”

Ross Fitzgerald, Steel Blue Founding Director & Chief Sales Officer



Diversity & Inclusion

Our diversity & inclusion goal for 2025.

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

Like many of the industries where our boots are popular, manufacturing can be a traditionally male-dominated field. So, when we were developing our diversity and inclusion goal for 2025, it made sense to see what the industries we work alongside were doing. Many companies, including some big mining companies, had a 33% gender diversity target, so we adopted that as our starting point.

What have we done?

The introduction of a couple of key policies specifically designed to attract a diverse range of candidates has been key to our early success on gender diversity.

Firstly, we've introduced a Paid Parental Leave policy. This applies to both men and women, so if you are the primary carer of your children and you work for Steel Blue, you are entitled to Paid Parental Leave, regardless of gender. That leave is paid at the minimum wage, so it increases each year in line with Federal Government advice.

The leave period from Steel Blue is in addition to the Australian Federal Government's 18-week parental leave scheme (also paid at minimum wage) which many of our team members would be entitled to receive. Staff are also entitled to unpaid parental leave of up to 12 months, which is a Federal Government entitlement.

Secondly, we've introduced a generous superannuation top-up payment for colleagues returning from parental leave. This is a unique benefit which is designed to help address the gender wage gap women often experience at retirement, when their superannuation is likely to be 40% less than that of a male.

What progress have we made?

In 2020, at the time we set our target, 28% of our colleagues were women. By early 2022, thanks to the successful introduction of some big policy changes, we had already reached 34% female team members. That number fluctuates, so it's important we don't take our foot off the pedal, but we're feeling confident about reaching our goal by 2025—and we're hoping to go well beyond it.

STEEL
BLUE
100% COMFORT

What else is Steel Blue doing to encourage diversity and inclusion?

Respecting First Nations peoples

Steel Blue is committed to creating opportunities for Aboriginal and Torres Strait Islander people and to "close the gap" between First Nations peoples and other Australians.

The first step was introducing an Aboriginal and Torres Strait Islander Reconciliation Action Plan in 2020, which complements our work with Indigenous not-for-profit organisations, including the Clontarf Foundation and Ngalla Maya. We're continuing to consult with Indigenous community representatives on this action plan because we know there's always room for improvement.

As part of our commitment to respecting our First Nations peoples, Steel Blue colleagues have received cultural awareness training. We have also made a traineeship available to a Clontarf alumnus, and we're working hard to create more opportunities for members of Indigenous communities.

Celebrating our diversity

In Australia, the Steel Blue team is small but we are an incredibly diverse group. We have colleagues with heritage as far afield as Burma (Myanmar), Somalia, Vietnam, Scotland, the USA, New Zealand, the Philippines, and more.

We believe our diversity is a real strength, so each year we celebrate it by taking part in Harmony Day activities. It's a chance for colleagues to get together and experience each other's cultures and have a conversation about where we've all come from and how our experiences make us unique.

Encouraging and supporting inclusion

Steel Blue has very inclusive recruitment practices (including working with Indigenous employment services) and strong company policies against bullying, harassment, and discrimination, all of which help to make Steel Blue a supportive workplace for our team.

We also have an Employee Assistance Program to support colleagues who are experiencing challenges personally or professionally. It's completely confidential and can help with a wide range of services, from financial coaching and retirement planning to support with LGBTQI and family matters to dealing with substance abuse. The program is available, free of charge, to colleagues and their immediate family members.

- We've introduced flexible working practices including a Working From Home policy, to make working at Steel Blue more attractive to a diverse range of candidates, including parents
- Our gender-neutral Paid Parental Leave Scheme includes a superannuation top-up that helps address aspects of the gender wage gap
- We use gender-neutral language and images when we advertise job vacancies and invite applicants of all genders, ages, abilities, and backgrounds.

"We are making a product that we're selling to a broad and diverse community, so it's only natural we'd want to reflect that community in our workforce. We embrace the benefits of being able to tap into that diversity of experience, opinions and input."

Tamara Broxton, Steel Blue Human Resources Manager

ATS
special

Environment

Our environmental goal for 2025.

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

The leather that goes into every pair of Steel Blue's work boots is incredibly important to us. But it's not just the quality of the leather we care about, we also want to make sure the leather we're sourcing and using has been processed in the most ethically and environmentally responsible manner possible.

That's why we're working towards ensuring all our leather is sourced from Leather Working Group gold-rated suppliers.

What is a Leather Working Group gold rating?

The Leather Working Group (LWG) is a not-for-profit organisation that since 2005 has worked with the leather industry to ensure companies throughout the leather supply chain comply with environmental standards.

It doesn't just promote compliance, performance and sustainable practices; it also audits leather businesses, like tanneries, to ensure they're meeting minimum standards in various areas of production, including:

- Water and energy use
- Solid waste and effluent management
- Air and noise emissions
- Traceability
- Health and safety
- Chemical management
- Restricted substances, compliance and chromium VI management.

A gold rating is the top rating leather businesses can achieve. To get a gold rating, businesses must achieve at least a 75% score in all seven areas listed above. If they fall below 75% in any one category, they automatically drop to a silver rating.

Our journey towards LWG gold rating

We've worked with our tannery suppliers to get them registered with the Leather Working Group and work towards their gold rating.

Ecco Leather, a major supplier of cow leather for Steel Blue's work boots, has already achieved their gold rating. Tasman Leather, a New Zealand tannery, has achieved its silver rating and is working towards their gold rating at their next audit in 2023.

Together, Ecco and Tasman account for 90% of the leather used to make Steel Blue's work boots. A third tannery we source a small amount of leather from already has a gold rating with LWG.

LEATHER WORKING GROUP

LEATHER NATURALLY

What else we're doing to reduce our environmental impact.

We are actively working to reduce our environmental impact, including our energy, water and chemical use in both our supply chain and our manufacturing process. We're also committed to reducing and eliminating waste and to recycling wherever possible. It's a journey, but we're making good progress in a variety of areas. Here's some of what we're doing.

Cleaning up our chemicals

We're doing whatever we can to eliminate solvent-based chemicals in our production process. We've introduced a Restricted Substance Policy to guide our decision-making, which has resulted in a significant reduction in solvent-based adhesives (used in preparing our boot uppers) towards a hot melt application which doesn't use solvents in the cement. By comparison, we have gone from using 5000 kg of solvent-based adhesives per annum to just 125 kg, a reduction of 97.5%. That not only reduces the release of carbon into the atmosphere during the process, but it also reduces the risk to our operators. So, it's a win-win.

Streamlining our returns process

We've also streamlined our boots returns process, to help reduce the amount of waste we're sending to landfill. All our footwear returns or warranty claims used to be sent to the Steel Blue head office for assessment. Now, instead of freighting the boots back, the boots are assessed close to where they were sold (significantly reducing the carbon footprint of each pair of returned boots). We're also doing whatever we can to reutilise boots that might otherwise end up in landfill. Newer boots might be donated to charity, while vintage products might be salvaged.

Reducing boot end-of-life waste

Each year Australians purchase millions of pairs of shoes that, ultimately, end up in landfill. Steel Blue has been leading an industry-wide end-of-life solution to tackle this waste, in partnership with the Save Our Soles boot recycling program. Our plan is to run a pilot program in Victoria in the first half of 2022, allowing consumers to return their used safety boots to selected retailers for collection and recycling. The recycled materials will be used to manufacture retail flooring and anti-fatigue mats. This will reduce waste going to landfill. We believe it's a more responsible end-of-life outcome for our boots. If the pilot goes well, we expect it to become a national program in 2023.

Reducing the impact of our packaging

Steel Blue is an active member of the Australian Packaging Covenant Organisation. (APCO). The covenant has its own goals for 2025, which we're working to meet. These targets are:

- 100% reusable, recyclable or compostable packaging
- 70% of plastic packaging being recycled
- 50% average of recycled content included in packaging (revised from 30% in 2020)
- The phase-out of problematic and unnecessary single-use plastics packaging.

We're making great progress against these goals. There's very little single-use plastic in our production process or packaging. Where there is, we're introducing alternatives. For example, tags with Steel Blue's warranty information have traditionally been attached to a boot via a plastic loop through an eyelet. We can't be sure the end user will dispose of that plastic properly. By replacing those plastic loops with string or a biodegradable product, we can save 1.5 million plastic loops (90 kg of plastic) from potentially ending up in the environment each year.

APCO AUSTRALIAN PACKAGING COVENANT ORGANISATION

SAVE OUR SOLES

CE

“The most important part is educating our people, because that’s how we will be able to eliminate waste and achieve our environmental goals. The great news is everyone is on board and is doing the right thing—recycling, reducing, re-using and eliminating wherever possible. That’s an achievement in itself, and it’s going to help us reach our goals.”

Anza Shirazee, Steel Blue Manufacturing Manager

Responsible waste management

Across the business we have implemented a Responsible Waste Management Policy, which includes but is not limited to:

- Waste separation
- Recycling
- Composting
- Reduced packaging through carton and pallet re-use
- Reduced pallet wrapping
- Using compostable mailers.

Our waste management has been audited by Encycle, an independent waste consultancy that helps companies improve the efficiency, safety and effectiveness of their waste management systems. It has made a major difference to our decision-making and our approach to waste management.

Some of those changes are small but important, like banning disposable cups; others are much larger and more obviously impactful at scale. At Steel Blue facilities we now have five different colour-coded bins to recycle different materials, like organic waste and soft plastics, to ensure our waste goes to the right place. For example, organic waste goes into our garden mulch and cardboard and plastic go to specialist recycling centres.

Our waste management plan incorporates a strategy for dealing with electronic waste and we're working towards end-of-life opportunities and partnerships in this area.

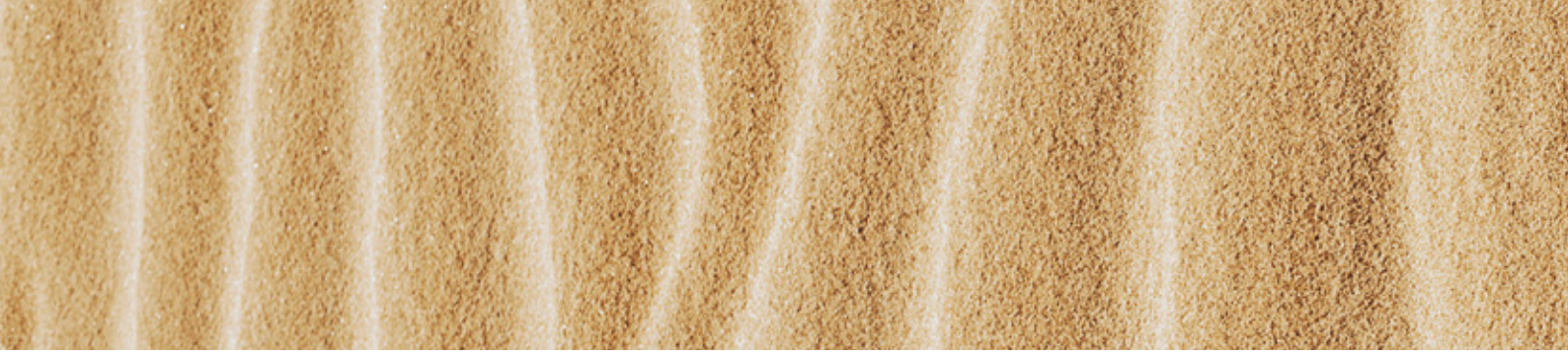
Reducing our paper usage

We've paid particular attention to reducing our paper usage, by switching to electronic record keeping and making finance and customer service functions paperless. That has reduced our printer use significantly, from two million copies a year to just 60,000.

There's still work to do

We're really proud of what we've been able to achieve for the environment in recent years, but the work is ongoing. We're working hard to reduce our use of cardboard and working on solutions to recycle plastics and polyurethane.

- We've eliminated solvent-based chemicals from our production process, which is better for the environment and our people
- We're signed up to the Australian Packaging Covenant Organisation's goals and we're reducing our waste wherever possible
- Our waste management is independently audited to ensure we're meeting our goals and constantly improving.



Climate

Our climate goal for 2025.

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

We see doing the right thing by the climate as an important part of doing business in the modern world, and Steel Blue is determined to be a market leader in climate action for the footwear industry.

Climate Active certification

Steel Blue's business operations in Australia have been certified carbon-neutral with Climate Active since October 2021. Climate Active is a partnership between the Australian Government and Australian businesses, designed to drive voluntary action on climate. Certification is awarded to businesses and organisations that have credibly reached a state of achieving net zero emissions (or carbon neutrality). That means there are no net negative impacts on the climate for our business operations.

Steel Blue's scope 3 certification

Steel Blue has achieved the highest level of scope 3 certification from Climate Active.

Scope 1 is for emissions directly generated by a business's operations, like burning gas or driving cars. Scope 2 emissions are caused indirectly by consuming electricity. These emissions are generated outside an organisation (e.g., at a power station). Scope 3 emissions are also indirect but these happen upstream or downstream from a business (e.g., waste, air travel, consumptions of goods and services, contractor emissions).

Steel Blue's scope 3 certification means that with the exception of our third-party overseas manufacturing, for our international offices, our global freight (outside Australia) and our third-party-owned warehouse (which is beyond our operational control), all our carbon and greenhouse gas emissions have been accounted for and we have a strategy in place to either offset or eliminate those emissions.

Where to from here for our carbon-neutral goal?

We're working towards carbon neutrality by 2025, which means we're working to eliminate or offset all our emissions across global operations.

We're doing it because businesses globally have an important role in leading change to protect our environment for future generations.

“We want to be viewed as a responsible brand. We want to show that we’re listening to what the broader population is saying about the climate and we see this as important enough to have its own strategic goal, so we really take ownership of it within the business. It’s about being a business leader and acting accordingly.”

Peter Bell, Steel Blue Chief Financial Officer

How we've been making a difference on climate

Our climate and carbon-neutral strategies are focused on reducing our greenhouse gas emissions, investing in low-emissions technologies, supporting activities to rehabilitate degraded ecosystems, promoting product stewardship, and managing climate-related risk and opportunity.

Our carbon-neutral strategy

Achieving carbon neutrality has meant making some big changes to the way we do business. Our strategy has involved the following initiatives, which are either already complete or in progress:

- Reducing our per-pair freight emissions by 20% by June 2025 (we've increased our minimum order to four pairs, we're reviewing our warehouse location and we're moving to electric freight vehicles)
- We're reducing vehicle emissions by 20% by 2025 (fully transitioning to hybrid or EV by 2030)
- Our main premises are powered by renewable energy (we've also switched to LEDs to save energy)
- All our forklifts will be electric by 2025
- We're moving away from air travel unless it's essential (in favour of video conferencing) and where it's necessary we're using carbon-neutral flight partners.

Steel Blue's carbon offsets

Our total emissions liability, as calculated by Climate Active, is 1786 credits. While our emissions reduction strategy is our key area of focus, we have committed to offset the emissions we cannot eliminate. Through the accredited carbon offset scheme partners we're able to support:

- The Yarra Yarra reforestation project in southwest Australia (designed to create habitat for rare and endangered flora and fauna, improve water and soil quality, and create a conservation area)
- The Rimba Raya Biodiversity Reserve in central Kalimantan, in Indonesia Borneo (helping protect flora and fauna including threatened species of mammals, providing food sources for endangered orangutans, improving water quality, and building community centres and park facilities)
- A small renewable energy project, the Sichuan-Miyaluo hydro-electricity project, in China.

2021 was the first year of Steel Blue's Climate Active certification. Achieving certification is an intensive process but we believe it's worth doing not just because it's good for the planet, but because the process ensures transparency, consistency and accountability. It sets a benchmark, and once you have that in place you can really start to see what's working, where there's room to improve, and what's really making a difference.

- We've installed a 99 kW solar power system at our head office and manufacturing facility in Perth
- 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
- We're committed to continually improving our emissions reductions through a range of strategies, including switching to electric vehicles
- Steel Blue was chosen as a CO2nstruct Zero Business Champion in the UK.

Climate Active
NETWORK MEMBER

supporting carbon neutral
carbonneutral.com.au

Outback Carbon

C2nstructZERO
The Construction Industry's Zero carbon change programme

Human Rights

Our human rights goal for 2025.

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

Under the United Nations Guiding Principles on Business and Human Rights, every business has a responsibility to make sure both their operations and their supply chain respect human rights and take action to combat modern slavery. It's a commitment we take very seriously.

What is modern slavery?

Australia's Department of Home Affairs defines modern slavery as any situation where a person or organisation uses coercion, threats or deception to exploit victims and undermine freedoms. Practices that are considered modern slavery can include:

- Human trafficking
- Slavery
- Servitude
- Forced labour
- Debt bondage
- Forced marriage, and
- The worst forms of child labour.

What are we doing to combat modern slavery?

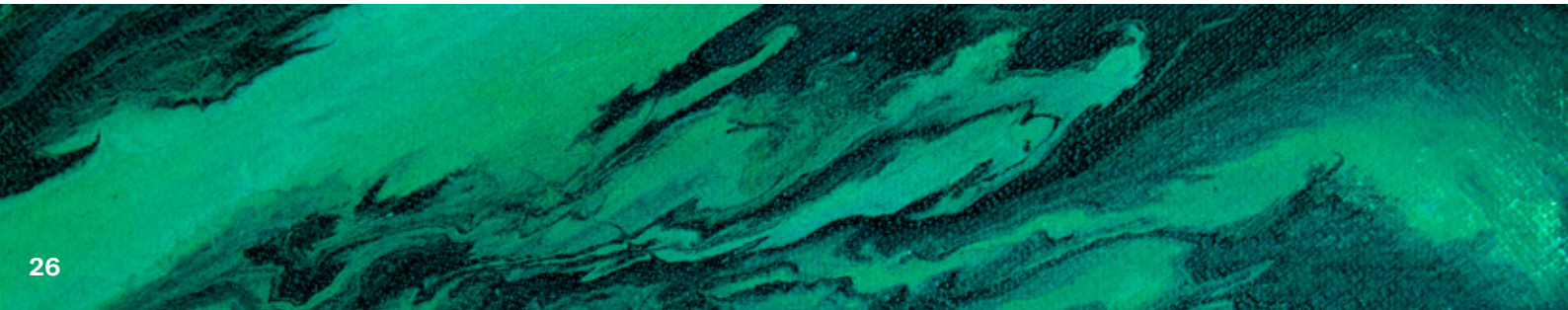
We fully and voluntarily comply with the requirements of the Australian Government's Modern Slavery Act 2018. We submit regular Modern Slavery Statements to the Government.

This means we have policies and procedures in place to require our suppliers to agree to, and adhere to, certain standards and regular audits (including third-party ethical trade audits by an independent body called Sedex).

In December 2017, Steel Blue received Footwear Distributors & Retailers of America (FDRA) Responsible Factory accreditation—one of only 20 footwear companies in the world to receive the classification. The FDRA is the peak industry footwear body in the USA. Their Responsible Factory Program is designed to enhance factory compliance across global footwear factories and ensure dignified working conditions for all workers throughout the supply chain.

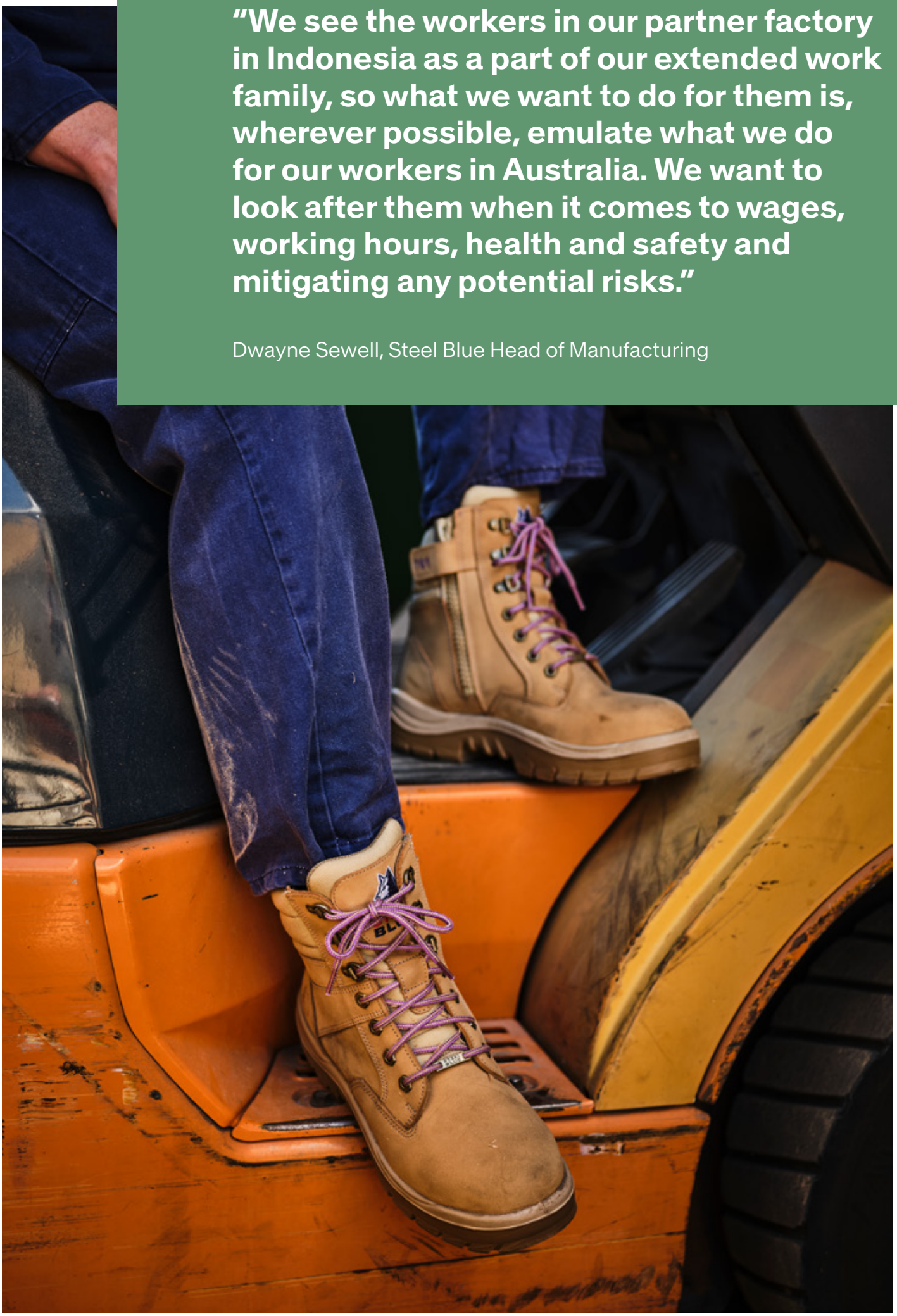
We're on track to meet our targets

There's no place for modern slavery anywhere in our operations or supply chain, and we have done (and will continue to do) everything we can to ensure Steel Blue is 100% free of modern slavery. We will continue to improve our policies, systems and procedures to



"We see the workers in our partner factory in Indonesia as a part of our extended work family, so what we want to do for them is, wherever possible, emulate what we do for our workers in Australia. We want to look after them when it comes to wages, working hours, health and safety and mitigating any potential risks."

Dwayne Sewell, Steel Blue Head of Manufacturing



Workplace health and safety

Manufacturing can be a dangerous occupation so Steel Blue takes a very proactive approach to occupational health and safety. We start with developing the right policies to ensure our workplaces are as safe as possible.

Then we provide training to all staff, issue the right personal protective equipment (PPE), and regularly stress test our systems and training through regular drills and training exercises. For example, at our partner factory in Indonesia we have established emergency response teams which perform regular drills, ensuring team members understand evacuation procedures, muster points, and so on.

We perform regular inspections of our tools and equipment to ensure the correct safety guards are in place on machines, that they're put back if they've been removed for some reason (for example, servicing) and to ensure the team member using that machine is aware of the health and safety procedures and have and are wearing the correct PPE.

The domino effect of caring for your team

We have a very close relationship with our partner factory in Indonesia, so we visit our team there often. What we've found is that by ensuring worker health and safety, our factory team feels and understands that we care for them. That has had a positive domino effect throughout the business, because workers who feel safe are happier, so morale improves, and that ultimately leads to a better quality product leaving the factory floor.

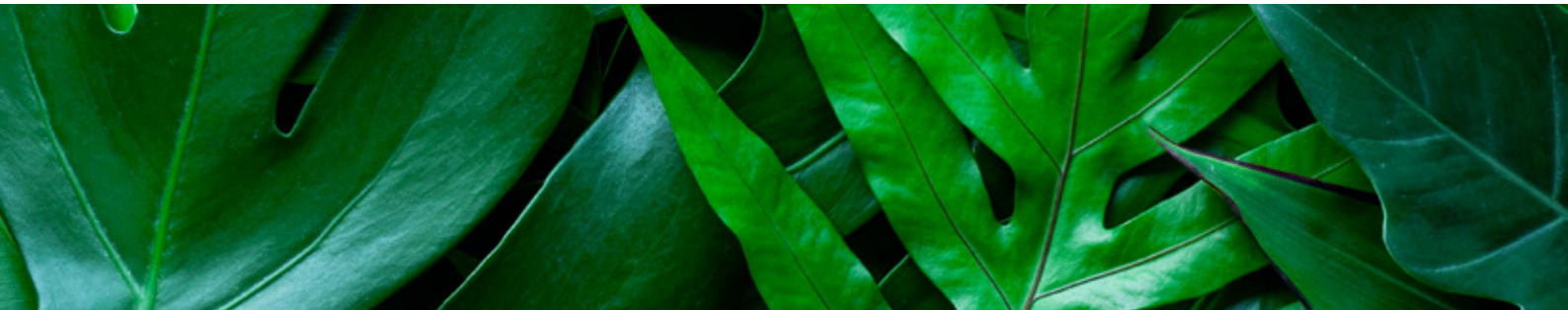
What's next for Steel Blue's commitments on human rights

As we head towards achieving our 2025 goal, we're looking for ways to expand our human rights audits across our supplier base.

So, for example, we want to ensure there's no modern slavery or human rights concerns at the companies that supply our staff uniforms, our office stationery, and so on. That way we can be sure that Steel Blue is not, even inadvertently, contributing to a horrendous trade that is completely against everything we believe in as a company and as a team.

Our achievements on human rights to-date

- We voluntarily submit Modern Slavery Statements to Australia's Department of Home Affairs
- We're one of only 20 footwear companies globally to hold Responsible Factory Accreditation from the Footwear Distributors & Retailers of America
- Steel Blue is a member of Sedex, which regularly audits our operations and supply chain for modern slavery and other social and ethical issues.



Beyond 2025:
The journey isn't over.

Steel Blue has set some ambitious goals across our five key areas—community, diversity and inclusion, environment, climate, and human rights.

We believe we've made excellent progress towards achieving those goals and we've done much of the heavy lifting required to make a lasting impression. Achieving certifications and accreditations for some of these major schemes and programs, like Climate Active certification, requires a massive investment of time, effort and funding (and paperwork). But it's just the beginning.

While there's still plenty to do—like transitioning completely to electric vehicles and optimising our warehouse locations—we've already achieved so much. We've raised millions of dollars for charity, made real differences to the life opportunities of people in our First Nations communities, committed to rooting out and eliminating modern slavery from our entire supply chain, reduced our waste, and made an important contribution to biodiversity and wildlife habitat through our carbon offset contributions.

Our goals are within reach, but our goals are not the end of the journey. They are just the first step towards making a lasting impression, but they're a step in the right direction.

Thank you for taking the time to read about Steel Blue's sustainability and corporate social responsibility goals.

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